

Richardson Independent School District

CMLC

2025-2026 Campus Improvement Plan

Mission Statement

CMLC is committed to providing an instructional environment that encourages appropriate behavior, fosters positive socialization, and facilitates academic excellence.

Vision

Where all students learn, grow, and succeed.

Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration

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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: Ensure educators teach and administratively verify that all Substance Use Prevention Lessons are taught.

Strategy 1 Details	Reviews			
Strategy 1: Provide teachers and students with substance use prevention training and lessons for use through advisory classes. In addition, solicit outside resources to facilitate faculty training. Strategy's Expected Result/Impact: Students and faculty will become knowledgeable of substance abuse awareness. Staff Responsible for Monitoring: Intervention Counselor and Counselor Targeted Support Strategy	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: Clear and consistent implementation of discipline management plan.

Strategy 1 Details	Reviews			
Strategy 1: Ensure students and parents are aware of Student Code of Conduct during orientation. Also, ensure students and parents are aware of the DAEP campus wide discipline management (Emergent Tree) and Code of Civility through advisory lessons, posters, and orientation. Strategy's Expected Result/Impact: Parent / Student awareness and less repeated negative behaviors on campus Staff Responsible for Monitoring: All of TMSSA	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: Prevention plans for bullying, harassment, and dating violence. Include this specific statement: "Implement state required bullying prevention requirements consistent with board policies and procedures. See Appendix A."

Strategy 1 Details	Reviews			
Strategy 1: Implement state required bullying prevention requirements consistent with Board policies and procedures: 1. Train staff on bullying prevention and harassment. 2. Counselors include dating violence for student through advisory. 3. All staff members complete Region Compliance Course on harassment and bullying prevention. Strategy's Expected Result/Impact: "Students and staff will develop a clear understanding of what constitutes bullying, strategies to prevent it, and the appropriate procedures for reporting occurrences." Staff Responsible for Monitoring: ILT, Admin and Counselors	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: Communication plan to inform parents of bullying incidents.

Strategy 1 Details	Reviews			
Strategy 1: 1. Proactive Communication (Before Incidents Occur). 2. Communication When an Incident Occurs with all parties involved and district leadership. 3. Follow-Up Communication will all parties involved. 4. Documentation & Accountability: complete threat assessment in Sentinel. Strategy's Expected Result/Impact: *Increased Awareness & Understanding *Timely & Consistent Communication *Enhanced Student Safety & Support *Positive School Climate Staff Responsible for Monitoring: All Staff Members	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: Plan for internet safety/digital citizenship.

Strategy 1 Details	Reviews			
Strategy 1: Students and staff will engage in safe, responsible, and ethical use of technology by developing digital citizenship skills that promote security, respect, and accountability in online environments. 1. Proactive Instruction & Awareness 2. Staff Training & Support 3. Parent & Family Engagement 4. Monitoring & Technology Infrastructure Strategy's Expected Result/Impact: 1. Students demonstrate responsible online behavior, as measured by fewer reported incidents of cyberbullying or technology misuse. 2. Parents report increased confidence in supporting their child's digital safety (via surveys). 3. Campus technology use aligns with district policies, with reduced AUP violations year over year. 4. Overall school climate surveys reflect improved student safety and digital responsibility. Staff Responsible for Monitoring: Admin and Teachers	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: Monitor student data reports to monitor immunization compliance of the student body.

Strategy 1 Details	Reviews			
Strategy 1: Ensure nurse reviews immunization compliance reports from the student information system (SIS) monthly to identify students who are missing required vaccines. Strategy's Expected Result/Impact: 1. Increased Compliance 2. Improved Record Accuracy 3. Student Health & Safety Staff Responsible for Monitoring: Nurse and Health Svc	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: Establish and monitor two growth goals: academic and personal.

Evaluation Data Sources: Communication plan to inform parents of bullying incidents.

Strategy 1 Details	Reviews			
Strategy 1: 1. Train staff on guiding students in setting SMART (Specific, Measurable, Achievable, Relevant, Time-Bound) goals. 2. Implement a goal-setting template for students (digital or paper-based). 3. Schedule quarterly check-ins with teachers, mentors, or counselors. 4. Incorporate student reflection opportunities (journals, advisory presentations, student-led conferences). 5. Celebrate student progress through recognition programs, bulletin boards, or end-of-year showcases. Strategy's Expected Result/Impact: 1. Students will take increased ownership of their learning and personal development. 2. Teachers will have clear insight into student priorities, supporting more individualized instruction. 3. Goal-setting will contribute to improved student achievement, engagement, and self-efficacy. Staff Responsible for Monitoring: Admin and Staff	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: Utilize Schoology for teachers and students to set and track goals. Four artifacts added to the Schoology Portfolio - one per quarter. (All trainings provided by iTeam.)

Strategy 1 Details		Reviews			
Strategy 1: 1. Provide iTeam-led trainings for teachers on Schoology goal-setting and portfolio features. 2. Train students during advisory or homeroom sessions. 3. Create a Schoology Goal-Setting Template to ensure consistency across the campus. 4. Establish deadlines for quarterly artifact uploads. 5. Provide teachers with a feedback rubric to standardize reflection and feedback. Strategy's Expected Result/Impact: 1. Student Engagement: 100% of students will have active Schoology goals and portfolios by the end of the first semester. 2. Progress Tracking: Students will demonstrate ongoing reflection and growth through four quarterly portfolio artifacts. 3. Teacher Involvement: Teachers will consistently monitor and provide feedback on student goals, improving student accountability. 4. Digital Literacy: Students and teachers will strengthen their ability to use Schoology as a tool for personalized learning and growth tracking. 5. Campus Culture of Growth: A structured, technology-supported system will increase student ownership of learning and encourage continuous improvement. Staff Responsible for Monitoring: Admin		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: 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			
Strategy 1: 1. Schedule and plan the fall round-table drill with all ERT members. 2. Review and update the campus Emergency Medical Response Protocols. 3. Provide AED refresher training during staff development sessions. 4. Conduct the February AED drill, simulating a real-time cardiac emergency. 5. Debrief after both drills to identify strengths and areas for improvement. 6. Submit a report of outcomes and recommendations to campus leadership. Strategy's Expected Result/Impact: 1. Improved Preparedness 2. Faster Response Times 3. Increased Awareness 4. Campus Safety Culture Staff Responsible for Monitoring: Admin and Staff		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: High school campuses only - Voter registration plan with specific dates to allow seniors turning 18 to register to vote (Principal will assign an AP as designated registrar; Government classes will implement lessons created by SS Department before National Voter Registration Day, September 16, 2025)

Strategy 1 Details		Reviews			
Strategy 1: 1. Assign the Jared Clem as the Designated Registrar and communicate responsibilities. 2. Prepare Social Studies lesson plans on voter registration and civic engagement. 3. Schedule classroom time for seniors to complete registration forms. 4. Provide informational materials and deadlines for students turning 18 later in the semester. 5. Track and document student registration completion. Strategy's Expected Result/Impact: 1. Increased Civic Engagement 2. Compliance 3. Awareness		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: Monitor student absence information in order to monitor communicable disease issues on campus.

Strategy 1 Details	Reviews			
Strategy 1: 1. Establish thresholds for unusual illness patterns (e.g., multiple students in one grade absent with similar symptoms). 2. Contact parents/guardians promptly for follow-up on illness-related absences. 3. Notify teachers and staff of potential communicable disease concerns while maintaining student confidentiality. 4. Coordinate with district health officials for guidance and intervention strategies. 5. Document trends, actions taken, and outcomes for continuous improvement. Strategy's Expected Result/Impact: 1. Improved Health Outcomes 2. Informed Decision-Making 3. Safe Learning Environment	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 12: (From DIP) Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY.

Strategy 1 Details	Reviews			
Strategy 1: Ensure all staff members administer MAP testing in timely manner to specific students enrolled within testing window. Strategy's Expected Result/Impact: Students tested in timely manner. Staff Responsible for Monitoring: Admin and Teachers	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: (From DIP) Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics.

Strategy 1 Details		Reviews			
Strategy 1: 1. Review BOY MAP results and establish individual student growth targets. 2. Implement differentiated instructional strategies aligned to student needs. 3. Monitor progress using formative assessments, benchmark assessments, and MAP interim data. 4. Conduct quarterly data meetings to adjust instructional plans. 5. Provide student feedback and goal-setting sessions to increase ownership of learning. 6. Celebrate student growth milestones to encourage motivation and engagement. Strategy's Expected Result/Impact: 1. Increased Student Growth: A higher percentage of students will meet or exceed individual growth targets in Reading and Mathematics. 2. Data-Informed Instruction: Teachers will effectively use MAP data to guide instructional decisions. 3. Student Engagement: Students will demonstrate greater ownership of their learning through goal-setting and regular progress reviews. 4. Improved Academic Outcomes: Overall campus MAP growth averages in Reading and Mathematics will increase from BOY to EOY.		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 14: (From DIP)

In cases where the 2024-25 attendance rate of campus is between 93% and below 96%, an improvement of at least 0.5 over the 2025-26 rate is expected.

In cases where the 2024-25 attendance rate of a campus is below 92%, an improvement of at least 2% over the 2025-26 in rate is expected.

Strategy 1 Details	Reviews			
Strategy 1: 1. Establish a monthly attendance review calendar with leadership, counselors, and attendance clerks. 2. Identify students with 5+ absences and implement targeted interventions. 3. Develop an attendance incentive program for students, classrooms, or grade levels. 4. Conduct parent meetings or workshops to support families in improving student attendance. 5. Track and report attendance trends to leadership each month. Strategy's Expected Result/Impact: 1. Attendance Improvement 2. Reduced Chronic Absenteeism 3. Increased Awareness 4. Positive Campus Culture Staff Responsible for Monitoring: SDS, Admin, Counselors	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 15: (From DIP) Identify and progress monitor secondary students who are in need of support using defined parameters for attendance, behavior, reading and math intensive courses, and course failures using Branching Minds.

Strategy 1 Details		Reviews			
Strategy 1: 1. Define parameters and thresholds for attendance, behavior, and academic performance to identify students needing support. 2. Train staff on Branching Minds usage for identification, monitoring, and reporting. 3. Conduct initial student screenings at the start of the school year. 4. Schedule monthly progress review meetings with teachers, counselors, and administrators. 5. Adjust interventions based on student data and teacher observations. 6. Document all interventions and student progress in Branching Minds for transparency and accountability. Strategy's Expected Result/Impact: 1. Timely Identification 2. Targeted Interventions 3. Improved Student Outcomes 4. Data-Driven Decisions 5. Increased Accountability Staff Responsible for Monitoring: ILT, Admin, Counselors		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 16: Increase the percentage of English language proficiency growth on TELPAS by 3-6%, and implement Summit K12 minutes with fidelity.

Strategy 1 Details	Reviews			
Strategy 1: 1. Analyze previous TELPAS data and classroom assessments to identify student skill gaps. 2. Implement small-group instruction, tutoring, and language-focused activities tailored to student needs. 3. Provide professional development focused on EL instructional strategies, scaffolding, and differentiation. 4. Monitor student progress quarterly and adjust instruction accordingly. 5. Communicate strategies and progress with families to support learning at home. Strategy's Expected Result/Impact: 1. ELPAS scores increase by 3-6% across EL student groups. 2. Observable improvement in classroom performance and English language skills. 3. Teachers demonstrate increased use of effective EL instructional practices. Staff Responsible for Monitoring: EL Coordinator, Classroom Teachers, Instructional Coaches, Administrators	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 17: Increase the percentage of emergent bilingual students meeting exit criteria by 3-6% annually through the LPAC process.

Strategy 1 Details		Reviews			
Strategy 1: 1. Data Review 2. Targeted Instruction 3. Professional Development 4. Progress Monitoring 5. Family Engagement Strategy's Expected Result/Impact: 1. 3-6% annual increase in emergent bilingual students meeting exit criteria. 2. Improved student proficiency in listening, speaking, reading, and writing. 3. Teachers consistently implement strategies to support students approaching exit criteria. 4. Accurate documentation and monitoring of student progress through the LPAC process. Staff Responsible for Monitoring: EL Coordinator, Classroom Teachers, Instructional Coaches, Administrators		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 18: Closely monitor the data of students in 7th grade Pre-Algebra and high school Algebra 1, to ensure student growth and success in those courses.

Evaluation Data Sources: Form Campus Threat Assessment Team and complete training as specified in Texas Education Code 37.115

Strategy 1 Details		Reviews			
Strategy 1: 1. Data Collection 2. Progress Monitoring 3. Targeted Support 4. Teacher Collaboration 5. Documentation Strategy's Expected Result/Impact: 1. Early identification of students at risk of underperforming in Pre-Algebra and Algebra 1. 2. Increased student growth and higher course mastery rates. 3. Teachers implement data-driven strategies effectively. 4. Improved overall student performance and success in these critical math courses. Staff Responsible for Monitoring: ILT, Admin, MA Teachers		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 19: Implement strategies on your campus to ensure a 3-5% growth in all math and reading EOC/STAAR tested courses, particularly in the areas of Algebra 1, English 1, 7th grade math and 7th grade RLA. (actual campus growth goal & will be sent by ACI in August).

Strategy 1 Details		Reviews			
Strategy 1: 1. Review prior year STAAR/EOC performance and identify students at risk. 2. Develop individualized learning plans for students in Algebra 1, English 1, 7th grade Math, and 7th grade RLA. 3. Schedule regular data meetings to review interim assessment results and progress toward growth goals. 4. Implement research-based instructional strategies and interventions in reading and math. 5. Provide ongoing teacher coaching and PLC support focused on student growth. 6. Recognize student progress and success to maintain motivation and engagement. Strategy's Expected Result/Impact: 1. Student Growth 2. Targeted Improvement 3. Data-Driven Decisions 4. Enhanced Teaching Practices 5. Campus Accountability Staff Responsible for Monitoring: ILT, Admin, Teachers		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 20: Form Campus Threat Assessment Team and complete training as specified in Texas Education Code 37.115

Strategy 1 Details	Reviews			
Strategy 1: Create threat assessment team and ensure training. Strategy's Expected Result/Impact: 1. Compliance 2. Preparedness 3. Enhanced Safety 4. Clear Communication Staff Responsible for Monitoring: Admin	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 21: Ensure 100% compliance of quarterly IEP progress monitoring reports for students receiving services through Special Education.

Strategy 1 Details	Reviews			
Strategy 1: 1. Develop and distribute a quarterly reporting calendar with deadlines for teachers and staff. 2. Provide training or refresher sessions on completing IEP progress reports accurately and consistently. 3. Implement a tracking system to monitor submissions and flag missing or incomplete reports. 4. Conduct quarterly audits to ensure compliance and provide feedback to staff as needed. 5. Recognize staff compliance and timely submissions to encourage accountability. 6. Report compliance status to campus leadership at the end of each quarter. Strategy's Expected Result/Impact: 1. 100% Compliance 2. Enhanced Student Support 3. Improved Accountability 4. Data-Driven Decisions 5. Regulatory Compliance Staff Responsible for Monitoring: Admin, ILT, Staff	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 22: Address Title I 10 Components based on needs assessment (if Title 1 School).

Strategy 1 Details	Reviews			
Strategy 1: 1. Review the Title I Needs Assessment and identify priority areas for each component 2. Assign staff responsible for addressing each component and define timelines. 3. Implement strategies and support systems, such as targeted interventions, PD, family engagement initiatives, and resource allocation. 4. Monitor implementation through walkthroughs, data collection, and staff feedback. 5. Adjust strategies as needed based on quarterly progress reports and evaluation findings. 6. Communicate progress to staff, parents, and stakeholders regularly. Strategy's Expected Result/Impact: 1. Compliance 2. Equitable Access 3. Improved Outcomes 4. Family & Community Engagemen Staff Responsible for Monitoring: ILT and Admin	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 23: State Comp Ed amounts

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

Performance Objective 1: Campus retention: Targeted strategies to reduce campus turnover by 5%.

Evaluation Data Sources: New hire data

Strategy 1 Details	Reviews			
Strategy 1: Implement programs to recognize teachers of the month and celebrate staff accomplishments. These programs will assist in developing and maintaining positive relationships. Additionally, administration will conduct ongoing conversations to ensure a positive working environment, climate and culture.	Formative			Summative
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Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 2: Strategies to address low areas on your climate survey results.

Strategy 1 Details	Reviews			
Strategy 1: 1. Review the climate survey results with staff and stakeholders to identify priority areas. 2. Develop targeted action plans for each low-scoring domain (e.g., communication, collaboration, student safety, staff morale). Strategy's Expected Result/Impact: 1. Improved Climate Scores 2. Enhanced Staff and Student Morale Staff Responsible for Monitoring: ILT, Counselors, Admin, Staff	Formative			Summative
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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 1: Implement the district learning framework to provide all RISD students experiences to develop competencies aligned with the graduate profile.

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

Strategy 1 Details		Reviews			
Strategy 1: 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.		Formative			Summative
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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 2: Embed Lead4ward and ELLevation strategies into regular classroom instruction.

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

Strategy 1 Details		Reviews			
Strategy 1: 1. Provide professional development on Lead4ward strategies and ELLevation tools for all instructional staff. 2. Develop lesson plans that explicitly incorporate these strategies into daily instruction. 3. Conduct classroom walkthroughs and observations to provide feedback on the use of strategies. 4. Collect and analyze student performance data to assess the impact of embedded strategies. 5. Adjust instruction based on data and teacher feedback to maximize effectiveness. Strategy's Expected Result/Impact: 1. Teachers consistently use Lead4ward and ELLevation strategies in classroom instruction. 2. English Learners demonstrate improved language development and content mastery. 3. Student engagement and achievement increase across all content areas. 4. Data-driven instructional adjustments enhance overall student growth.		Formative			Summative
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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 3: Embed the Learner Framework pieces into regular classroom instruction to provide content - based opportunities for student engagement and growth, and highlight and produce exemplars to share with central office to create an "exemplar bank".

HB3 Goal

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

Strategy 1 Details		Reviews			
Strategy 1: 1. Train teachers on integrating Learner Framework components into lesson design and instruction. 2. Align classroom activities and assessments to reflect the framework's skills and expectations. 3. Conduct regular walkthroughs and peer observations to monitor framework implementation. 4. Identify high-quality student work that illustrates mastery or creativity in content areas. 5. Use exemplars as models for professional learning sessions and teacher collaboration. Strategy's Expected Result/Impact: 1. Enhanced Instruction 2. Student Growth 3. Professional Collaboration 4. Data-Driven Decision Making Staff Responsible for Monitoring: EB Coordinator, Admin, Teacher		Formative			Summative
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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 4: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum.

Strategy 1 Details	Reviews			
Strategy 1: 1. Train teachers on district curriculum documents, instructional resources, and best practices for implementation. 2. Develop pacing guides and lesson plans aligned with the district curriculum. 3. Conduct regular classroom observations and walkthroughs to monitor fidelity of curriculum implementation. 4. Analyze student performance data to identify gaps and adjust instruction as needed. 5. Provide ongoing feedback and coaching to teachers to improve curriculum delivery. Strategy's Expected Result/Impact: 1. Teachers implement the district curriculum with fidelity across all classrooms. 2. Students experience a consistent, guaranteed, and viable curriculum. 3. Improved student learning outcomes and mastery of academic standards. 4. Data-driven instructional adjustments ensure alignment with curriculum goals. Staff Responsible for Monitoring: ILT, Admin, Teachers	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 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			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 1: 1. Conduct a needs assessment to identify professional learning priorities for staff and skill gaps for students. 2. Develop and deliver professional development sessions aligned to campus goals and individual growth objectives. 3. Implement coaching and mentoring programs for staff to reinforce learning and best practices. 4. Monitor student progress and staff growth through data analysis, observations, and feedback cycles. 5. Adjust professional learning initiatives based on evaluation results to maximize effectiveness.</p> <p>Strategy's Expected Result/Impact: 1. Staff demonstrate improved instructional practices and professional growth. 2. Students show measurable growth in academic and social-emotional competencies. 3. A culture of continuous improvement is established across the campus. 4. Data-driven adjustments to teaching and learning increase overall student success.</p> <p>Staff Responsible for Monitoring: ILT, Admin, Teachers</p>	<div><div></div></div> <div>Moderate 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 6: (From DIP) Ensure all (100%) students graduate college and career ready as measured by CCMR A-F and Outcome based bonus indicators.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: 1. Analyze CCMR data to identify students not on track for college and career readiness. 2. Develop individualized student plans that include dual credit, AP, CTE, and other pathway options. 3. Provide academic and social-emotional support to address barriers to success. 4. Offer professional development to staff on strategies to prepare students for postsecondary success. 5. Conduct regular progress monitoring meetings and adjust plans as needed based on student performance. Strategy's Expected Result/Impact: 1. 100% of students meet college and career readiness benchmarks. 2. Increased student enrollment and success in rigorous courses and career pathways. 3. Measurable improvement in CCMR A-F indicators and outcome-based bonus measures. 4. Students graduate equipped with the skills and knowledge needed for postsecondary success. Staff Responsible for Monitoring: Admin, District Directors, and Home Campus Counselors	 Considerable			
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></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 district wide professional development days to support and train teachers on the Learner Growth Experience.

Strategy 1 Details	Reviews			
Strategy 1: 1. Plan and schedule professional development sessions focused on the Learner Growth Experience during district-wide PD days. 2. Provide training materials, modeling, and guided practice for teachers to integrate LGE strategies into instruction. 3. Facilitate collaborative teacher sessions to share best practices and problem-solve implementation challenges. 4. Conduct classroom observations and provide feedback to support fidelity of LGE implementation. 5. Collect and analyze student performance data to measure the impact of LGE on learner growth. Strategy's Expected Result/Impact: 1. All teachers are trained and proficient in implementing the Learner Growth Experience. 2. Increased consistency and fidelity of LGE strategies across classrooms. 3. Improved student engagement and growth as measured by classroom and assessment data. 4. A culture of continuous learning and reflective practice among staff. Staff Responsible for Monitoring: ILT, Admin	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<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: Focused PD on understanding and using learner experiences in daily instruction.

Strategy 1 Details	Reviews			
Strategy 1: 1. Schedule and deliver focused PD sessions on leveraging learner experiences in instruction. 2. Provide resources and exemplars showing effective integration of student experiences. 3. Conduct classroom walkthroughs to observe application of PD strategies. 4. Offer one-on-one or small-group coaching to support teacher implementation. 5. Document and review student engagement and growth as a result of integrating learner experiences. Strategy's Expected Result/Impact: 1. Enhanced Teacher Practice 2. Increased Student Engagement 3. Improved Instructional Outcomes 4. Professional Growth Culture 5. Student Growth	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<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: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students.

Strategy 1 Details	Reviews			
Strategy 1: 1. Define and communicate the campus priority goal strands for staff and students. 2. Provide coaching and professional learning for teachers to enhance lesson design and instructional practices. 3. Encourage teacher collaboration to share strategies and exemplars. 4. Track student performance and growth relative to integrated priority goal strands. 5. Celebrate exemplary practices and student outcomes through recognition and sharing with the campus community. Strategy's Expected Result/Impact: 1. Aligned Instruction 2. Targeted Student Growth 3. Enhanced Teacher Practice 4. Collaborative Professional Culture 5. Data-Informed Decisions Staff Responsible for Monitoring: ILT and Admin	Formative			Summative
	Nov	Jan	Mar	June
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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 10: Provide opportunities to increase retention of CTE students, and work to realign the industry based certification calendar to match TEA's phase in of completer status.

Strategy 1 Details	Reviews			
Strategy 1: 1. Analyze current CTE retention data to identify trends and areas needing improvement. 2. Implement student support strategies, such as mentoring, tutoring, and career counseling. 3. Review TEA guidelines for phased-in completer status and adjust the certification calendar accordingly. 4. Communicate updated certification timelines to students, teachers, and parents. 5. Monitor certification completion rates and provide additional support as needed. 6. Evaluate retention and certification outcomes quarterly and adjust strategies as necessary. Strategy's Expected Result/Impact: 1. Improved Retention 2. Certification Completion 3. Enhanced Career Readiness 4. Data-Driven Planning Staff Responsible for Monitoring: CTE	Formative			Summative
	Nov	Jan	Mar	June
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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 11: Implement Schoology LMS platform as a tool for facilitating components of the Learning Framework. All trainings provided by the iTeam.

Strategy 1 Details		Reviews			
Strategy 1: 1. Schedule and provide iTeam-led Schoology training for all instructional staff. 2. Develop a Schoology integration guide aligning LMS features with Learning Framework components. 3. Train students on using Schoology for goal-setting, assignments, and progress monitoring. 4. Implement Schoology portfolios where students upload quarterly artifacts demonstrating mastery and growth. 5. Conduct quarterly walkthroughs and PLC check-ins to monitor effective use of the platform. 6. Provide ongoing support and coaching for teachers to enhance LMS integration. Strategy's Expected Result/Impact: 1. Teacher Proficiency 2. Increased Student Engagement 3. Data-Driven Instruction 4. Portfolio Development 5. Campus-Wide Consistency Staff Responsible for Monitoring: Admin and ILT		Formative			Summative
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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 12: Plan for iTeam on campus support and professional learning in identified areas of growth in the 2023-2024 BrightBytes Survey.

Strategy 1 Details	Reviews			
Strategy 1: 1. Review and analyze 2023-2024 BrightBytes Survey data to pinpoint areas for improvement. 2. Share findings with staff and identify priority instructional and technology integration goals. 3. Schedule iTeam professional learning sessions to address these priority areas. Strategy's Expected Result/Impact: 1. Improved Teacher Practice 2. Enhanced Student Engagement Staff Responsible for Monitoring: Admin and ILT	Formative			Summative
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Goal 4: We will create opportunities to ensure engagement with community members in RISD.

Performance Objective 1: A Family Engagement Goal is required for each CIP. The goal(s) does not have to center academic outcomes. It can be general to the school's commitment to working with parents as partners to engage in the learning process; making family engagement nights and other family oriented activities a priority to bridging the gap between school and home, etc.

High Priority

Strategy 1 Details	Reviews			
Strategy 1: 1. Develop communication plans to inform families of events, resources, and school initiatives. 2. Create and distribute home learning guides aligned to current curriculum and student needs. 3. Collaborate with PTO, community organizations, and staff to provide meaningful workshops and support. Strategy's Expected Result/Impact: 1. Increased Family Participation 2. Enhanced Communication Staff Responsible for Monitoring: Counselors and ILT	Formative			Summative
	Nov	Jan	Mar	June
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Goal 4: We will create opportunities to ensure engagement with community members in RISD.

Performance Objective 2: Telling your Campus Story - Communication strategies for supporting increased engagement with your school community and parents, including using available district communication tools - Finalsite Messaging program, Campus Website (what is your plan to ensure it is updated regularly with relevant and timely school-specific content? Leveraging your campus RISD Insider/campus webmaster), Campus Newsletter/Smore, Talking Points, Campus Social Media, School Marquees, and leveraging relationships with community groups like neighborhood homeowner associations, volunteers, and business partners.

Strategy 1 Details	Reviews			
Strategy 1: 1. Assign responsibilities for content creation, review, and posting to the campus communications team or designated staff. 2. Provide training or guidance to staff on effective use of district communication tools. Strategy's Expected Result/Impact: 1. Increased Awareness 2. Strong School-Community Relationships 3. Consistent Messaging Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<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: Collaborate with Facility Services and the Energy & 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: Collaborate with Facility Services and Energy & Sustainability Department to review current energy use and identify areas for improvement. Strategy's Expected Result/Impact: Admin and Exec		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> Moderate 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: Ensure meaningful consultation with Site Based Committee related to comprehensive needs assessment (documented on meeting agenda, sign in sheet, meeting notes, any other committee feedback documentation).

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

Strategy 1 Details	Reviews			
Strategy 1: 1. Schedule regular Site-Based Committee meetings aligned with the comprehensive needs assessment timeline. 2. Develop and distribute meeting agendas in advance to guide discussions. 3. Facilitate discussions that encourage meaningful input and active participation from all committee members. Strategy's Expected Result/Impact: 1. Active Participation 2. Data-Informed Decisions Staff Responsible for Monitoring: SBDM and Admin	Formative			Summative
	Nov	Jan	Mar	June
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<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 3: MOY Site Based Committee review of progress with opportunity for feedback (documented on meeting agenda, sign in sheet, meeting notes, any other committee feedback documentation).

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			
Strategy 1: 1. Schedule regular Site-Based Committee meetings aligned with the comprehensive needs assessment timeline. 2. Develop and distribute meeting agendas in advance to guide discussions. 3. Facilitate discussions that encourage meaningful input and active participation from all committee members. Strategy's Expected Result/Impact: 1. Active Participation 2. Data-Informed Decisions 3. Collaborative Culture: 4. Accountability Staff Responsible for Monitoring: SBDM and Admin	Formative			Summative
	Nov	Jan	Mar	June
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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: EOY Site Based Committee review of progress with opportunity for feedback (documented on meeting agenda, sign in sheet, meeting notes, any other committee feedback documentation).

Strategy 1 Details	Reviews			
Strategy 1: 1. Schedule regular Site-Based Committee meetings aligned with the comprehensive needs assessment timeline. 2. Develop and distribute meeting agendas in advance to guide discussions. 3. Facilitate discussions that encourage meaningful input and active participation from all committee members. Strategy's Expected Result/Impact: 1. Active Participation 2. Data-Informed Decisions 3. Collaborative Culture: 4. Accountability Staff Responsible for Monitoring: SBDM and Admin	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>No Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				