

Richardson Independent School District

Merriman Park Elementary

2025-2026 Campus Improvement Plan



Mission Statement

At Merriman Park Elementary, we build meaningful relationships within our community of learners, educators, and stakeholders. We believe that these relationships are the foundation for learning, collaboration, collective responsibilities, and growth.

Vision

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

Value Statement

At Merriman Park, we are focused on learning, collaboration, collective responsibilities, and growth.

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Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

Merriman Park teachers are highly qualified professionals who are committed to all students connecting, growing, learning and succeeding.

We believe in fostering opportunities for growth for each child and offer intervention and extensions both during the school day and before/after school to promote student success.

Merriman Park offers a variety of student programs and services to support student learning, well rounded education, and a safe and healthy learning environment. Those programs include but are not limited to:

- Advanced Academics
- Athletics
- Career and Technical Education
- Dyslexia Services
- Equity, Diversity, and Inclusion
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Multilingual Services
- Response to Intervention
- School Health Advisory Council
- Special Education Services
- Student Services

School Processes and Programs Strengths:

Problem statement:

School Processes & Programs Strengths

Our staff is highly committed to the success of each student.

Our schedule offers opportunities for teachers and staff to work collaboratively to meet the needs of students.

Our campus culture supports a positive learning environment where students academic as well as social and emotional needs are met.

A culture of high expectations and positive attitudes among the staff have created a supportive and collaborative culture that encourages the growth of all on our campus.

Our campus is committed to working collaboratively to support student growth and achievement and are committed to the PLC process and have embraced the four questions of effective PLCs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Processes and Programs need to continue to promote positive school culture and meet the academic needs so all students can grow and achieve success.

Perceptions

Perceptions Summary

Merriman Park Elementary is committed to providing a supportive, collaborative and invested culture among students, staff, families and community. We encourage stakeholder involvement and feedback and offer various ways for the family and community to support as a volunteer, member of our site-based campus committee, and PTA.

Perceptions Strengths

Merriman Park Elementary teachers understand their role in implementing our school's key actions. Our campus bases its action on the core beliefs of the district.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Not all demographic populations have achieved their full potential academically or behaviorally.



Priority Problem Statements




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 and State Assessment performance




Strategy 1 Details	Reviews			
Strategy 1: We will ensure students have a school/home connection as we provide after school clubs and activities, such as xPlore, Beta Club, Noetic Math, Karate, Choir, etc. Strategy's Expected Result/Impact: These activities will ensure students feel safe and connected during the school day and through after school activities provided on campus. Staff Responsible for Monitoring: Instructional Leadership Team (administrators, instructional coach, counselors) ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: We will utilize Emergent Tree strategies as we provide a clear and consistent implementation of discipline management system. All teachers will utilize CHAMPs and Restorative Practice strategies within Emergent Tree in their classroom, and we will have common expectations in cafe, hallway, recess and restrooms using the "PAWS" acronym. Strategy's Expected Result/Impact: These strategies along with the district provided discipline matrix will ensure consistent discipline support to staff and for students. Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			





Strategy 3 Details		Reviews			
Strategy 3: We will continue the campus "PAWS" binder to help create a systematic approach for organizing and supporting writing across the curriculum. P: Purpose, A: Affirmations, W: Writing, S: Success. State Comp Ed funds, \$2,793, will be utilized to purchase materials to provide every student with their own binder. Strategy's Expected Result/Impact: PAWS binders are used to increase student writing proficiency across curriculum as well as improve the students' organizational skills aligned to student portfolios. Staff Responsible for Monitoring: Instructional Leadership Team and classroom teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: Materials for binders - 199 - State Compensatory Education - \$2,793		Formative			Summative
		Nov	Jan	Mar	June
		 Moderate Progress			
Strategy 4 Details		Reviews			
Strategy 4: Implement state required bullying prevention requirements consistent with Board Policies and procedures as we implement prevention plans from bully, harassment, and dating violence. Strategy's Expected Result/Impact: Decreased instances of bullying and other negative behaviors happening to students on and away from campus. Staff Responsible for Monitoring: Administrators and Counselors ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
		 Considerable			
Strategy 5 Details		Reviews			
Strategy 5: We will ensure that the Too Good for Drug Lessons are taught. School guidance counselor will present lessons regularly to all classrooms. Strategy's Expected Result/Impact: Ensure that students and staff understand the dangers of drug use and ways to help those in need. Staff Responsible for Monitoring: Administrators, counselors ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Nov	Jan	Mar	June
		 Considerable			









Strategy 6 Details	Reviews			
Strategy 6: Timely communication with parents to inform all parties of any bullying incidents. Strategy's Expected Result/Impact: Open communication will ensure strong parent connections that are built on trust through the communication. Staff Responsible for Monitoring: Administrators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 7 Details	Reviews			
Strategy 7: LITE (librarian) will provide ongoing lessons on internet safety and digital citizenship to 100% of the school's students. Strategy's Expected Result/Impact: Students will demonstrate good digital citizenship while using school provided devices at school. Staff Responsible for Monitoring: Instructional Leadership Team ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 8 Details	Reviews			
Strategy 8: Staff will monitor student data reports to ensure immunization compliance of the student body. Strategy's Expected Result/Impact: All students will have opportunities to remain healthy and know best ways to maintain their personal health. Staff Responsible for Monitoring: Nurse ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 9 Details	Reviews			
Strategy 9: 100% of staff will monitor student identified academic goals with goal setting conferences and the use of the students' on-line portfolios and PAWS binders. Strategy's Expected Result/Impact: Students will learn to set, track and document their personal academic goals. Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			

Strategy 10 Details	Reviews			
Strategy 10: Campus Emergency Response Team (ERT) will conduct a round table drill in the fall and an all-campus drill 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's Expected Result/Impact: A quick response is needed in the event of a cardiac event occurring on campus. Staff Responsible for Monitoring: Administrators, Nurse ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 11 Details	Reviews			
Strategy 11: We will work with FMMS to create transition strategies and plans for our 5th graders moving to middle school, such as participating in Charger for the day and other opportunities in the spring. Strategy's Expected Result/Impact: smooth transition between elementary and junior high Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 12 Details	Reviews			
Strategy 12: Administer MAP growth diagnostics to at least 95% of all eligible students in Reading and Math at BOY, MOY, and EOY Strategy's Expected Result/Impact: MAP helps teachers and staff measure the academic progress of all the school's students and differentiate the learning so all students can grow throughout the year. Staff Responsible for Monitoring: Instructional Leadership Team ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 13 Details	Reviews			
Strategy 13: Increase the percentage of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathby 3-5%. Strategy's Expected Result/Impact: All students will achieve their individualized growth on MAP. Staff Responsible for Monitoring: Instructional Leadership Team ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 14 Details	Reviews			
Strategy 14: Math Goal The percent of students who score at the meets level in 3rd grade math will grow from 42% to 55% by June 2027. Reading goal The percent of students in third grade who score at the meets level or above on STAAR Reading will increase from 49% to 60% by June 2027. Strategy's Expected Result/Impact: Meet or exceed the Board Goal for STAAR performance in Reading to 55% and Math to 50%. Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 15 Details	Reviews			
Strategy 15: 100% of staff will work with students to continue differentiating instruction for students, whether they need intervention, extension or both depending on the subject. This will ensure that the campus maintains or improves upon its B rating. Strategy's Expected Result/Impact: Targeting and tailoring the instruction to the needs of the individual student increases the likelihood of them achieving their growth goals and being successful on the STAAR. Staff Responsible for Monitoring: Instructional Leadership Team ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 16 Details	Reviews			
Strategy 16: Teacher and campus leaders will identify professional needs so that suitable learning opportunities and resources for professional development can be planned throughout the school year. Strategy's Expected Result/Impact: Properly identifying teachers area of growth should increase teacher effectiveness and student growth. Staff Responsible for Monitoring: Instructional Leadership Team. TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 17 Details	Reviews			
Strategy 17: Our 2024-25 attendance rate was 95.91%, so we will improve this rate by at least 0.5% during the 2024-25 school year. Strategy's Expected Result/Impact: Good attendance is highly correlated to successful students in the classroom, similarly poor attendance is strongly correlated to poor performance in school. Staff Responsible for Monitoring: Student Data Specialist and Administrators ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 18 Details	Reviews			
Strategy 18: We will identify and progress monitor students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds. Reading specialist, instructional coach, and administration team will meet with teachers regularly to adjust intervention as data is reviewed. Strategy's Expected Result/Impact: Ensure every student grows in the areas they struggle not just the ones they are successful in. Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 19 Details	Reviews			
Strategy 19: We will identify students in need of accelerated learning and intensive intervention, and utilize high quality instructional materials as determined by the district and monitor progress in branching minds. Instructional Leadership Team will coach highly qualified paid tutors to provide accelerated learning during regularly scheduled times. Strategy's Expected Result/Impact: Ensure every student grows in the areas they struggle not just the ones they are successful in. Staff Responsible for Monitoring: Instructional Leadership Team TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 20 Details	Reviews			
Strategy 20: We will form a Campus Threat Assessment team and complete training as specified in TEA Code 37.115 Strategy's Expected Result/Impact: It is important that we maintain a safe campus environment. Staff Responsible for Monitoring: Administrators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 21 Details	Reviews			
Strategy 21: We will employ robust instructional leadership team, consisting of Instructional Coach, part time Campus Reading Specialist, to provide ongoing support for teachers and students. Strategy's Expected Result/Impact: All teachers will have a member of the Instructional Leadership Team as part of the planning team as they brainstorm, prepare and plan the student learning. Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 22 Details	Reviews			
Strategy 22: Form a Threat Assessment Team and conduct training as specified in the TEA code 37.155 Strategy's Expected Result/Impact: Provide a proactive, evidence-based approach for identifying individuals who may pose a treat and provide interventions before a violent incident occurs. Staff Responsible for Monitoring: Administrators Counselors Security	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 23 Details	Reviews			
Strategy 23: We will establish and monitor two growth goals: academic and personal. We will utilize Schoology and 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 3-5, Seesaw portfolios are for students in grades PK-2. Strategy's Expected Result/Impact: All staff and students will demonstrate growth Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 24 Details	Reviews			
Strategy 24: We will ensure 100% compliance of quarterly IEP progress monitoring reports for students receiving services through Special Education Strategy's Expected Result/Impact: Parents will receive timely communication regarding their child's growth and progress on IEP goals. Staff Responsible for Monitoring: Administrators and Special Education team lead.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 25 Details	Reviews			
Strategy 25: We will 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 Strategy's Expected Result/Impact: Staff will provide targeted intervention to students as needed and document it in Branching Minds. Staff Responsible for Monitoring: Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 26 Details	Reviews			
Strategy 26: We will increase the percentage of English language proficiency growth on TELPAS by 3-8% Strategy's Expected Result/Impact: Merriman Park will have more emergent bilingual students increasing their English language skills. Staff Responsible for Monitoring: Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 27 Details	Reviews			
Strategy 27: We will increase the percentage of emergent bilingual students meeting exit criteria by 3-8% annually through the LPAC process. Strategy's Expected Result/Impact: Emergent bilingual students will exit services as they increase their English language proficiency. Staff Responsible for Monitoring: Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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			
<p>Strategy 1: At Merriman Park we work to attract and retain staff with the support of a very generous PTA and a collaborative current staff. MPE fosters this environment with substitute teachers covering in-school half day planning opportunities for teachers to plan upcoming units with fellow grade level teachers and ILT members.</p> <p>Strategy's Expected Result/Impact: The teachers know that they have dedicated time to work together to plan quality lessons for their class to best support ALL students. These dedicated half day plannings ensure teachers time to best serve their students.</p> <p>Staff Responsible for Monitoring: Administrators with support from ILT</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Considerable</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 2: Develop and execute innovative plan for employee recruitment.



Evaluation Data Sources: New hire data







Strategy 1 Details	Reviews			
Strategy 1: At Merriman Park, we involve a teacher committee to help with the interview process and highlight the diversity of our campus and amazing PTA support. Strategy's Expected Result/Impact: When potential hires get to talk with current staff and see their passion for the students and the campus and hear of parent's support we believe they will want to join our team. Staff Responsible for Monitoring: Campus Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate 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 1: Implement a learning framework that provides 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: Embed Lead4ward strategies into regular classroom instruction. Strategy's Expected Result/Impact: Lead4ward strategies will increase student engagement and achievement. Staff Responsible for Monitoring: Campus administrators and ILT TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Embed ELLevation strategies into the regular classroom instruction to provide content-based language instruction in ESL and dual language classrooms. Strategy's Expected Result/Impact: Embedding ELLevation strategies should increase EBs classroom performance and all students because the strategies promote quality teaching and student experiences. Additionally, students will use k12 Summit to improve their English skills. Staff Responsible for Monitoring: Campus administrators, ILT and LAT members TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			




Strategy 3 Details	Reviews			
Strategy 3: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum. We will monitor implementation and work with C&I through any concerns. Strategy's Expected Result/Impact: Teachers will use the district provided curriculum and corresponding materials as a guide and jumping off point to create engaging and relevant lessons and small group activities. Staff Responsible for Monitoring: Campus administrators and ILT members TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
Strategy 4: Implement ESL Content based model in K-5 grades. Utilize Linguistic Acquisition Teachers to support ELLevation strategies and ensure all ESL and content teachers progress, monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs). Strategy's Expected Result/Impact: Improve EBs performance on TELPAS and STAAR. Staff Responsible for Monitoring: ILT, district EB support personnel. TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate 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 2: Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.

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

Strategy 1 Details	Reviews			
<p>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.</p> <p>Strategy's Expected Result/Impact: Administrators will have scheduled time with staff to create and review stated growth goals. Teachers will have designated time to individually meet with students to create and review individual growth goals. Keeping a growth mindset and having regular reminders on what staff and students can and want to achieve will keep them focused on achieving stated goals.</p> <p>Staff Responsible for Monitoring: Campus administrators and classroom teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			
Strategy 2 Details	Reviews			
<p>Strategy 2: We will utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience.</p> <p>Strategy's Expected Result/Impact: Teachers will utilize the Learner Growth Experience model when planning engaging lessons, which will allow for all students to meet their growth goals.</p> <p>Staff Responsible for Monitoring: ILT, Admin</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Some Progress</p>			

Strategy 3 Details	Reviews			
Strategy 3: We will provide focused PD on understanding and using learner experience in daily instruction. Strategy's Expected Result/Impact: Teachers will skillfully plan lessons that utilize the five components of the learner framework: ignite, wonder/discover, collaborate, apply/create, and reflect. Staff Responsible for Monitoring: Admin, ILT TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 4 Details	Reviews			
Strategy 4: iTeam will support facilitating learning with technology in support of the Learning Framework. iTeam will provide campus support and professional learning in identified areas of growth from the BrightBytes survey. Strategy's Expected Result/Impact: Teachers will utilize technology with students in a way that supports opportunities for learners to ignites, wonder/discover, collaborate, apply/create, reflect throughout the learning cycle. Staff Responsible for Monitoring: ILT ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Content teachers will have 1/2 day plannings regularly to have extended PLC time with instructional leadership team. Strategy's Expected Result/Impact: Teachers will have time to prepare to provide targeted instruction for all learners in each unit of study. Staff Responsible for Monitoring: Admin TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction Funding Sources: Substitute teachers - 199 - State Compensatory Education	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			







Strategy 6 Details	Reviews			
Strategy 6: We will ensure that all K-6 elementary teachers complete their 30 hours of G/T foundational training or 6 hours update. 6 hours update training are approved by the campus Elementary ALT Strategy's Expected Result/Impact: Teachers will be equipped to meet all learners needs, including students who need enrichment. Staff Responsible for Monitoring: Admin and ALT.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 7 Details	Reviews			
Strategy 7: Staff will implement Schoology and Seesaw LMS platforms as a tool for facilitating components of the Learning Framework. Strategy's Expected Result/Impact: staff will be equipped to utilize a new LMS platform Staff Responsible for Monitoring: ILT	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 8 Details	Reviews			
Strategy 8: We will implement with fidelity the Data Driven Instruction protocol and weekly data meetings, specifically as it relates to our priority areas of 3rd Math and Reading. Strategy's Expected Result/Impact: teachers will determine specific instructional needs of students and plan for appropriate reteaching Staff Responsible for Monitoring: ILT	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate 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 3: 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			
Strategy 1: Provide career inspiration, exploration, and discovery in K-6th grades (CTE/CCMR alignment). Strategy's Expected Result/Impact: Teachers will regularly make connections between lessons and "real world" application. Additionally, teachers will ask higher order thinking questions and encourage risk taking to provoke deeper thinking for students. Staff Responsible for Monitoring: Campus administrators, ILT, and teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Provide GT and other advanced learners with a continuum of instruction through advanced learning opportunities and extensions. These extensions will be provided by advanced learning teacher, paid tutors, and classroom teachers. Enrichment groups will meet during iTime in all grade levels. Strategy's Expected Result/Impact: Students will show growth on MAP Staff Responsible for Monitoring: ILT, Advanced Learning teacher. ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress  Accomplished  Continue/Modify  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			
<p>Strategy 1: Merriman Park staff with help from the PTA will create engaging activities for students, staff, and parents to all be involved with together. Some examples are Multi-cultural Night (invite families to share food from places of origin as well as performance groups from the high school), Family Fitness Night, Concerts, Spring Carnival. These events and others allow the students to highlight what they are learning cross-curricularly and engage with others that they might not see regularly.</p> <p>Strategy's Expected Result/Impact: The different events will hopefully strengthen the sense of community and connection students, staff, parents and beyond feel with the school. A more vested community should improve overall achievement.</p> <p>Staff Responsible for Monitoring: Campus administrators & PTA board</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Moderate Progress</p>			
Strategy 2 Details	Reviews			
<p>Strategy 2: MPE will utilize a variety of communication strategies, such as Talking Points, Blackboard, Campus Website, Weekly MPE Smore newsletter (called Panther Notes).</p> <p>Strategy's Expected Result/Impact: All stakeholders will have regular communication about the events, learning objectives happening on a weekly basis on campus.</p> <p>Staff Responsible for Monitoring: Admin</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
	 <p>Considerable</p>			

Strategy 3 Details	Reviews			
Strategy 3: We will support increased engagement by leveraging our new RISD Insider as she works to communicate with central office and the greater RISD community. Strategy's Expected Result/Impact: RISD Community will hear about the events happening at MPE Staff Responsible for Monitoring: ILT	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  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			
Strategy 1: MPE will work with to allocate local budget to focus on providing teachers resources, both time and materials, to implement quality instruction for all learners. Strategy's Expected Result/Impact: students will grow in academics Staff Responsible for Monitoring: Admin		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: 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			
Strategy 1: MPE will maintain a safe and secure school in which all stakeholders work together. Strategy's Expected Result/Impact: safe school facilities will provide an environment in which students can thrive Staff Responsible for Monitoring: ILT	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: We will 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's Expected Result/Impact: increased sustainability of district resources Staff Responsible for Monitoring: admin team	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Utilize the district created walk through checklist for the learning environments both inside and outside campus, such as addressing lights not working, out of date signage, old student work, office being neat, and clean work spaces. Strategy's Expected Result/Impact: a positive, welcoming environment for all students and community members to utilize Staff Responsible for Monitoring: admin	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  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			
Strategy 1: MPE will utilize the RISD technology applications and programs Strategy's Expected Result/Impact: students will have an integrative learning experience 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>				