Richardson Independent School District

Northrich Elementary

2025-2026 Campus Improvement Plan

Mission Statement

At Northrich we strive to create a safe learning environment that empowers every student to take risks, be creative, find acceptance and GROW!

Vision

Every Child. Every Teacher. Every Leader. Every Day.

Value Statement

At Northrich, students strive to demonstrate their B.E.A.R Pride on a daily basis:

Be Responsible, Encourage everyone, Always be Safe, Respect everyone and everything

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Comprehensive Needs Assessment

Student Learning

Student Learning Summary

Northrich is committed to supporting all students growing and achieving high levels of success. We use multiple data points in order to determine the best course of action to help support student growth and learning needs including, but not limited to

School Processes & Programs

School Processes & Programs Summary

Northrich 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.

Northrich 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
- Dyslexia Services
- Equity, Diversity, and Inclusion
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Multilingual Services
- Pre-K services
- Response to Intervention
- Special Education Services
- Student Services

School Processes & Programs Strengths

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

Our schedule offer 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.
Root Cause: Students with varying needs require additional supports and interventions to show growth and achieve success.

Perceptions

Perceptions Summary

Northrich 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

Northrich 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.
Root Cause: A combination of the new STAAR platform and STAAR testing metrics as utilized by TEA.

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.

Strategy 1 Details	Reviews			
Strategy 1: Ensure monitoring with fidelity of campus MTSS systems which identify and serve learners in need of intervention and acceleration utilizing High Quality Instructional Materials through the utilization of Branching Minds.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: All learners identified as requiring accelerated instruction will receive the required hours of instruction prior to the spring STAAR assessments. That instruction will be with HQIM and will be documented in Branching Minds. All learners identified as needing tier three intervention will have plans established and monitored in Branching Minds. **Staff Responsible for Monitoring:** Administrators, Specialists **TEA Priorities:** Build a foundation of reading and math	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Increase 3rd grade Math Staar from 45% to 47% and 3rd grade Reading from 53% to 58% per BOT goals by continuing to support students in the MTSS process through PLCs, DDI protocols, growth walks and documentation in Branching Minds. Utilize iTime, after school tutoring, Saturday School, Twilight Camp for engaging intervention, extension and enrichment opportunities. The use of iReady and Summit K-12 will used with all intervention schedules.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Identify students who need interventions and track through PLCs. Increase in Staar achievement **Staff Responsible for Monitoring:** Administrators, Specialists, Teachers **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: 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 with fidelity.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 4 Details	Reviews			
Strategy 4: Monitor the implementation of the attendance intervention module in Focus by evaluating usage data, tracking attendance trends, and reviewing intervention outcomes to determine impact on chronic absenteeism rates across PreK-12. Adjust supports and strategies based on effectiveness to ensure sustained improvement	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase performance scores on all assessments **Title I:** 2.51, 2.53	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 2: Provide a safe, secure learning environment for All students at Northrich.

High Priority

Evaluation Data Sources: Student surveys

Strategy 1 Details	Reviews			
Strategy 1: Ensure all students have a school/home connection (club, extra curricular, activity, an adult at school).	**Formative**			**Summative**
Strategy's Expected Result/Impact: Stronger student connection to Northrich; Positive school culture	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration **ESF Levers:** Lever 3: Positive School Culture	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Clear and consistent implementation of the discipline matrix.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Fewer discipline referrals; Positive school culture	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Implement state required bullying prevention requirements consistent with Board policies and procedures. Prevention plans for bullying, harassment, and dating violence. All investigations will be reported to parents immediately and will updated regularly until completion and then informed of the outcome.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Fewer student outcrys; Students will understand the dangers of dating violence **Staff Responsible for Monitoring:** Administration Staff **ESF Levers:** Lever 3: Positive School Culture	Considerable			

Strategy 4 Details	Reviews			
Strategy 4: Ensure teachers teach Too Good For Drug lessons. Administration will verify all students have received the lessons.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student awareness and understanding of drug use **Staff Responsible for Monitoring:** Administration Staff **ESF Levers:** Lever 3: Positive School Culture	**Nov**	**Jan**	**Mar**	**June**
	Accomplished			

Strategy 5 Details	Reviews			
Strategy 5: The nurse will have a system to monitor and support immunization compliance of the student body.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student attendance; Compliance with immunization **Staff Responsible for Monitoring:** Administration Nurse **ESF Levers:** Lever 3: Positive School Culture	**Nov**	**Jan**	**Mar**	**June**
	Accomplished			

Strategy 6 Details	Reviews			
Strategy 6: LITE will teach digital citizenship and internet safety lessons to all students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student awareness of the dangers of internet; Students will know how to protect themselves online **Staff Responsible for Monitoring:** Administration LITE Staff **ESF Levers:** Lever 3: Positive School Culture	**Nov**	**Jan**	**Mar**	**June**
	Accomplished			

Strategy 7 Details	Reviews			
	Formative			**Summative**
Strategy 7: Northrich will create opportunities for students and parents to learn and understand about transitioning from elementary to jr. high through tours, visits from jr. high admin and teachers, counselors talks about schedules.	**Nov**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student and parent awareness of jr. high and what is offered and how to navigate scheduling, what classes to choose and what clubs and organizations are offered. **Staff Responsible for Monitoring:** Administration Counselor **ESF Levers:** Lever 3: Positive School Culture	Considerable			

No Progress   Accomplished   Continue/Modify   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			
Strategy 1: Collaborate as a staff to address T-TESS goals and interrater reliability among evaluators using the district wide walkthrough form with specific and timely feedback. **Strategy's Expected Result/Impact:** Lesson plans reflect specific feedback from walkthroughs. **Staff Responsible for Monitoring:** Administrators **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Accomplished			

Strategy 2 Details	Reviews			
Strategy 2: Implement the district mentoring program to support new staff and supplement support based on teacher needs. **Strategy's Expected Result/Impact:** Improve retention and support teachers with authentic artifacts. **Staff Responsible for Monitoring:** Administrators, Mentor Leads **TEA Priorities:** Recruit, support, retain teachers and principals, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Considerable			

Strategy 3 Details	Reviews			
	Formative			Summative
Strategy 3: Continue to provide campus professional development in all curricular areas supporting essential TEKS and district provided curriculum, including MAP data, Branching Minds, MTSS process and Amplify.	**Nov**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase staff knowledge on district resources for tier 1 instruction and differentiation. Growth in campus scores. **Staff Responsible for Monitoring:** Administrators, ILT **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Considerable			

○ No Progress   ○ Accomplished   → Continue/Modify   ✗ Discontinue

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: Support from principals to help teachers use the learner growth framework to create obtainable T-TESS goals.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teacher understand their value based on feedback and individual recognition. Teacher to teacher recruitment. **TEA Priorities:** Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Nov	Jan	Mar	June
	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Create a social media presence.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Showcase positive school culture to attract potential employees. **TEA Priorities:** Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Nov	Jan	Mar	June
	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Continue to increase positive responses from Staff Survey and reduce teacher retention by 5%.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased teacher retention **Staff Responsible for Monitoring:** Administration **ESF Levers:** Lever 3: Positive School Culture	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: Continue to refine and enhance the learning framework, which provides all RISD students experiences to develop competencies aligned with the graduate profile. 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 Pre-K - 6th grades (CTE/CCMR alignment).	**Formative**			**Summative**
Strategy's Expected Result/Impact: By implementing the strategy, learners are engaged and fueled through exploration and discovery of content. **Staff Responsible for Monitoring:** Administration, All Staff	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Implement RISD graduate profile indicators in instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: By implementing the strategy, learners will experiment with concepts, make connections, and demonstrate mastery of learning. **Staff Responsible for Monitoring:** Administrators	**Nov**	**Jan**	**Mar**	**June**
	Accomplished			

○ 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: Enhance the professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals and support increase in student achievement.

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

Strategy 1 Details	Reviews			
Strategy 1: Establish consistent professional learning communities that provide professional learning opportunities to ensure student growth.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Student data will drive teacher professional learning opportunities.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: ILT and staff **TEA Priorities:** Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Accomplished			

Strategy 2 Details	Reviews			
Strategy 2: Schedule and provide learning walks for staff members to observe classroom skills that will enhance their growth goal.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in teachers meeting their goals.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators, ILT, staff	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Implement the PLC protocol, Data Driven Instruction protocol, weekly data meetings, and weekly instructional focus planning meetings with fidelity, specifically as they relate to our priority areas: K-6 Math.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Weekly quick checks; Unit assessments; CIAs	**Nov**	**Jan**	**Mar**	**June**
Increase in student performance; Increase in TIER 1 instruction **Staff Responsible for Monitoring:** Administration ILT Staff **ESF Levers:** Lever 5: Effective Instruction	Accomplished			

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: Implement a one-way dual language program with fidelity. Follow the content language allocation plan and monitor using learning walks. Provide feedback through walkthrough analysis.

High Priority

Evaluation Data Sources: Weekly quick checks, CIAs, Unit Assessments, informal assessments, STAAR

Strategy 1 Details	Reviews			
Strategy 1: Administration will have ongoing targeted, calibrated dual language walk throughs to determine fidelity of program.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Program is implemented with fidelity; Students will increase performance an all assessments **Staff Responsible for Monitoring:** Administration Staff **ESF Levers:** Lever 5: Effective Instruction	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

○ 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 4: Embed ELLevation strategies into regular classroom instruction to provide content-based language instruction in ESL and dual language classrooms, as well as Summit K12 minutes and strategies. Implement ESL content-based model in K-6 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).

High Priority

Evaluation Data Sources: TELPAS, CIAs, STAAR

Strategy 1 Details	Reviews			
Strategy 1: Admin and LAT will monitor Summit K-12 usage and progress of students. We will meet weekly during PLC to determine needs, best practices and supports for teachers and students not progressing.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in student performance; Increase in teacher proficiency of ESL content model and Elevation strategies. **Staff Responsible for Monitoring:** Administration Staff **ESF Levers:** Lever 5: Effective Instruction	Considerable			

⬤ 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 5: Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience. 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.

High Priority

Evaluation Data Sources: Weekly quick checks, CIAs, Unit Assessments, informal assessments, STAAR, TELPAS

Strategy 1 Details	Reviews			

Strategy 1: Admin team and ILT will work with district experts to help design meaningful professional development around the Leaner Growth Experience so it can be intentional, engaging and differentiated based on teacher need.
    Strategy's Expected Result/Impact: Teacher proficiency in the Learner Growth experience; Increase in student performance and achievement of student growth goals
    Staff Responsible for Monitoring: Administration
    ILT
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**
	Moderate Progress			

No Progress   Accomplished   Continue/Modify   Discontinue

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

Performance Objective 1: Create meaningful engagement opportunities that align with the needs and missions of both the school community and local businesses/organizations.

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

Strategy 1 Details	Reviews			
Strategy 1: Educate our Northrich community on the components of the RISD Graduate Profile at PTA meetings (one component per meeting) and during SBDM meeting which will be held 4 times per year and will include topics such as but not limited to CIP Review, campus needs assessment, CIP Results, Data, stakeholder feedback.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase parental engagement and ensure academic success for students. **Staff Responsible for Monitoring:** Administrators, campus staff **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Increase opportunities for community engagement through school sponsored events and having readily available resources provided to parents through the campus website.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased community involvement. **Staff Responsible for Monitoring:** Administrators, all staff and community members **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture **Funding Sources:** - 211 - Title I, Part A	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: We will Tell Our Story with Increased engagement with the school community and parents, including using available district communication tools - Finalsite messages, Campus Website (working with campus RISD Insider to ensure S&E has appropriate updates), Weekly Campus Newsletter/Smore, Talking Points, Campus Social Media, School Marquees, and leveraging relationships with community groups like neighborhood homeowner associations, volunteers, and business partners. social media and school marque. **Strategy's Expected Result/Impact:** Increase home to school connection. Increase parent academic involvement. **Staff Responsible for Monitoring:** Administrators, staff and community. **TEA Priorities:** Improve low-performing schools **Funding Sources:** - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
	Considerable			

 No Progress   Accomplished   → Continue/Modify   ✖ Discontinue

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: Collaborate with campus executive assistant to design a budget that supports the mission of the school.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Ensure expenditures support student outcomes and teacher morale. **Staff Responsible for Monitoring:** Administrators, executive assistant **ESF Levers:** Lever 1: Strong School Leadership and Planning		**Nov**	**Jan**	**Mar**	**June**
		⬤ Accomplished			

Strategy 2 Details		Reviews			
Strategy 2: Provide training for staff of appropriate money handling procedures and budget awareness.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase proper use of money and budget procedures. **Staff Responsible for Monitoring:** Administrators, all staff **ESF Levers:** Lever 1: Strong School Leadership and Planning		**Nov**	**Jan**	**Mar**	**June**
		⬤ Accomplished			

⬤ No Progress	⬤ Accomplished	➡ Continue/Modify	✖ Discontinue

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 Northrich

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: Conduct "I Know What To Do" days provided by the district. Implement and practice monthly safety drills.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase proficiency in crisis response. **Staff Responsible for Monitoring:** All staff and students.		**Nov**	**Jan**	**Mar**	**June**
		Accomplished			
Strategy 2 Details		**Reviews**			
Strategy 2: Ensure all outside visitors are screened prior to entry and Raptored before entering the main doors of building.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase proficiency in security. **Staff Responsible for Monitoring:** All staff. **ESF Levers:** Lever 3: Positive School Culture		**Nov**	**Jan**	**Mar**	**June**
		Accomplished			

No Progress   Accomplished   ➡ Continue/Modify   ✖ Discontinue

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: Partner with i-team to purposefully integrate technology into classroom instruction.		**Formative**			**Summative**
Strategy's Expected Result/Impact: By implementing this strategy, technology will teaching and learning will be supported.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators		Considerable			

◯ No Progress	◯ Accomplished	→ Continue/Modify	✕ Discontinue

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 & 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.

    Evaluation Data Sources: Climate Survey

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 5: Utilize the District walk-through checklist feedback for the learning environments both inside and outside the campus.

    Evaluation Data Sources: Climate Survey