Richardson Independent School District

Parkhill Junior High School

2025-2026 Campus Improvement Plan

Mission Statement

To teach, engage, and motivate so that every student, teacher, and leader will meet and/or exceed their academic growth goals.

Vision

Every child, every teacher, every leader, every day.

Value Statement

Beliefs:

To ensure the academic success of for all students, we believe...

In creating a safe learning environment that empowers every student in RISD to take risks, be creative, find acceptance and grow.

That education is an effective tool that can prepare every student in RISD for life after high school, including teaching life skills. Every student in RISD will have the capability and desire to learn and rise to the level of expectations for individual success.

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Comprehensive Needs Assessment

Student Learning

Student Learning Summary

Parkhill 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.

2022-2023 Map Data for our campus shows:
7th Grade MAP Reading, Spring 2023: 316 Students, 218.20 RIT Score, 54.43 Achievement Percentile, 50.95% Met Growth
8th Grade MAP Reading, Spring 2023: 308 Students, 220.33 RIT Score, 51.81 Achievement Percentile, 51.3% Met Growth
7th Grade MAP Math, Spring 2023: 312 Students, 227.21 RIT Score, 51.91 Achievement Percentile, 26.6% Met Growth
7th Grade MAP Algebra 1, Spring 2023: 5 Students, 252.20 RIT Score, 71 Achievement Percentile, 60% Met Growth
8th Grade MAP Algebra I, Spring 2023: 261 Students, 242.95 RIT Score, 57.56 Achievement Percentile, 60.15% Met Growth
8th Grade MAP Math, Spring 2023: 45 Students, 198.71 RIT Score, 11.93 Achievement Percentile, 20% Met Growth
8th Grade MAP Algebra 2, Spring 2023: 1 Student, 217 RIT Score, 6 Achievement Percentile, 0% Met Growth

2023 STAAR Early Guidance Results
2023 Reading, Grade 7: 318 Students, 75.79% Likely Passed, 15.72% Zone of Uncertainty
2023 Reading, Grade 8: 309 Students, 72.17% Likely Passed, 19.74% Zone of Uncertainty
2023 Algebra I EOC, Grade 8: 266 Students, 72.18% Likely Passed, 25.94% Zone of Uncertainty
2023 Math, Grade 8: 365 Students, 47.95% Likely Passed, 39.18% Zone of Uncertainty
2023 Science, Grade 8: 307 Students, 72.31% Likely Passed, 21.82% Zone of Uncertainty
2023 Social Studies, Grade 8: 304 Students, 56.25% Likely Passed, 24.67% Zone of Uncertainty

Student Learning Strengths

- 51% of 7th and 8th grade students met projected growth in reading and 60% of 7th and 8th grade Algebra I students met projected growth in math from fall 2022 to spring 2023 on NWEA MAP assessments
- Over 72% of students in 7th/8th Grade Reading, 8th Grade Algebra I and Science are projected to pass the 2023 STAAR based upon early guidance data.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Only 27% of 7th Grade Math students are meeting projected growth in NWEA MAP.
Root Cause: Engagement in MAP assessments

Problem Statement 2: Only 48% of students who took the 8th Grade Math STAAR are likely to pass based upon early guidance
Root Cause: 7th graders are testing above grade level.

School Processes & Programs

School Processes & Programs Summary

Parkhill teachers are highly qualified professionals who are committed to teach, engage, and motivate every student, every teacher, every leader, every day.

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.

Parkhill 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
- 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: Funding and resources.

Perceptions

Perceptions Summary

Parkhill 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

Parkhill 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: Ensure all students have a school/home connection (club, extra curricular, activity, or an adult at school).

Strategy 1 Details			Reviews		
Strategy 1: Increase opportunities for student engagement through campus extracurricular activities by creating more opportunities for student involvement in clubs and extracurricular activities. **Strategy's Expected Result/Impact:** Increased student involvement and enrollment in campus extracurricular activities. **Staff Responsible for Monitoring:** ILT, Admin, Club Sponsers **ESF Levers:** Lever 3: Positive School Culture			**Formative**		**Summative**
			Nov	Jan	Mar	June
			Some Progress			
	No Progress	Accomplished	Continue/Modify	Discontinue	

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

Performance Objective 2: Implementation of strategies for school safety, emergency response and the prevention of suicide, bullying, harassment and dating violence.

Strategy 1 Details			Reviews	
Strategy 1: 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." Following the RISD Bullying prevention and Communication plan to inform parents of bullying incidents.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: An increased awareness of bullying incidents and a decrease in overall bullying numbers. **Staff Responsible for Monitoring:** Intervention Counselor, Counselors, IC's, and Administrators. **ESF Levers:** Lever 3: Positive School Culture	Some Progress			

Strategy 2 Details			Reviews	
Strategy 2: Incorporate Raiders RISE by implementing PBIS and CHAMPS structures that will facilitate a culture of school-wide RISE expectations. Develop culturally relevant SRR lessons and activities taught during Advisory in order to improve the culture and environment at PJH. The PBIS committee collects data based on campus survey results.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: An increase in positive behaviors and a decrease in suspensions with evidence of alternative discipline actions. **Staff Responsible for Monitoring:** Administration & IC's **ESF Levers:** Lever 3: Positive School Culture	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Promote cultural awareness, diversity, positive behavior, using PBIS model in the classrooms and in the common campus areas at PJH, implementing character, bullying, harassment and dating violence education through Advisory Lessons, hallway duty spots, Intervention Counselor, and monitoring students during breakfast, lunch and passing periods and school release time.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in student and teacher morale,; Decrease in student referrals and ISS/OSS placements. **Staff Responsible for Monitoring:** Counselors, IC's , and Administration **TEA Priorities:** Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Considerable			

Strategy 4 Details	Reviews			
Strategy 4: Implement campus wide behavior flow chart and train teachers on how to implement it into their classrooms	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Decrease in the number of campus referrals for ISS and OSS. Increase in the amount of instructional time on task. **Staff Responsible for Monitoring:** All Staff **ESF Levers:** Lever 3: Positive School Culture	Moderate Progress			

Strategy 5 Details	Reviews			
Strategy 5: Continue implementation of a Raider Student of the Month program - Nominate 7th and one 8th grade students who display traits of SRR.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in student buy in of campus PBIS and an increase in positive student behavior **Staff Responsible for Monitoring:** All Staff **ESF Levers:** Lever 3: Positive School Culture	Considerable			

Strategy 6 Details	Reviews			
Strategy 6: Clear and consistent implementation of discipline management plan; strategies to inform staff of discipline process.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: An increase in positive behaviors and a decrease in suspensions with evidence of alternative discipline actions. **Staff Responsible for Monitoring:** All Staff **ESF Levers:** Lever 3: Positive School Culture	Considerable			

Strategy 7 Details	Reviews			
Strategy 7: Utilize technology and internet safety education in the classroom.	Formative			Summative
Strategy's Expected Result/Impact: Increased proficiency in the use of technology programs and walk-throughs. **Staff Responsible for Monitoring:** All Staff	Nov	Jan	Mar	June
TEA Priorities: Connect high school to career and college - **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Some Progress			

Strategy 8 Details	Reviews			
Strategy 8: Continue to monitor student data reports in an effort to monitor immunization compliance and communicable disease of the student body	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Complete and up to date immunization records for all students. **Staff Responsible for Monitoring:** Admin Nurse	Accomplished			

Strategy 9 Details	Reviews			
Strategy 9: Form Campus Threat Assessment Team and complete training as specified in Texas Education Code 37.115	Formative			Summative
Strategy's Expected Result/Impact: Increased awareness and rate of response time of any and all emergency events on campus.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Admin **ESF Levers:** Lever 3: Positive School Culture	Considerable			

Strategy 10 Details	Reviews			
Strategy 10: Create a campus emergency response team (ERT) that will conduct a round table 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 quickly if a cardiac event should occur on campus.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased awareness and rate of response time of any and all emergency events on campus **Staff Responsible for Monitoring:** Admin **ESF Levers:** Lever 3: Positive School Culture	Some Progress			

Strategy 11 Details	Reviews			
Strategy 11: Teachers will participate in suicide, substance abuse, bullying prevention, and intervention training. The Signs of Suicide (SOS) program will be used for all students. Teen Screen will be given to all 7th-grade students.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Implementation of TEEN Screen and teacher participation. **Staff Responsible for Monitoring:** Counselors	Moderate 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 3: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Strategy 1 Details	Reviews			
Strategy 1: Implement with fidelity the PLC protocol and DDI meetings in order to increase STAAR 7th grade math from 65% to 67% (with an intentional focus on Hispanic from 65% to 67% and Econ Dis from 31% to 39%) and 8th grade reading from 44% to 45% (with an intentional focus on Hispanic from 19% to 26% and Econ Dis from 17% to 25%) per BOT goals.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: An increase in effective Tier 1 instruction. **Staff Responsible for Monitoring:** All Staff	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Teachers and students will utilize Schoology in order to establish and monitor two growth goals: academic and personal. One artifact per quarter will be added to their portfolio.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Student Goal Achievment **Staff Responsible for Monitoring:** All Staff	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Implement strategies to ensure a 3-5% growth in all math and reading STAAR tested courses, particularly in the areas of Algebra 1, 7th grade math and 7th grade RLA	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase of student performance on STAAR	Some Progress			

Strategy 4 Details		Reviews			
Strategy 4: Administer MAP growth diagnostics to 95% of all eligible students in reading and math at BOY, MOY and EOY. **Strategy's Expected Result/Impact:** Increase student performance in all core areas **Staff Responsible for Monitoring:** Core Teachers		Formative			Summative
		Nov	Jan	Mar	June
		Moderate Progress			

Strategy 5 Details		Reviews			
Strategy 5: Implement with fidelity the PLC protocol and DDI meetings in order to increase STAAR Algebra 1 from 64% to 67% and pre-algebra from 55% to 56 % and 7th grade reading from 63% to 65%. per BOT goals. Increasing the percent of growth and students at meets grade level in Reading with an intentional focus on Hispanic from 34% to 35% and Econ Dis from 31% to 33%) Increasing the percent of growth and students at meets grade level in Math with an intentional focus on Hispanic from 22% to 31% and Econ Dis from 19% to 29%. **Strategy's Expected Result/Impact:** Increase in Staar Data **Staff Responsible for Monitoring:** Administration		Formative			Summative
		Nov	Jan	Mar	June
		Moderate Progress			

Strategy 6 Details		Reviews			
Strategy 6: Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics. **Strategy's Expected Result/Impact:** Student performance increase **Staff Responsible for Monitoring:** Administration Staff		Formative			Summative
		Nov	Jan	Mar	June
		Some Progress			

Strategy 7 Details		Reviews			
Strategy 7: Increase our attendance rate at least .5% from the 24-25 school year (94.87%) **Strategy's Expected Result/Impact:** Increase student attendance **Staff Responsible for Monitoring:** Administration Teachers		Formative			Summative
		Nov	Jan	Mar	June
		Some Progress			

Strategy 8 Details		Reviews			
Strategy 8: 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		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased student performance; Positive school experience **Staff Responsible for Monitoring:** Administration Teachers		Some Progress			

Strategy 9 Details		Reviews			
Strategy 9: 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.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Proficient use of MTSS to support students and increase student performance **Staff Responsible for Monitoring:** Administration Teachers		Moderate Progress			

Strategy 10 Details		Reviews			
Strategy 10: Closely monitor the data of students in 7th grade Pre-Algebra to ensure student growth and success.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
		Moderate Progress			

Strategy 11 Details		Reviews			
Strategy 11: Utilize $2052 of comp funds to support student intervention and quality tier 1 instruction.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Provide resources to improve student engagement and performance **Staff Responsible for Monitoring:** Admin		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 4: Ensure academic and social support for English Language Learners to close the gap for Bilingual students

Strategy 1 Details		Reviews			
Strategy 1: Increase the percentage of emergent bilingual students meeting exit criteria by 3-8% annually through the LPAC process.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
		Some Progress			

Strategy 2 Details		Reviews			
Strategy 2: Increase the percentage of English language proficiency growth on TELPAS by 3-6%, and implement Summit K12 minutes with fidelity. **Staff Responsible for Monitoring:** Sarah Pankonien, RLA, ESL, Blanca Webb, Instructional Coaches		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**
		Moderate 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 5: Junior High Middle School Electives: 10% of band students district wide will earn a spot in the All Region Band. 10% of choir students district wide will earn a spot in the All Region Choir. 5% of orchestra students district wide will earn a spot in the ALL Region Orchestra. 100% of Varsity ensembles achieve first division ratings on stage and in sight-reading at UIL assessment. 100% of Non-Varsity (NV) and Sub-Non-Varsity ensembles achieve first or second division ratings on stage and in sight-reading at UIL state assessment.

    Evaluation Data Sources: UIL

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: Implement and supplement the district mentoring program to support new staff.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in teacher retention Increase in positive feedback on district survey	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Instructional Coaches Mentors Administration **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 2: Strategic Staffing, Lever 3: Positive School Culture	◕ Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Organize monthly celebrations to encourage positivity throughout the staff.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase teacher morale	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All staff **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 3: Positive School Culture	◕ Moderate Progress			

○ No Progress	◯ Accomplished	➡ Continue/Modify	✖ Discontinue

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

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

    Evaluation Data Sources: New hire data

Strategy 1 Details	Reviews			
Strategy 1: Implement a screening and interview process that is equitable to all cultural and ethnic backgrounds.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in diversity in staff **Staff Responsible for Monitoring:** Administration **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 2: Strategic Staffing	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Implement, recruit and hire high performing staff that meets RISD high standards and expectations.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in teacher retention and reduce campus turnover by 5% Increase in positive feedback on campus survey **Staff Responsible for Monitoring:** Administration	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Identify and utilize campus surveys to develop campus goals.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in teacher retention and reduce campus turnover by 5% Increase in positive feedback on campus survey **Staff Responsible for Monitoring:** Administration Instructional Coaches ILT **TEA Priorities:** Recruit, support, retain teachers and principals - **ESF Levers:** Lever 2: Strategic Staffing, Lever 3: Positive School Culture	**Nov**	**Jan**	**Mar**	**June**
	Some Progress			

No Progress   Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 3: Evaluators will collaborate to ensure T-TESS calibration and interrater reliability

Evaluation Data Sources: T-TESS observation data
Walkthrough data

Strategy 1 Details	Reviews			
Strategy 1: Continue the T-TESS walkthrough form with an emphasis on teacher feedback and professional growth goal.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student growth Improve campus instruction	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators Instructional Coaches	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Evaluators conduct walkthroughs as a team to calibrate practices and implement TTESS calibration and interrater reliability among evaluators for TIA alignment.	**Formative**			**Summative**
Strategy's Expected Result/Impact: More consistent feedback to staff members Improved instruction	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators	Some Progress			

Strategy 3 Details	Reviews			
Strategy 3: Evaluators collaborate regularly regarding what is being observed in classrooms	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved instruction Consistent feedback from evaluators to staff members	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators	Some Progress			

Strategy 4 Details	Reviews			
Strategy 4: Utilize T-TESS to support teachers with choice professional development opportunities to support knowledge in identified areas of growth through self-assessment or data analysis.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in staff meeting their growth goals Increase staff retention Increase student performance **Staff Responsible for Monitoring:** Administrators All staff	Some Progress			

◯ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 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: Utilize the RISD playbook to support teachers incorporating district learning framework and the graduate profile into student learning experiences.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in engaging learning experiences Increase in student growth **Staff Responsible for Monitoring:** All teachers Instructional Coaches Administration **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Utilize district wide professional development days to support and train teachers on the Learner Growth Experience.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in teacher growth **Staff Responsible for Monitoring:** Administration Instructional Coaches	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Focus professional development on understanding and using learner experiences in daily instruction.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in staff and student growth **Staff Responsible for Monitoring:** Administration Instructional Coaches	Considerable			

Strategy 4 Details	Reviews			

Strategy 4: Identify instructional opportunities for the defined priority standards through PLCs, professional development and faculty meetings.
    Strategy's Expected Result/Impact: Increase in staff and student growth
    Staff Responsible for Monitoring: All teachers
Instructional coaches
Administration
	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 2: Create a professional learning community 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			
Strategy 1: Train, implement and monitor Lead4ward and ELLevation strategies into all classroom instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student engagement Increased student growth **Staff Responsible for Monitoring:** All teachers Instructional Coaches Administration **TEA Priorities:** Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Nov	Jan	Mar	June
	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student growth **Staff Responsible for Monitoring:** All staff Instructional Coaches Administration	Nov	Jan	Mar	June
	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: 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**
Strategy's Expected Result/Impact: Increase in teacher and growth goals **Staff Responsible for Monitoring:** All staff Instructional Coaches Administration	Nov	Jan	Mar	June
	Some Progress			

Strategy 4 Details		Reviews			
Strategy 4: Retain 90% of students enrolled in the GT-sheltered courses between 7th and 8th grade.		Formative			Summative
Strategy's Expected Result/Impact: Increase in GT-sheltered course retention **Staff Responsible for Monitoring:** GT teachers Administration		Nov	Jan	Mar	June
		Some Progress			

Strategy 5 Details		Reviews			
Strategy 5: Implement with fidelity the PLC & DDI protocols.		Formative			Summative
Strategy's Expected Result/Impact: Improvement in TIER 1 instruction; Increase in student performance; Increased teacher efficacy **Staff Responsible for Monitoring:** Administration Instructional Coaches Department Chairs		Nov	Jan	Mar	June
		Some Progress			

○ No Progress   ◯ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 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: Educate the community about CTE, encourage participation in CTE classes and support students obtaining CTE licensing and certification.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in CTE enrollment	**Nov**	**Jan**	**Mar**	**June**
Increase in CTE certification/licensure **Staff Responsible for Monitoring:** CTE teachers Counselors Administration	Some Progress			
Strategy 2 Details	**Reviews**			
Strategy 2: Offer events and activities that encourage parents and students to enroll in P-TECH courses - Open House Parkhill Preview.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in P-TECH enrollment	**Nov**	**Jan**	**Mar**	**June**
Increase in P-TECH retention **Staff Responsible for Monitoring:** CTE teachers Counselors Administration	Some Progress			
Strategy 3 Details	**Reviews**			
Strategy 3: Create advisory lessons that support TCCR skills and 21st century learning.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in BrightBytes survey	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: All staff	Some Progress			

Strategy 4 Details	Reviews			
	Formative			**Summative**
Strategy 4: Create 3 professional development trainings in support of the Learning Framework that will be supported by iTeam facilitating the implementation of technology.	**Nov**	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase in student engagement **Staff Responsible for Monitoring:** Administration Instructional coaches	Some Progress			

○ No Progress ○ Accomplished → Continue/Modify ✖ Discontinue

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

Performance Objective 4: Implement a process to ensure that our targeted student groups of hispanic and low socioeconomic show growth in math by moving from ____ to _____.

Strategy 1 Details	Reviews			
Strategy 1: Implementation of a Targeted Improvement plan to support support growth in Hispanic and low socioeconomic subpopulation.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Removal from TSI; Improved student performance of targeted groups
    Staff Responsible for Monitoring: Administration
Teachers
 	
    Targeted Support Strategy
	Some Progress			

Strategy 2 Details	Reviews			
Strategy 2: Implement PLCs where the team follows PLC Agendas including discussion on the objectives and formative assessments. DDI meetings are planned out and track mastery of the standard and determine upcoming formative assessments. PLCs consist of Science, Reading, Social Studies, Math, and Special Ed and they meet 2-3 times weekly for 90 minutes. Instructional coaches, department chairs and administrators share the role of facilitator in the PLC All core content area teachers, instructional coaches, admin, and a sped representative are requited to attend.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Through consistent, structured PLCs and DDI meetings, teachers will collaboratively plan instruction, analyze formative assessment data, and adjust practices to ensure that all students demonstrate measurable growth toward mastery of grade-level standards. By the end of each instructional cycle, PLC teams will have identified trends in student learning, determined reteach and enrichment opportunities, and aligned upcoming formative assessments to track progress toward mastery.
    Staff Responsible for Monitoring: Ashlee Baker is accountable and is serving as principal at Parkhill Junior High. She is current\ly in year two at this campus and has 1 year of school turnaround experience served at Parkhill Junior High in the 2024-2025 school year.
 	
    Targeted Support Strategy
	Some Progress			

Strategy 3 Details	Reviews			
	Formative			**Summative**
Strategy 3: We will build instructional capacity by tracking teacher experience and certification, implementing observation and feedback cycles, and providing specialized supports for special populations, ensuring all educators are equipped to drive student mastery of standards. We will also implement specific professional development to address experienced and new teachers. Training for inexperienced or ineffective teachers will be differentiated through targeted coaching cycles, mentoring with experienced peers, and individualized growth plans (as needed) aligned to their specific needs. Teachers in years 1 &2 (ExperiencedTeachers (more than 2 years of experience) 94 % of total teaching staff New Teachers(0-2 Years experience) 6% of teaching staff) will also receive more frequent feedback and smaller, focused PD sessions to strengthen core instructional and leadership skills. Implementation of the training (and DDI Process) will be evaluated through T-TESS walkthroughs (minimum of 5 per teacher), instructional coach non-evaluative walkthroughs, and lesson plan monitoring. Look-fors will include standards alignment, use of formative assessments, differentiation for our hispanic sub-population, student engagement, and evidence of feedback-driven adjustments in lesson plans. Teachers and administrators will build capacity through training in the 7 Steps to a Language-Rich Interactive Classroom, English Learner strategies supported by our LAT, and differentiation practices to better support Hispanic and low-socioeconomic students. They will also engage in Fundamental 5 training to strengthen lesson delivery, student engagement, and equitable access to learning. **Strategy's Expected Result/Impact:** All teachers and leaders will strengthen their instructional capacity through targeted, differentiated professional development and consistent feedback cycles, resulting in more effective planning and delivery of standards-aligned instruction. As a result, students--particularly Hispanic and low-socioeconomic populations--will experience increased engagement, equitable access to learning, and measurable growth toward mastery of grade-level standards. **Staff Responsible for Monitoring:** Administrators **Targeted Support Strategy**	**Nov**	**Jan**	**Mar**	**June**
	Some 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 reciprocal pathways for families to increase and deepen engagement.

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

Strategy 1 Details	Reviews			
Strategy 1: Offer events and activities that encourage parental involvement: Back to School Picnic, Open House, Fine Arts Night, Parkhill Preview, Cafe in the Courtyard and Parent Engagement Night.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in attendance of activities **Staff Responsible for Monitoring:** Administration	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Utilize Finalsite, digital marquee, and weekly S'more newsletters in students' home language to inform parents and community of upcoming events at Parkhill JH.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent engagement **Staff Responsible for Monitoring:** Administration & CITS (Campus Information Technology Specialist) **ESF Levers:** Lever 3: Positive School Culture	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Utilize Twitter, Instagram, and Facebook to inform the community and students of school events and positive "shout outs" for teachers and students, and to Tell Our Campus Story in addition to School Website.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in community engagement **Staff Responsible for Monitoring:** Administration, LITE, & CITS **ESF Levers:** Lever 3: Positive School Culture	**Nov**	**Jan**	**Mar**	**June**
	Some Progress			

Strategy 4 Details	Reviews			
Strategy 4: Utilize Finalsite and Talking Points to contact parents of students who need to attend after-school tutoring and Saturday school. **Strategy's Expected Result/Impact:** Attendance records **Staff Responsible for Monitoring:** Administration	Formative			Summative
	Nov	Jan	Mar	June
	Considerable			

Strategy 5 Details	Reviews			
Strategy 5: Utilize TalkingPoints to regularly communicate with families in the language they are most comfortable with. **Strategy's Expected Result/Impact:** Increased family engagement in student success **Staff Responsible for Monitoring:** Teachers	Formative			Summative
	Nov	Jan	Mar	June
	Considerable			

No Progress	Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 2: We will increase family and community engagement through intentional, high-visibility events, including Parkhill Preview Night for incoming families, the Community Picnic, and Back-to-School Night. Attendance data and participant feedback will be collected to measure impact and identify next steps for building stronger, ongoing partnerships between the school and the community.

High Priority

Evaluation Data Sources: Attendance data and participant feedback will be collected to measure impact and identify next steps for building stronger, ongoing partnerships between the school and the community.

Summative Evaluation: Some progress made toward meeting Objective

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

Performance Objective 3: Parkhill Junior High will enhance its digital communication strategy to increase social media engagement and website traffic by consistently showcasing campus culture, student achievements, and community partnerships on Instagram, X (formerly Twitter), Facebook, and the campus website.

Success Indicators:

Evaluation Data Sources: Minimum of three posts per week across social media platforms highlighting academics, athletics, fine arts, and community events, Monthly website updates with current events, recognitions, and resources for families, growth in followers and post engagement

Summative Evaluation: Significant progress made toward meeting Objective

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

Performance Objective 4: Parkhill Junior High will establish regular, proactive communication with the central office to promote campus achievements, initiatives, and events--resulting in at least one feature per quarter in district communications (newsletter, website, or media release)

    Evaluation Data Sources: Monthly submission of campus highlights and media content to the district communications team, documented increase in Parkhill mentions or features in district-level platforms and media outlets.

    Summative Evaluation: Significant progress made toward meeting Objective

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.

    Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Train all staff on proper money handling procedures.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in following district expectations	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Campus Exec Principal **ESF Levers:** Lever 2: Strategic Staffing	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Utilize yearly budget audit recommendations to ensure efficient spending and adherence to district, state and federal spending guidelines	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Compliance with district, state and federal guidelines **Staff Responsible for Monitoring:** Executive Assistant Principal **ESF Levers:** Lever 1: Strong School Leadership and Planning	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Provide training and support for all staff processing PO's, sub payments, etc. to ensure staff are following proper policies and procedures.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: District policies and procedures are followed **Staff Responsible for Monitoring:** Executive Assistant Principal	Moderate Progress			

Strategy 4 Details				Reviews			
Strategy 4: Continue to identify and apply for grants that support campus goals.				**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in grant funding **Staff Responsible for Monitoring:** Administration Instructional coaches				**Nov**	**Jan**	**Mar**	**June**
				Some Progress			

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 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: Implement "I Know What to Do Days" in October, December, February and April to continue to communicate safety protocols to students and staff.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student and staff awareness **Staff Responsible for Monitoring:** Administration	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Continue monthly safety drills and communicate via Informacast & Blackboard parents after safety drills.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in student and staff awareness Parent awareness of safety protocols **Staff Responsible for Monitoring:** Administration	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Implement Safety Week by participating in evacuate, hold and secure, lockdown, shelter in place and fire drills.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase in all students and staff understanding drills and expectations **Staff Responsible for Monitoring:** All staff	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 4 Details	Reviews			
Strategy 4: Implement safety procedures to ensure that all visitors are verified using Verkada system.	Formative			Summative
Strategy's Expected Result/Impact: Increase in campus safety **Staff Responsible for Monitoring:** All staff	Nov	Jan	Mar	June
	Considerable			

Strategy 5 Details	Reviews			
Strategy 5: Implement weekly door checks per TEA guidelines.	Formative			Summative
Strategy's Expected Result/Impact: Increased safety and security Awareness of potential door issues, damages/repairs **Staff Responsible for Monitoring:** Administration	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 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: We will adhere to district-wide cell phone, Chromebook and dress code policies that will ensure cell phones and clothing will not interfere with instructional time or learning.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Student/Parent/Family Surveys **Staff Responsible for Monitoring:** Administration All Staff	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Utilize GoGuardian to monitor student engagement and restrict non-academic Chromebook use.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased engagement and academic success **Staff Responsible for Monitoring:** All Staff	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: 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.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Efficient use of energy to run the Campus **Staff Responsible for Monitoring:** Administration	Some Progress			

Strategy 4 Details	Reviews			
Strategy 4: Implement feedback from the District walk-through checklist which addressed the learning environment both inside and outside the campus.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Safe and welcoming environment; Physically appealing and inviting grounds **Staff Responsible for Monitoring:** Administration Central Administration	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

⬤ No Progress　　⬤ Accomplished　　➡ Continue/Modify　　✖ Discontinue