

Richardson Independent School District

Pearce High School

2025-2026 Campus Improvement Plan



Mission Statement

Engage, inspire and empower life-long learners to lead with integrity and innovation.

Vision

J.J. Pearce High School, in partnership with our community, will:

- Expect high levels of achievement for every student;
- Embrace our responsibility for ensuring that all students learn;
- Encourage and support each learner's intellectual growth through a rigorous and relevant academic program;
- Enrich the learning environment through a culture of collaboration and personal responsibility;
- Empower all students to engage fully in a global society.

Value Statement

Integrity-Inspiration-Inclusiveness-Innovation

Focus

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

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Pearce High School is composed of a diverse student population of almost 2,500 students in grades 9-12. We currently have 44.2% of White students, 44.4% Hispanic, 5.8% African-American, 2.8% Two or more races, 2.3% Asian, and .5% American-Indian/Alaska Native. 35% of our students are economically disadvantaged. Our Hispanic and ELL population continue to increase each year. Pearce High School students are somewhat mobile with 11% of students moving between in and out of RISD campuses. Attendance rates remain high while our dropout rates, particularly for at-risk population, remain a priority. Pearce High School continues to focus on the performance of our special populations on local, state and national assessments for English language learners and our students served through special education. Pearce High School values these diverse student and community populations which result in a rich learning environment for all.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

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

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data

- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data
- T-P ESS data

Parent/Community Data

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

Support Systems and Other Data






- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Action research results

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, an adult at school).

Evaluation Data Sources: Student climate survey

Strategy 1 Details	Reviews			
Strategy 1: We will utilize the school's club fair/organizations as representation for the essential framework regarding individual student growth and school/home connection. Strategy's Expected Result/Impact: More students of diverse interests/experiences/backgrounds will make intentional connections with other organizations that ignite interest. Staff Responsible for Monitoring: Campus administration will follow-up with club sponsors and organization leads regarding progress and implementation.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Ensure educators teach and administratively verify that all Substance Use Prevention Lessons are taught.







Evaluation Data Sources: Campus Climate survey

Strategy 1 Details	Reviews			
Strategy 1: The administration will continue to utilize our Mustang Academy to present substance use prevention lessons, and interventions to aid in mitigating potential student substance abuse. Strategy's Expected Result/Impact: All students will have a greater understanding of expectations, impact, and the importance of avoiding substance abuse. Staff Responsible for Monitoring: Students will receive continuing education from our campus administration and district substance prevention leads regarding the use of substances.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Moderate Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

Goal 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: Clear and consistent implementation of discipline management plan.

Evaluation Data Sources: PEIMS data

Strategy 1 Details	Reviews			
Strategy 1: The administrative team will work to hold tight to the district Code of Conduct as well as the campus' discipline behavioral expectations to educate and provide consistency regarding campus discipline. Strategy's Expected Result/Impact: Through the use of consistent implementation, all students will gain a greater understanding of the district and campus' behavioral expectations, as well as diminishing campus behavioral issues. Staff Responsible for Monitoring: Campus administrators will work to track/monitor student behavior via teacher feedback, Focus Discipline System, and digital citizenship.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Admin team will hold grade level talks at the beginning of the year to address discipline issues such as dress code, phones, etc. Strategy's Expected Result/Impact: Less referrals Staff Responsible for Monitoring: Admin and Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: 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."







Evaluation Data Sources: PEIMS data
use of Focus to schedule sts in different classes

Strategy 1 Details	Reviews			
Strategy 1: We will continue to implement state and district requirements regarding bullying prevention, harassment, and dating violence. All students will engage in video education through the use of the campus' intervention time during the day. Strategy's Expected Result/Impact: The knowledge and education surrounding bullying prevention, harassment, and dating violence will help lessen incidence of such. Staff Responsible for Monitoring: Through student conversations, teacher feedback, and administration meetings, the campus will continue to evaluate and monitor the progress of all incidents surrounding bullying prevention, harassment, and dating violence.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

Goal 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: Communication plan to inform parents of bullying incidents

Evaluation Data Sources: PIEMS data

Strategy 1 Details	Reviews			
Strategy 1: Campus administrators will continue to communicate timely and consistently with all parents and appropriate district personnel regarding bullying incidents that arise, and will address incidents accordingly. Strategy's Expected Result/Impact: Prompt and accurate reporting of bullying incidents will inform the planning and implementation of all inventions and meditations for the purpose of diffusing volatile situations and improving campus safety. Staff Responsible for Monitoring: Campus administrators will communicate promptly and directly with all appropriate parents and caretakers.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Educate and Inform parents about creation of inappropriate student led gossip pages. Strategy's Expected Result/Impact: Parent assistance with discussing the harms of cyberbullying and the consequences through newsletters and parent communication. Staff Responsible for Monitoring: Campus Admin/Counselors/Staff/Parents	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 6: Plan for internet safety/digital citizenship.

Evaluation Data Sources: Campus Climate survey data

Strategy 1 Details	Reviews			
Strategy 1: The campus plans to utilize Mustang Academy and weekly campus newsletters to educate parents and students on the importance of internet safety/digital citizenship. Strategy's Expected Result/Impact: In accordance with district policy regarding technology, students will understand and comply with campus and district guidelines regarding internet safety/digital citizenship. Staff Responsible for Monitoring: By monitoring campus discipline, district data, parent/teacher feedback, and campus data, the campus will have supportive evidence on approaches related to internet safety/digital citizenship.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 7: Monitor student data reports to monitor immunization compliance of the student body.

Evaluation Data Sources: Campus SDS data

Strategy 1 Details	Reviews			
Strategy 1: Associate Principal, campus nurse, campus SDS will coordinate to track students immunization records. Strategy's Expected Result/Impact: In accordance with district policy the student body will comply with immunization records requirements. Staff Responsible for Monitoring: Campus Nurse, SDS, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 8: Campus Emergency Response Team (ERT) will conduct a round table drill in the fall and an all campus AED drill in February to coincide with heart month. This is an effort to be prepared to respond quickly if a cardiac event should occur on campus.

Evaluation Data Sources: Campus Drill log

Strategy 1 Details	Reviews			
Strategy 1: Campus nurse will coordinate with administration to create a campus ERT team. Strategy's Expected Result/Impact: We will continue to practice, prepare, and improve on our response to real-time campus emergencies, specifically in the event of an on-campus cardiac event. Staff Responsible for Monitoring: Campus Nurse, Principal, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Accomplished			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 9: High school campuses only - Voter registration plan with specific dates to allow seniors turning 18 to register to vote (Principal will assign an AP as designated registrar; Government classes will implement lessons created by SS Department before National Voter Registration Day, September 19, 2023)

Evaluation Data Sources: Campus student participation records

Strategy 1 Details	Reviews			
Strategy 1: AP over Social Studies Department chair will coordinate with RISD Social Studies department in order to create a lesson and hold a National Voter Registration Day. Strategy's Expected Result/Impact: Eligible high school students will register to vote and government students will be taught the lesson. Staff Responsible for Monitoring: Associate Principal (Mr. Lopez), Social Studies Department chair (Mr. Starnes), and designated teacher Govt teacher.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Accomplished			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 10: Monitor student absence information in order to monitor communicable disease issues on campus.

Evaluation Data Sources: absence report, coding of student absences.

Strategy 1 Details	Reviews			
Strategy 1: CCMR Administrator will provide campus nurses with a semi weekly report of students that have a high absence rate. Strategy's Expected Result/Impact: Nurses will use this information to monitor communicable disease concerns. Staff Responsible for Monitoring: Campus Nurse, Principal	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Moderate Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

Performance Objective 11: Address student groups for Targeted Support or Additional Targeted Support once we receive the accountability ratings.

Evaluation Data Sources: December STAAR scores

Strategy 1 Details	Reviews			
Strategy 1: Students will receive remediation through Mustang Academy. Strategy's Expected Result/Impact: Student retesters will successfully pass the December STAAR exam at a 65% success rate Staff Responsible for Monitoring: Associate Principal, IC, Department Chairs	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 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 12: 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.

Evaluation Data Sources: Branching minds data, focus data.

Strategy 1 Details	Reviews			
Strategy 1: Administrative team will utilize branching minds to determine the students that are at the highest risk of academic failure and potentially dropping out. Individual meetings will be held with each students along with a graduation plan. Strategy's Expected Result/Impact: Increase student success rate and decrease failures	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 13: Campus will identify students in need of accelerated learning and intensive intervention, utilize High Quality Instructional Materials as determined by the district and monitor progress in Branching Minds.

Evaluation Data Sources: CCMR data, EOC Data, Graduation rate

Strategy 1 Details	Reviews			
Strategy 1: Graduation task force meeting will focus on supporting seniors at risk of failure and provide accelerated learning and intensive instruction. Strategy's Expected Result/Impact: Increase graduation rate Staff Responsible for Monitoring: Principal, Senior Principal, Associate Principal, Lead Counselor	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 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 14: Form a Campus Threat Assessment Team and complete training as specified in Texas Education Code 37.115.




Evaluation Data Sources: data drill logs, meeting logs







Strategy 1 Details	Reviews			
Strategy 1: PHS will create a campus Threat Assessment team. Strategy's Expected Result/Impact: Increase parent communication. Increase administrator awareness on campus threat assessment protocols. Staff Responsible for Monitoring: Administration, lead counselor, crisis counselor.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Accomplished			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 15: PHS Campus attendance rate for the 24-25 school year was at 92.4%. Increase Campus attendance rate to 95%

Evaluation Data Sources: Campus attendance data

Strategy 1 Details	Reviews			
Strategy 1: Utilize Grad task force to help increase Senior attendance rate. Strategy's Expected Result/Impact: Increase Senior attendance rate. Staff Responsible for Monitoring: Principal, Senior Principal, Lead Counselor, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Deliver specific lessons in Mustang Academy geared toward increasing student attendance. Strategy's Expected Result/Impact: Increase student attendance rate. Staff Responsible for Monitoring: Mustang Academy Principal, Principal, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
Strategy 3: Leverage afterschool credit recapture minimize student absence failures. Strategy's Expected Result/Impact: Increase student attendance. Staff Responsible for Monitoring: Junior Principal, Principal, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 4 Details	Reviews			
Strategy 4: Advancing equity in discipline practices Strategy's Expected Result/Impact: reduce the disproportionality in discipline actions and create fair and equitable practices for all learners. Staff Responsible for Monitoring: admin and staff	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Create mentoring groups that address previous behavior issues that reduces recidivism. Strategy's Expected Result/Impact: Reduction of behavior issues	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 16: Establish and monitor two growth goals: academic and personal.

Evaluation Data Sources: Schoology

Summative Evaluation: Significant progress made toward meeting Objective

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

Performance Objective 17: Utilize Schoology for teachers and students to track goals.

Evaluation Data Sources: 4 artifacts added to Schoology Portfolio - one per quarter.

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

Performance Objective 18: Administer MAP growth diagnostics to 95% of all eligible students in Reading, Math, Biology (on-level).

Strategy 1 Details		Reviews			
Strategy 1: BOY/MOY/EOY Staff Responsible for Monitoring: Hover - over MTSS IC's over content Teachers		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					

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

Performance Objective 19: Increase the percentage of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Math.

Evaluation Data Sources: MAP

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

Performance Objective 20: Address student groups for Targeted Support or Additional Targeted Support

Evaluation Data Sources: Accountability Ratings
Hispanic/AA

Summative Evaluation: Significant progress made toward meeting Objective

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

Performance Objective 21: Identify and progress monitor secondary students who are in need of support using defined parameters for attendance, behavior, reading and math intervention, and course failures (edgenuity).

Evaluation Data Sources: Branching Minds

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

Performance Objective 22: Identify students in need of accelerating learning and use HQ Instructional Materials.

Evaluation Data Sources: Branching Minds

AVID

STAAR

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

Performance Objective 23: Increase percentage of EB proficiency growth on TELPAS by 6% and implement Summit K-12.

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 24: Increase percentage of EB's meeting exit criteria by 6% through LPAC process.

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 25: Monitor data of students in Alg to ensure student growth and success.

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 26: Implement strategies to ensure a 5% growth in Alg and E1, E2, USH, and Bio.

Evaluation Data Sources: STAAR

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 27: Implement with fidelity DDI protocol and weekly data meetings for Alg 1 and Eng 1.

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 28: Ensure 100% compliance of quarterly IEP Progress monitoring reports for students receiving services thorough SPED.

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 29: Implement with fidelity the PLC protocol and weekly instructional planning focus meetings (Alg and E1)

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 30: Increase Academic All-State Honorees by 10%.
Increase Academic All District by 10%.

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 31: Each varsity team will host at least 1 night dedicated to elem and jh students for free entry.
At least one visit to elem school to foster community engagement and support for younger students.

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 32: 10% of band students will earn a spot in All Region Band.

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 33: 10% of choir students will earn a spot in All Region Choir.
5% of Orchestra students will earn a Spot in All Region Orchestra.
100% 1st division ratings for all Varsity Ensembles, Sub Varsity, and Non-Varsity. - Band

Summative Evaluation: Some progress made toward meeting Objective

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 34: 1% success rate for one student from band, choir, orch to qualify for TMEA All State.

Band - 20% earn a spot in All Region Band

Choir - 10% All Region Choir




Orchestra - 10% All Region Orch







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: Leverage current staff to teach an extra course for more compensation. Strategy's Expected Result/Impact: Teacher will make more money. Staff Responsible for Monitoring: Lopez and Breedlove, Department Chairs TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Empower teacher leaders and department chairs to work with their content teachers to bring concerns/successes to administration so that all staff feel respected and listened to help create proactive change. Strategy's Expected Result/Impact: Less than 10% of staff turnover Staff Responsible for Monitoring: All Admin, Department Chairs TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Implement revised interview process, including individual content/committee-created questions and rubrics that address lesson planning and design as well as how potential staff members will building relationships with their students and other staff members. Strategy's Expected Result/Impact: Hire quality staff who will fit the needs of the team/students/grade levels Staff Responsible for Monitoring: Department Chairs/Admin TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			








Strategy 4 Details	Reviews			
Strategy 4: Hire administrators who reflect demographics of our students/community and build capacity to lead areas that they supervise/hire. Strategy's Expected Result/Impact: Diverse admin team and administrators who are ready to lead our campus and future campuses Staff Responsible for Monitoring: Breedlove/Lopez TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: Lead book studies to build leadership capacity in all admin with culture and instruction. Strategy's Expected Result/Impact: Develop instructional leaders who have the ability to create a campus culture where students, staff, and other admin don't want to leave Staff Responsible for Monitoring: Breedlove TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
	 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 and retention. Reduce campus turnover by 5%. Goal will be 10% turnover for Pearce.

Evaluation Data Sources: New hire data, teacher retention rate

Strategy 1 Details	Reviews			
Strategy 1: Actively participate in mentoring under the guidelines of the RISD mentoring program targeting 0-1 year experienced teachers. Strategy's Expected Result/Impact: Provide new teachers with consistent support throughout the entire school year. Provide compensation and incentives for experienced teachers to mentor new educators. Staff Responsible for Monitoring: Instructional Coaches, Principal.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Spot light staff members' use of instructional and community building practices each week in principal's weekly SMORE to staff and community. Strategy's Expected Result/Impact: Encourage innovative practices and improve building morale. Staff Responsible for Monitoring: Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
Strategy 3: Leverage Sunshine Committee to provide teachers with social and emotional support. Strategy's Expected Result/Impact: Monthly activities will increase teacher/ staff morale. Staff Responsible for Monitoring: Principal, Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 4 Details	Reviews			
Strategy 4: Schedule weekly meeting with administrative team, quarterly with campus ILT to create, plan, implement, and evaluate PHS initiatives and staff feedback. Strategy's Expected Result/Impact: Open the lines of communication, create a culture conducive to high morale and proactive problem solving.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: Develop campus systems that supports staff as they engage in activities designed to address PHS specific topics. Survey topics are developed as a result of survey feedback. Strategy's Expected Result/Impact: Establish open lines of communication between administration and staff. Increase staff understanding of the importance of campus systems. (TTESS, PBIS, Discipline, PTECH, Mustang Academy) Staff Responsible for Monitoring: Principal, Administrative team	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 6 Details	Reviews			
Strategy 6: Utilize district walk through to provide teachers will intentional, specific feedback. Strategy's Expected Result/Impact: Set clear classroom expectations, Increase communication between administration and staff.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<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 3: Develop strategies to address low areas in climate survey.

Evaluation Data Sources: Climate Survey

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

Performance Objective 1: Implement the district learning framework to provide all RISD students experiences to develop competencies aligned with the graduate profile.

Evaluation Data Sources: District data, Campus Culture survey

Strategy 1 Details		Reviews			
Strategy 1: Principal will present the district learning framework to faculty during the beginning of year professional development. New hires will be introduced to the learning framework during Welcome Week by Instructional Coaches. Strategy's Expected Result/Impact: PHS students will develop competencies detailed in the RISD Graduate Profile. Staff Responsible for Monitoring: Administration TTESS goals will be attached to the learning framework (and graduate profile). Administrators will be aware of teacher selected goals to look for and encourage growth in their chosen focus. Teachers will be provided with the graduate profile and will be posted in common plan areas (PLC room, copy rooms, staff website.)		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> Accomplished			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>					

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







Performance Objective 2: Embed Lead4ward, The Fundamental 5 and ELLevation strategies into regular classroom instruction.

Strategy 1 Details	Reviews			
Strategy 1: Model and present strategies throughout the year during professional learning days. Provide staff with opportunities to complete professional development through ELLevation. The Fundamental 5 Revisited book study with new hires. Teachers will be provided with visuals and manipulatives to support The Fundamental 5 strategies in their classrooms during welcome week. Strategy's Expected Result/Impact: Increased engagement and attendance in all classrooms for all learners. Staff Responsible for Monitoring: Feedback from walk throughs and Watch and Win - peer observations Campus Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 3: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum

Evaluation Data Sources: Curriculum audit. PLC, Department chair feedback.

Strategy 1 Details	Reviews			
Strategy 1: Provide all teachers with access to the district provided curriculum and resources through meetings with TnL and Department Chairs. Collaboration within PLCs and individually to implement lessons that support the unique needs of all students. Strategy's Expected Result/Impact: Students will receive an equitable, TEKS aligned, and consistent education through all courses and curriculum offered at J.J. Peace High School. Staff Responsible for Monitoring: ICs and APs will monitor during PLCs and walkthroughs.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Improve STAAR EOC scores from previous year. Bio - 93 to 97 and masters from 39-45 Alg - 51 - 60 and masters from 5 - 10 USH - 98 - 99 and masters from 54-59 E1 - 68 - 75 and masters from 26-30 E2 76 - to 80 and masters from 15 -to 26	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: 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.








Evaluation Data Sources: Administrator and IC walk throughs.

Strategy 1 Details	Reviews			
Strategy 1: Use teacher feedback to provide professional learning that meets the mutual goals of teachers, Pearce HS and RISD culture and expectations. Each professional learning session will challenge teachers to implement at least one strategy from the session in a specific timeframe. Strategy's Expected Result/Impact: T-TESS Goals are aligned to the Learning Framework and support the development of the student as stated in the Graduate Profile. Staff Responsible for Monitoring: IC and AP walkthroughs observing the implementation of professional learning.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 5: Ensure all students graduate college and career ready as measured by CCMR indicators.

Evaluation Data Sources: Annual CCMR data

Strategy 1 Details	Reviews			
Strategy 1: Teachers and Staff will be made aware through training and school wide presentations the means and methods of how students receive educational opportunities to impact their communities by graduating with at least one CCMR indicator. Strategy's Expected Result/Impact: 97 % of Seniors will graduate with the ability to impact their community by entering College, a Career, or the Military with the necessary skills to be proficient and successful in their post-secondary choices. Staff Responsible for Monitoring: Students will be monitored through completing CTE programs of study, Industry Based Certifications. successfully earning AP, OnRamps and Dual credit and/or enrolling in a branch of the Military.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Students who are not "TSI Met" will be enrolled in "Bridge Advisories"; during this time they will explore options for their future and enroll in and complete Texas College Bridge. Strategy's Expected Result/Impact: All students will indicate their college- or career- readiness by the end of their senior year. Staff Responsible for Monitoring: Bridge Mustang Academy teachers will track student progress in Texas College Bridge; CCMR principal(s) will monitor teacher tracking and provide support, as needed.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 3 Details	Reviews			
Strategy 3: Establish a campus CCMR team made up of key staff that will monitor students who have earned indicators and develop and execute plans for supporting students who have not. Strategy's Expected Result/Impact: All students will indicate their college- or career- readiness by the end of their senior year. Staff Responsible for Monitoring: Administration Counselors Quarterly meetings and more frequent sub-committee will allow for regular monitoring and tracking of student progress.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<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 6: Provide students varying opportunities to earn college credit hours through Advanced Placement (AP), dual credit, and University of Texas OnRamps.

Evaluation Data Sources: Monthly CCMR data and Advanced learning data.

Strategy 1 Details	Reviews			
Strategy 1: Promote these courses by having teachers speak to students during registration periods. Promote these courses during mentoring sessions during Mustang Academy. Continue to offer a diversified list of offerings. Strategy's Expected Result/Impact: Increased enrollment in Advanced Learning courses. Staff Responsible for Monitoring: Associate Principal, Advanced Academic Principal, and Lead Counselor will work with teachers to facilitate these "promotions" and to develop a master schedule that includes these courses.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Considerable</div>			
Strategy 2 Details	Reviews			
Strategy 2: Increase AP scores of 3 or higher by at least 10% per subject	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 7: Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience.

Evaluation Data Sources: Campus climate survey.

Strategy 1 Details	Reviews			
Strategy 1: Create and implement staff development sessions that focus on each of the five indicators of the Learner Growth Experience. Ensure that each session has a key strategy or example that can be immediately implemented in instruction. Strategy's Expected Result/Impact: Instructional alignment and strengthening of a common instructional language that connects T-TESS Goals, The Fundamental 5, and the Learner Growth Framework. Staff Responsible for Monitoring: IC and AP walkthroughs observing the implementation of professional learning.	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 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 8: Focused PD on understanding and using learner experiences in daily instruction.

Evaluation Data Sources: Administrative and IC walk through data.

Strategy 1 Details	Reviews			
Strategy 1: Use teacher feedback, EDI and campus cultural initiatives to provide professional learning that meets the mutual goals of teachers and the needs of our diverse student body. Each professional learning session will challenge teachers to implement at least one strategy from the session in a specific timeframe. Strategy's Expected Result/Impact: T-TESS Goals are aligned to the Learning Framework and support the development of the student as stated in the Graduate Profile. Staff Responsible for Monitoring: IC and AP walkthroughs observing the implementation of professional learning.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Moderate Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 9: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students.







Evaluation Data Sources: PLC feedback, department chair feedback

Strategy 1 Details	Reviews			
Strategy 1: Ensure that all teachers and staff have an identified priority goal strand in order to help administration and instructional staff to give constructive and focused feedback for instructional growth in the classroom. Strategy's Expected Result/Impact: Support teacher growth towards their priority goal strand. Staff Responsible for Monitoring: Administrator, IC, and Watch and Win (peer) walkthroughs that provide intentional feedback that supports priority goal progress.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Moderate Progress</div>			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

Performance Objective 10: Provide opportunities to increase retention of CTE students, and work to realign the industry based certification calendar to match TEA's phase in of completer status.

Evaluation Data Sources: CCMR data

Strategy 1 Details	Reviews			
Strategy 1: Counselors, Teachers and District CTE Staff will be involved in the planning and execution of Programs of Study that reflect the career interests of the student populations in line with the needs of the local community. These Programs of Study will offer work based learning opportunities with local community partners to further engage student, family and community partners to create a pipeline of talent to local industry. Strategy's Expected Result/Impact: Students will engage in topics that create workforce ready graduates to succeed in both college and career after graduation. Students will graduate with an Industry Based Certification and find engaging classes with work based learning opportunities to grow their interests in needed career fields. Staff Responsible for Monitoring: Counseling staff will monitor and utilize Career Pathway Charts to encourage students to choose and stay with a student selected Program of Study to ensure successful completer status and multiple opportunities to sit for Industry Based Certifications. CCMR sub-committees will continue to monitor student CCMR points earned via completer status and Industry Based Certification completion.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Create more alignment with SPED and CTE so that pathways are not changed and then student misses CCMR point. Strategy's Expected Result/Impact: Students will have met CCMR goal. Staff Responsible for Monitoring: Armstrong and SPED facilitators	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 11: Enrollment in courses for college credit will reflect the overall campus demographics.

Evaluation Data Sources: CCMR data, Advanced learning data, dual credit data

Strategy 1 Details	Reviews			
Strategy 1: Increase enrollment of AVID students enrolling in these courses and provide support through learning strategies and tutoring opportunities. The Equity Council (staff group) and Equity Ambassadors (student group) will coordinate diverse industry leaders, college professors, and community members to speak with diverse groups of students during Mustang Academy "Future Focused Fridays". Strategy's Expected Result/Impact: Increased awareness of college credit acquisition opportunities. Staff Responsible for Monitoring: Administration College & Career Counselor Student feedback and course selection data	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 12: GT Goal; All teachers of advanced courses will complete the required 30 hours of GT Foundations or the required GT Update on Depth & Complexity by 4/1/2025.

Evaluation Data Sources: Advanced Academics data

Strategy 1 Details	Reviews			
Strategy 1: Advanced Academics Principal will review teacher progress on required trainings and provide regular reminders to complete. Strategy's Expected Result/Impact: All advanced course teachers will complete their required training by 4/1/2024. Staff Responsible for Monitoring: Advanced Academics Principal will review teacher progress on required trainings and provide regular reminders to complete.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Accomplished			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 13: Increase P-TECH student enrollment and retention numbers.

Evaluation Data Sources: CCMR data, PTECH enrollment data

Strategy 1 Details	Reviews			
Strategy 1: The P-TECH principal and counselor will conduct a fall and spring interest meeting with 8th graders at our junior high feeder schools explaining the P-TECH program, offerings, and benefits. Separate meetings will be conducted at Carolyn Bukhair in Spanish. P-TECH Students will be given a unique lanyard, computer stickers, and T-shirts which promote the program. Strategy's Expected Result/Impact: Increased awareness of the P-TECH program, its benefits, increased enrollment and retention numbers. Staff Responsible for Monitoring: P-TECH principal and counselor will monitor grades, attendance, and annual enrollment of P-TECH students.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> No Progress			
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

Performance Objective 14: Plan for at least three days of iTeam support facilitating learning with technology in support of the Learning Framework.

Evaluation Data Sources: IC feedback

Strategy 1 Details	Reviews			
Strategy 1: Campus Instructional Technology Specialist will collaborate with iTeam to plan for at least 3 days of support on campus; they will align said support with the Learning Framework. PHS staff will accommodate this learning. Strategy's Expected Result/Impact: Teachers will implement new technology and strategies to support the Learning Framework. Staff Responsible for Monitoring: Walkthroughs and feedback from Campus Instructional Technology Specialist, Instructional Coaches, and administration.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 15: Plan for iTeam on campus support and professional learning in identified areas of growth in the BrightBytes Survey.

Evaluation Data Sources: Campus Technology IC, Instructional IC feedback

Strategy 1 Details	Reviews			
Strategy 1: Campus Instructional Technology Specialist will collaborate with iTeam focus on areas of growth from BrightBytes Survey to support teacher needs regarding the implementation of technology in their classrooms. Strategy's Expected Result/Impact: Students will be engaged in 21st century learning opportunities while utilizing impactful and current technological trends in their everyday classroom activities. This in turn will create students who can enter the community with skills for the modern day workforce. Staff Responsible for Monitoring: Campus Instructional Technology Specialist will monitor the implementation of the plan developed alongside the iTeam.	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 16: Embed Learner Framework pieces into regular classroom instruction to provide content - based opportunities for student engagement and growth, and highlight and produce exemplars to share with central office for an exemplar bank.

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

Performance Objective 17: Ensure all AVID seniors graduate and meet CCMR requirements through targeted AVID tutorials, progress monitoring, TSIA2 testing, AVID elective class, and Texas College Bridge during AVID class time or Mustang Academy.

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




Performance Objective 18: Implement Schoology LMS platform as a tool for facilitating components of the Learner Framework.








Evaluation Data Sources: I Team

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

Performance Objective 1: Engage the connections between home and school by providing systemic opportunities for parental engagement.

Evaluation Data Sources: Feedback from Campus Climate Survey




Strategy 1 Details	Reviews			
Strategy 1: Will hold monthly mustang meetups to discuss school events, performance, and concerns. Can include a departmental spotlight or technology segment . Strategy's Expected Result/Impact: Increase community engagement Staff Responsible for Monitoring: Principal /Department heads/ Chrometastechs	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Maintain a robust social media presence through Facebook and Twitter to celebrate all things PHS. Strategy's Expected Result/Impact: Increase community engagement Staff Responsible for Monitoring: LITE	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 3 Details	Reviews			
Strategy 3: Encourage parent attendance and involvement at all booster club meetings, events, and extracurricular activities to keep them involved with students activities Strategy's Expected Result/Impact: Increase community engagement Staff Responsible for Monitoring: Coaches/ Sponsors	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			








Strategy 4 Details	Reviews			
Strategy 4: Host multicultural showcase event to celebrate the diversity and clubs at JJ Pearce Strategy's Expected Result/Impact: Increased community engagement Staff Responsible for Monitoring: Admins/ Teacher Sponsors	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: Increase club awareness to reach all students and connect them to campus life through organizations Strategy's Expected Result/Impact: Increase community engagement Staff Responsible for Monitoring: Teacher Sponsors/ Admin	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
Strategy 6: Conduct Senior parent night to provide support in the college application process to include financial aid, dallas promise, and other resources available to senior students. Strategy's Expected Result/Impact: increase parent engagement . Staff Responsible for Monitoring: Counselors / college career center	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Increase community involvement in PHS events and celebrations

Evaluation Data Sources: climate survey(parent, student, staff feedback)




Strategy 1 Details	Reviews			
Strategy 1: Hold monthly meetings with presidents of various PHS student organizations to plan and discuss building initiatives. This committee will be called the Presidents Round Table. Strategy's Expected Result/Impact: Increased student engagement Staff Responsible for Monitoring: Principals, parents, community members	Formative			Summative
	Nov	Jan	Mar	June
	 No Progress			
Strategy 2 Details	Reviews			
Strategy 2: Utilize PTA meetings to showcase and discuss educational topics that are of interest at the local, state, and national level and how our departments are working to educate our students. Strategy's Expected Result/Impact: Alignment of staff , parent and community resources. Staff Responsible for Monitoring: PTA, department chairs, teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
Strategy 3: Increase parental participation in district climate survey by sharing via social media, principal newsletter, and multiple call-out voice and text messages in English and Spanish. Strategy's Expected Result/Impact: Increase the diversity of parent engagement. Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			







Strategy 4 Details	Reviews			
Strategy 4: Maintain Professional Internship Program to continue to connect students with community businesses. Strategy's Expected Result/Impact: Increased consistency of community engagement Staff Responsible for Monitoring: PIP Instructor (Amanda Gulley); Assistant Principal over CTE (Rod Beasley)	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: Utilize DADs Club, PCWL, PTA, PEEF, and businesses to provide support for student/community outreach and recognition. Strategy's Expected Result/Impact: Increase community engagement Staff Responsible for Monitoring: PBIS team, Administration, organization presidents	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 6 Details	Reviews			
Strategy 6: Increase campus-based volunteer opportunities for students each month. Strategy's Expected Result/Impact: Increased student engagement. Staff Responsible for Monitoring: Administration, program directors, office staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: Enhance communication process to provide stakeholders with timely, effective, and reliable communication.

Evaluation Data Sources: Climate Survey (Student, Staff, Community feedback).







Strategy 1 Details	Reviews			
Strategy 1: Maintain campus webpage with current information and links to keep parents well-informed about campus activities and opportunities for parental involvement Strategy's Expected Result/Impact: Increase parent communication Staff Responsible for Monitoring: LITE	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Increase the social media presence through Twitter and Facebook to market the school brand. Strategy's Expected Result/Impact: Increased positive community feedback. Staff Responsible for Monitoring: LITE, Campus Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
Strategy 3: Distribute a weekly newsletter to parents Strategy's Expected Result/Impact: Increased parent communication and engagement Staff Responsible for Monitoring: Campus Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 4 Details	Reviews			
Strategy 4: Utilize the district's communication system, Blackboard Connect, including the translate feature to send out mass phone calls, emails, and text messages in all of the identified home languages at Pearce High School. Strategy's Expected Result/Impact: increased communication with the community Staff Responsible for Monitoring: Principal, Assistant Principals, Counselors	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Update the school's marquee with important event information, announcements, and celebrations. Strategy's Expected Result/Impact: Increased community engagement Staff Responsible for Monitoring: Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 4: Encourage campus participation and partnerships with PTA's

Evaluation Data Sources: PTA participation rate

Strategy 1 Details	Reviews			
Strategy 1: Create a spreadsheet in order to track PTA membership. Offer incentives for teachers to join the PTA. Strategy's Expected Result/Impact: Increase PTA membership Staff Responsible for Monitoring: Executive Assistant, Campus Principal, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Encourage teachers to attend at least one PTA meeting per year through an incentive program. Strategy's Expected Result/Impact: Increase teacher participation in PTA events Staff Responsible for Monitoring: Principal and Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 5: Tell Campus Story through different Communication strategies: through Final Site, Campus Website, Mustang Message (weekly), Campus Twitter, Campus FB, Marquee

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

Performance Objective 6: Utilize Campus RISD Insider to support communication between campus, community, and central office.

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: Work with financial secretary to guarantee money is spent efficiently and effectively in regards to student learning and teacher retention. Strategy's Expected Result/Impact: Money is spent to support teaching and learning; once a week money to discuss where money is going Staff Responsible for Monitoring: Breedlove/Morris	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 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: Hold "I Know What to do Week" (Live Wise, Live Healthy) in October, December, February, April. Strategy's Expected Result/Impact: Increase student awareness in the areas of campus safety, and student health. Staff Responsible for Monitoring: Mrs. Tilley, Mr. Lopez	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Implement monthly fire drills. Strategy's Expected Result/Impact: Increase student awareness regarding action to be taken in the event of a campus fire. Staff Responsible for Monitoring: Mrs. Tilley, Mr. Lopez	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Conduct weekly exterior door checks. Strategy's Expected Result/Impact: Increase campus safety and proactively address building door malfunctions. Staff Responsible for Monitoring: Principal, Administrative team	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<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: Work with district personnel to make sure issues are addressed swiftly to so that instruction will not be interrupted. Strategy's Expected Result/Impact: Lack of lost instructional time Staff Responsible for Monitoring: Staff/Admin/Brendan Kelley	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Make sure staff has instructional technology for classrooms for instruction and that students have access to chromebooks daily. Strategy's Expected Result/Impact: Teachers can instruct fluently without technology interruptions Staff Responsible for Monitoring: All	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
<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 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: Feedback from building and facilities department.

Strategy 1 Details	Reviews			
Strategy 1: Increase campus energy efficiency via daily announcements to staff to conserve power. Strategy's Expected Result/Impact: Increase campus energy conservation. Staff Responsible for Monitoring: Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Work with IC to send weekly reminders to staff in the Pony Express to conserve power when applicable. Strategy's Expected Result/Impact: Increase campus energy efficiency Staff Responsible for Monitoring: Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 3 Details	Reviews			
Strategy 3: Efficiently fix reports of repairs needed in the campus. Strategy's Expected Result/Impact: Increase energy efficiency Staff Responsible for Monitoring: Building and Facilities principal	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				