

Richardson Independent School District
Richardson West Junior High School
2025-2026 Campus Improvement Plan

Mission Statement

To provide a learning environment that engages all students and creates life-long, global learners.

Vision

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

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.

Table of Contents

Goals 4

Goal 1: We will design and implement systems that will provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth. 4

Goal 2: We will reimagine the way we recruit and retain quality staff through comprehensive strategies 12

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff. 15

Goal 4: We will create opportunities to ensure engagement with community members in RISD. 30



Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action. 36





Goals








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

Performance Objective 1: Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.

Evaluation Data Sources: West will meet standard.

Strategy 1 Details	Reviews			
Strategy 1: Educate all students about appropriate internet behaviors and digital citizenship; including interacting with other individuals on social networking websites, cyberbully awareness and response. Strategy's Expected Result/Impact: Decrease in cyber bullying and an awareness for all students about internet safety. current and future plans for prevention of bullying, harassment, and dating violence. Staff Responsible for Monitoring: Campus administrators, counselors, teachers, and librarian	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Educate students about bullying, harassment, and dating violence with advisory lessons that implement state required bullying prevention requirements consistent with board policies and procedures while maintaining a communication plan to inform parents of bullying incidents. Strategy's Expected Result/Impact: Increase in student attendance. Reduction in bullying incidents. Increase in positive climate and culture. Staff Responsible for Monitoring: Administrators, counselors, and teachers.	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details	Reviews			
Strategy 3: Monitor student data reports for immunization compliance and communicable diseases issues on campus. Strategy's Expected Result/Impact: Increase in student attendance. Staff Responsible for Monitoring: Administrators and Katelyn Ardon	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 4 Details	Reviews			
Strategy 4: Set goals and objectives for the coordinated health program Strategy's Expected Result/Impact: Increase in student attendance. Increase in student wellness. Staff Responsible for Monitoring: Administrators and Katelyn Ardon	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
Strategy 5: Introduce and continue to utilize classroom-focused CHAMPS and PBIS programs, monitor school-wide PBIS initiatives, and highlight successes regularly throughout the school year by communicating a clear and consistent implementation of discipline management plan; and strategies to inform staff of discipline process. Strategy's Expected Result/Impact: Decrease in ISS and OSS office referrals. Increase in climate and culture. Staff Responsible for Monitoring: Campus PBIS team, administrators, and teachers.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
Strategy 6: Campus emergency response team will conduct AED drills each semester to be prepared for events of cardiac arrest. A round table drill will be added in the fall and a campus AED drill will be added during February (to coincide with heart month). Strategy's Expected Result/Impact: Increase in student wellness and safety. Staff Responsible for Monitoring: Principals and emergency response team.	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 7 Details	Reviews			
Strategy 7: Provide substance abuse prevention lessons to all students. Strategy's Expected Result/Impact: Increase in student wellness. Increase in student awareness. Staff Responsible for Monitoring: Teachers and counselors are responsible for training and teaching through advisory classes.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 8 Details	Reviews			
Strategy 8: Emphasis will be placed on student perspective of the school environment by utilizing our Behavior Support Teachers to improve campus discipline and student school relationships. Strategy's Expected Result/Impact: Reduction in discipline referrals and absences. Staff Responsible for Monitoring: Behavior Support Teacher and principals TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 9 Details	Reviews			
Strategy 9: Monitor student absence information in order to monitor communicable disease issues on the campus by following district protocol. Strategy's Expected Result/Impact: Increase student wellness on campus. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 2: Increase student voice

Evaluation Data Sources: We will increase the voice and choice from all students on campus.

Strategy 1 Details	Reviews			
Strategy 1: During advisory mentor teachers will identify which students are involved or not in extracurricular activities. The mentor teacher will guide students to increase their participation in extracurricular activities by highlighting opportunities through advisory and promoting opportunities in common areas of the building and during open house/school communications. Strategy's Expected Result/Impact: All students will meet standard. Staff Responsible for Monitoring: All staff	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 will provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth.

Performance Objective 3: Monitor identified academic growth goals for students and teachers through the continued use of Schoology. Launched during the 23-24 school year at West JH as a pioneer project. This year, we are monitoring our students who showed no growth in multiple subjects from the 2024-2025 school year.




High Priority
Evaluation Data Sources: MAP and 24-25 STAAR data.








Strategy 1 Details	Reviews			
Strategy 1: Utilize Schoology as a system for teachers and students to set and track goals. Strategy's Expected Result/Impact: Teachers and students will establish and monitor two growth goals: academic and personal. Staff Responsible for Monitoring: Teachers, ICs, Admin, Behavior Support Specialist, and students.	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 will provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth.

Performance Objective 4: Increase student performance on STAAR with a focus on increasing scores on 7th-grade reading from 70% to 75% and 7th-grade math from 55% to 65%

Evaluation Data Sources: All students will meet standard.

Strategy 1 Details	Reviews			
Strategy 1: MAP Goal setting for growth Strategy's Expected Result/Impact: Ensure parent and student education. Staff Responsible for Monitoring: Carissa Schwarzlose	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Create and facilitate RTI and enrichment opportunities during Targeted Tutoring/Saturday School/Twilight Camp. Strategy's Expected Result/Impact: All students will meet standard. Staff Responsible for Monitoring: Administration and all staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY. Strategy's Expected Result/Impact: All students will show growth. Staff Responsible for Monitoring: All staff members	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 4 Details	Reviews			
Strategy 4: 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: All students will show growth. Staff Responsible for Monitoring: All ELAR and math teachers.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: Provide PBIS and cultural diversity to all teachers to assist with classroom management and response to school discipline issues. Strategy's Expected Result/Impact: Decrease in ISS and OSS office referrals. Increased teacher awareness of cultural diversity. Staff Responsible for Monitoring: All staff members	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
Strategy 6: Students with identified needs will receive RTI tiered instruction to promote student growth using the district tools provided by MTSS and Branching Minds. Strategy's Expected Result/Impact: Increase in student academic achievement. Staff Responsible for Monitoring: Teachers, Instructional coaches, counselors, and administration.	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 will provide the necessary structure, support, and tools to ensure that staff and students achieve individual growth.

Performance Objective 5: West JH will show an improvement of at least 4% over the previous year's attendance rate.

High Priority




Evaluation Data Sources: Counselors, IC, Behavior Support Specialist, and Admin will use data from last year and resources during our MTSS meeting to ensure we hit our goal to increase the attendance rate.




Strategy 1 Details	Reviews			
Strategy 1: We will work closely with A2A to ensure that parents are notified promptly--award students with perfect attendance. Strategy's Expected Result/Impact: Higher student attendance Staff Responsible for Monitoring: SDS, Admin ESF Levers: Lever 3: Positive School Culture	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 2: We will reimagine the way we recruit and retain quality staff through comprehensive strategies

Performance Objective 1: We will continue to recruit, retain and reward quality personnel.

Evaluation Data Sources: Last year (2024-2025), we had only one teacher resign from their position. This year, we would like to retain 100% of our teachers.

Strategy 1 Details	Reviews			
Strategy 1: We will increase teacher retention, through mentoring and supplementing the districts mentoring program to support new staff with weekly and monthly check ins, mentor/mentee morale meetings, brown bag lunches and Q&A sessions. Strategy's Expected Result/Impact: Retention, Climate Survey, reducing turnover by 5% Staff Responsible for Monitoring: Mandy Chapman, mentors assigned on campus and administrative team	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Continue to provide campus PD in all curricular areas supporting RISD Learning Framework and Graduate Profile/Adopted Curriculums/Lead4ward and utilize campus based needs. Monthly Lunch & Learns provided. Strategy's Expected Result/Impact: Teacher Growth Supported Staff Responsible for Monitoring: Department chairs, ICs, administrative team.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Continue to provide campus PD for all staff to support students with disabilities and emergent bilingual students. Staff Responsible for Monitoring: SPED teachers and Aides, Department Chairs, ICs, counselors and administrative team.	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			




Strategy 4 Details	Reviews			
Strategy 4: We will utilize the district walk through form to give intentional, specific feedback for teacher growth. Strategy's Expected Result/Impact: Teacher growth Supported Staff Responsible for Monitoring: ICs and administrative team	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: Provide teacher acknowledgement and positive reinforcement through: monthly rooms service, counselor Wellness Wednesday, Room of the Month Awards, kudos notes, giving teachers opportunity to recognize students through student of the 9 weeks awards, giving teachers leadership opportunities for future growth. Strategy's Expected Result/Impact: Staff will stay and feel rewarded. Staff Responsible for Monitoring: Administration and ICs TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
Strategy 6: We will teach and model the teacher competencies for new and returning staff. Strategy's Expected Result/Impact: Teachers will be well versed in district expectations for teacher competencies. Staff Responsible for Monitoring: Administration and ICs TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			









Strategy 7 Details	Reviews			
Strategy 7: We will be intentional with staff hires so that it reflects our diverse student population of gender, ethnicity, and language. Strategy's Expected Result/Impact: The staff will be more of a reflection of the student body population. Staff Responsible for Monitoring: Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 8 Details	Reviews			
Strategy 8: We will present our own campus story by producing a recruiting video, utilizing the new learning framework teacher growth goals and portfolios, sharing about our campus on multiple social media avenues: twitter, facebook. Strategy's Expected Result/Impact: We will recruit teachers to want to work at West. Staff Responsible for Monitoring: Admin, Campus Instructional Technology Specialist, Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 9 Details	Reviews			
Strategy 9: Build a positive campus culture by hosting numerous staff morale events throughout the year: fellowship events, Thanksgiving family dinner, 12 days of Christmas, end of the year alphabet dress-up day themes, teacher appreciation, snack attack, room service, etc. Strategy's Expected Result/Impact: Teachers feel connected to the campus and stay. Staff Responsible for Monitoring: Admin and ICs	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas as it relates to the RISD Learner Framework and Graduate Profile.

Evaluation Data Sources: West will meet standard.




Strategy 1 Details	Reviews			
Strategy 1: Through campus and district PD and PLCs, implement ongoing teacher training of District Adopted Curriculums/Lead4ward and monitor implementation. Strategy's Expected Result/Impact: Increase teacher performance. Staff Responsible for Monitoring: All instructional staff and leadership.	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: Utilizing Lead4ward "heat map", identify campus priority TEKS. Strategy's Expected Result/Impact: Increase in teacher performance. Staff Responsible for Monitoring: Instructional Staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Monitor curriculum and instruction using TTESS walk-through form (at least 5 times per week). Strategy's Expected Result/Impact: All students will meet standard. Staff Responsible for Monitoring: Administrators and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			





Strategy 4 Details	Reviews			
Strategy 4: Focus PD on understanding and using learner growth experiences in daily instruction. Strategy's Expected Result/Impact: Increase teacher performance. Staff Responsible for Monitoring: Instructional Coaches, Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: Implement district curriculum documents and resources with fidelity and highlight and produce exemplars to ensure a guaranteed and viable curriculum. Strategy's Expected Result/Impact: Increased teacher performance. Staff Responsible for Monitoring: Instructional Coaches and Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 6 Details	Reviews			
Strategy 6: Implement 21st century skills in all core classes through digital collaboration and technology integration. Strategy's Expected Result/Impact: Increase in student performance. Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 7 Details	Reviews			
Strategy 7: Educate community and students on CTE Pathways and encourage participation including obtaining CTE licensing and certification through parent meeting regarding courses as well as promoting opportunities visually on campus. Strategy's Expected Result/Impact: Increase student participation. Staff Responsible for Monitoring: CTE teachers, counselors, administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





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








Performance Objective 2: Deliver a rigorous and relevant curriculum using instructional strategies and resources from Lead4ward and ELlevation designed to engage learners in meaningful learning experiences.

Evaluation Data Sources: West will meet standard.

Strategy 1 Details	Reviews			
Strategy 1: Design rigorous lessons through common planning and PLC's which integrate meaningful use of technology. Strategy's Expected Result/Impact: All students will meet or be above standard. Staff Responsible for Monitoring: All teachers and Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Provide in class teacher support for SPED student population and track their growth using their IEP goals and campus progress monitoring. Strategy's Expected Result/Impact: Increase the number of students moving from "approaches" to "meets" in all tested areas. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Provide staff development for using IEP's and incorporating them in the classroom. Strategy's Expected Result/Impact: All students will meet or be above standard. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 4 Details	Reviews			
Strategy 4: Through the implementation of PBIS and using our campus wide 9-step classroom management plan, we will work to decrease the amount of discipline referrals. Strategy's Expected Result/Impact: Lower number of OSS and office referrals. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: Provide in class teacher support for LEP student population through the Ellevation platform. Strategy's Expected Result/Impact: Students will meet or be above standard. Staff Responsible for Monitoring: All campus administration and ELL coordinator	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 6 Details	Reviews			
Strategy 6: Provide staff development for using effective ELP's for all teachers to incorporate in the classroom. Strategy's Expected Result/Impact: Increase in performance for all students. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 7 Details	Reviews			
Strategy 7: Analyze district assessments and develop intervention strategies through department meetings and PLCs using DDI. Strategy's Expected Result/Impact: Increase number of students moving from "approaches" to "meets" in all tested areas. Staff Responsible for Monitoring: All core teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			








Strategy 8 Details	Reviews			
Strategy 8: Use common assessment to create uniform grading rubrics in order to assess student growth and needs in each reading, math, social studies, and science course. Strategy's Expected Result/Impact: All students will grow during the school year. Staff Responsible for Monitoring: All core teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 9 Details	Reviews			
Strategy 9: Increase Pre-AP enrollment. Provide presentations to incoming 6th graders to increase enrollment (focus on challenge and enrichment of content), efforts to maintain retention (relationship-building, creating engaging content, etc.), and performance (opportunities for competition/presentations, choice, etc.). Strategy's Expected Result/Impact: Increase in PreAP enrollment. Staff Responsible for Monitoring: All	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 10 Details	Reviews			
Strategy 10: Through PD, offer targeted instructional strategies that will assist all staff to better serve students identified with dyslexia. Strategy's Expected Result/Impact: Performance increase for students with dyslexia. Staff Responsible for Monitoring: All instructional staff and leadership	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 11 Details	Reviews			
Strategy 11: Counselors will work with at-risk 8th grade students to develop a Professional Growth Plan. Staff Responsible for Monitoring: Counselors, Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 12 Details	Reviews			
Strategy 12: Recruit and retain students for the campus AVID program. Providing opportunities for college exploration (TSIA2 testing), study strategies (AVID tutorials), organization (bi-weekly progress monitoring), and Pre-AP enrollment. Staff Responsible for Monitoring: AVID staff , Counselors	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 13 Details	Reviews			
Strategy 13: Clear expectations communicated with students, well-organized system/monitoring of absences and tardies, targeted intervention for those with frequent absences or tardies. Strategy's Expected Result/Impact: Decrease in students absences and tardies through the A2A system and student family conferences. Staff Responsible for Monitoring: Responsive Services Counselor, Attendance Secretary, Administrators, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 14 Details	Reviews			
Strategy 14: Implement the district learning framework to provide all RISD students experiences to develop competencies aligned with the graduate profile. Strategy's Expected Result/Impact: Increased student performance. Staff Responsible for Monitoring: Instructional Coaches and Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: Integrate 21st century learning and Texas College and Career Readiness (CCR) skills and strategies in curriculum.

Evaluation Data Sources: % of students who will graduate with 3 hours of AP, dual credit, license or certification.

Strategy 1 Details	Reviews			
Strategy 1: Continue hosting College and Career, & Military events, which include an on-campus college fair led by AVID. Strategy's Expected Result/Impact: Awareness about different colleges and universities. Staff Responsible for Monitoring: AVID teachers, Counselors, Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities to increase retention of CTE students, and work to realign the industry based certification calendar to match TEA's phase in of completer status. Strategy's Expected Result/Impact: Students will continue CTE classes in high school. Staff Responsible for Monitoring: Counselors, Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 3 Details	Reviews			
Strategy 3: Educate students on CTE pathways that can begin in junior high (CCR & Culinary Magnet) and continue in high school (various CTE strands offering numerous licenses and certifications). Promotion of available programs through Magnet Night at RHS. Strategy's Expected Result/Impact: Students will continue CTE classes in high school. Staff Responsible for Monitoring: Counselors, Administrators	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 4: Increase the enrollment, retention, and performance in Advanced and GT classes.




Evaluation Data Sources: We will increase our student enrollment in advanced classes.





Strategy 1 Details	Reviews			
Strategy 1: Identify potential Pre-AP and GT students through teacher observations. Provide testing for students to determine GT qualifications. Strategy's Expected Result/Impact: Increase in PreAP enrollment. Staff Responsible for Monitoring: All core 7th grade teachers	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 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 5: Provide necessary professional development to successfully implement the Learning Framework.

Evaluation Data Sources: Intentional professional development for teachers monthly all year.

Strategy 1 Details	Reviews			
Strategy 1: Teach literacy strategies that teachers can use in all content areas to support literacy for all. Strategy's Expected Result/Impact: Increase in teacher and student performance. Staff Responsible for Monitoring: Instructional Coaches and Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
Strategy 2: We need to provide professional development opportunities that cater to the needs of our staff, with a focus on enhancing their literacy skills and providing guidance on PBIS. Strategy's Expected Result/Impact: Increase in teacher performance. Staff Responsible for Monitoring: All teachers and staff and selected district presenters	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 3 Details	Reviews			
Strategy 3: Teachers will receive training on creating rigorous lessons through common planning and PLC's that integrate technology and increase student engagement. Strategy's Expected Result/Impact: Increase in authentic lesson designs for all teachers. Staff Responsible for Monitoring: Instructional Coaches and Digital Promise Coach	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 4 Details	Reviews			
Strategy 4: Responsive Services Counselor will work with at-risk students and educate families on the importance of education. Strategy's Expected Result/Impact: Decrease in number of students dropping out in 7th grade. Staff Responsible for Monitoring: Heather Garrett (Responsive Services Counselor) ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: Pre-AP and GT teachers will receive 30 initial GT professional development hours and 6 annual GT professional development updates. Strategy's Expected Result/Impact: All teachers will be trained. Staff Responsible for Monitoring: admin and Instructional coaches ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
Strategy 6: Utilize the support of the iTeam to implement a Professional Development (PD) plan for the Learning Framework. Strategy's Expected Result/Impact: Increase teacher perfmance Staff Responsible for Monitoring: Campus Instructional Technology Specialist and administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 7 Details	Reviews			
Strategy 7: Collaborate with iTeam to implement professional learning based on growth areas identified in Bright Bytes survey. Strategy's Expected Result/Impact: Increased use of instructional technology Staff Responsible for Monitoring: Campus Instructional Technology Specialist and administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 8 Details	Reviews			
Strategy 8: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students. Strategy's Expected Result/Impact: Increased student performance. Staff Responsible for Monitoring: Instructional Coaches and Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 9 Details	Reviews			
Strategy 9: Utilize district-wide professional development days and early release days to support and train teachers on the Learner Growth Experience. Strategy's Expected Result/Impact: Increased teacher performance Staff Responsible for Monitoring: Instructional Coaches and administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 10 Details	Reviews			
Strategy 10: Lead professional development that fosters growth and equips individuals to achieve personal goals.. Strategy's Expected Result/Impact: Increased student performance. Staff Responsible for Monitoring: Instructional Coaches, Campus Instructional Technology Specialist, Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 6: West JH will have 100% faculty and staff completion of the state-mandated MKVO training by the October 30th deadline.

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: West JH will increase our 8th-grade STAAR math scores from 38% to 40%.

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: West JH will increase our 7th-grade STAAR reading scores from 62% to 64%.




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: West JH will increase our Algebra I STAAR scores from 38% to 40%.

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

Performance Objective 1: Increase links between home and school by providing systematic opportunities for parent engagement and links between school and community partners.

Evaluation Data Sources: Increase in positive response rate by parents on survey results.




Strategy 1 Details	Reviews			
Strategy 1: West JH will email home a weekly newsletter (The Bronco Blitz). The Bronco Blitz will be a weekly email from the principal with upcoming events for the next week, and an updated and current social media presence. Strategy's Expected Result/Impact: Parents are more informed about events happening at the school. Staff Responsible for Monitoring: Admin, LITE, Digital Coach	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: West JH will host an open house/meet the teacher and Spring Open house that is interactive for students and their families. Strategy's Expected Result/Impact: Increase in parental involvement. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: West JH will use social media as a way of connecting with families such as posting daily announcements on our FB page and updating our twitter page. Strategy's Expected Result/Impact: Increased communication with parents and connections from home to school. Staff Responsible for Monitoring: Admin, DC	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			







Strategy 4 Details	Reviews			
Strategy 4: West JH will create opportunities for the PTA to be at all school sponsored events and invite community partners to become aware of student, teacher highlights. Strategy's Expected Result/Impact: Increase in parental involvement. Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
Strategy 5: West JH will work to achieve 100% teacher participation in PTA by offering various incentives. Strategy's Expected Result/Impact: Increase in teacher involvement Staff Responsible for Monitoring: Admin	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 6 Details	Reviews			
Strategy 6: West JH will work with business partners to create intentional opportunities for support such as internships, classroom speakers, and service learning. Strategy's Expected Result/Impact: We will build close partnerships with businesses in the community and give students real world experience. Staff Responsible for Monitoring: Administration, teacher TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Increase links between home and school by providing systematic opportunities for parent engagement.

Evaluation Data Sources: We will increase our parent communication from home and school. We will send a weekly newsletter each week. District and campus information will be shared.

Strategy 1 Details	Reviews			
Strategy 1: Facilitate opportunities for all students to become PTA members. Strategy's Expected Result/Impact: Increase in student participation for PTA. Staff Responsible for Monitoring: Admin and all teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Facilitate a "Parent Information Night" at PTA meetings that support a diverse audience. Strategy's Expected Result/Impact: More parental involvement in the school. Staff Responsible for Monitoring: Digital coach, Admin, PTA President	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Facilitate math, science, reading, and technology "Parent Involvement Night." Strategy's Expected Result/Impact: More parental involvement in the school. Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 4 Details	Reviews			
Strategy 4: Facilitate a Hispanic family night to foster familiarization with the culture and activities within the school, as well as encourage greater involvement in PTA meetings and activities. Strategy's Expected Result/Impact: Increase in our Hispanic family involvement. Staff Responsible for Monitoring: Counselors, admin, bilingual staff members	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 5 Details	Reviews			
Strategy 5: Provide opportunities for students and parents to learn about transitions between junior high school through the Magnet Showcase, Camp Bronco, Elementary and High school counselor visits, Magnet Field Trips, and Advisory lessons. Strategy's Expected Result/Impact: Increase parent knowledge about West JH. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: We will engage our families through Spring and Fall Open Houses, 7th-grade schedule pickup, Art Auction, Magnet Showcase Night, AVID Family Night PTA Meetings, etc...

Evaluation Data Sources: Attendance counts, Sign-in Sheets. PTA Member attendance.

Strategy 1 Details	Reviews			
Strategy 1: We will engage our families through Spring and Fall Open Houses, 7th-grade schedule pickup, Art Auction, Magnet Night, AVID family Night, Hispanic Mom night, etc... Strategy's Expected Result/Impact: Connection with families and our community. Staff Responsible for Monitoring: admin ESF Levers: Lever 3: Positive School Culture	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 4: We will create opportunities to ensure engagement with community members in RISD.

Performance Objective 4: We will utilize BlackBoard and TalkingPoint platforms to communicate with families and community members consistently. We will engage our families and communities through our social media platforms and school website, student-specific landing page (Branco Base Camp), and weekly newsletter (Smore).

Evaluation Data Sources: Community survey results, family feedback, etc...

Strategy 1 Details	Reviews			
Strategy 1: Using blackboard as a method of communication for all families and talking points. Strategy's Expected Result/Impact: Families will feel communicated with and feel more connected to the school and community. Staff Responsible for Monitoring: admin ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

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

Performance Objective 1: We will effectively train our students and staff to optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption.

Strategy 1 Details	Reviews			
Strategy 1: When leaving for a break and long weekends, remind all staff to unplug all appliances in their rooms. Strategy's Expected Result/Impact: Better energy usage for the campus Staff Responsible for Monitoring: admin ESF Levers: Lever 3: Positive School Culture	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>				