Richardson Independent School District

Spring Creek Elementary

2025-2026 Campus Improvement Plan

Mission Statement

Through a nurturing and engaging environment supported by our staff, parents, and community, Spring Creek is committed to developing the skills our students need to establish positive relationships, effective communication, creative and critical thinking, and lifelong learning.

Vision

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

Value Statement

Integrity - Inspiration - Inclusiveness - Innovation

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Spring Creek Elementary is comprised of a growing but stable population of 440 PreKindergarten-6th grade students. Neighborhood regeneration is the heart of the population increase in recent years. Our white, non Hispanic demographic is the majority of our student population at 61.1%, 21.1% of our students are Hispanic, 6.4% are African American, 5.5% are Asian, and 4.5% report multiple ethnicities. with approximately 17% of students qualifying as economically disadvantaged. SCE is also home to district central programs, including two Structured Developmental Classrooms, and 2 PreKindergarten Classrooms. Spring Creek continues to focus on the performance of all student groups and values the diverse student and community populations which result in a rich learning environment for all.

Student Achievement

Student Achievement Summary

Spring Creek is celebrating success on the 2023-24 STAAR Assessments with 91% of students approaching and 52% of students attaining the Masters level on all tests combined. A growth opportunity for Spring Creek is to increase Academic Achievement among our Economically Disadvantaged students, Emergent Bilingual Students, and Special Education students in both reading and math, as well as our approaching rate for all students in 5th grade science.

School Culture and Climate

School Culture and Climate Summary

Overall, Spring Creek students enjoy coming to school and believe that the campus is a safe and nurturing environment. The school emphasis is for each child to set individual learning goals to help them achieve their personal best and chart their growth. This year we will continue to building upon our implementation of CORE Values to encourage excellent behavior for all. SCE students are safe, respectful, and responsible. There is a culture of positive interactions between staff, students and community, and our parents have high expectations for appropriate behaviors and respect for all. Spring Creek has a strong PTA who supports the educational goals of the school.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Spring Creek maintains a focus on recruiting, hiring, and retaining highly qualified and student focused staff. The partnership between campus and district level leadership is paramount to the successful achievement of this goal. Spring Creek supports their new teachers through mentoring and a positive and nurturing environment. Staff development is provided for areas that are in need of additional attention.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Spring Creek follows RISD's comprehensive plan to direct the design, implementation, monitoring, evaluation and revision of curriculum. Various data sources are utilized regularly to assess student progress and the implementation of instruction, including instruction delivered during a dedicated block of time for intervention in core subject areas. Planning meetings to discuss instructional decisions and student achievement occur weekly. Adjustments are made as necessary throughout the year based on the data we collect. SCE values differentiation and technology integration and encourages teachers to creatively utilize their strengths to meet the students needs.

Family and Community Engagement

Family and Community Engagement Summary

Spring Creek continues to foster a strong relationship between home and school by providing systemic opportunities for parent engagement and community involvement. SCE will continue to follow these successful programs: Meet Your Teacher, Curriculum Night, Back to School Coffee, RHS Homecoming Parade, Pride Rallies and Quarterly Celebrations to support character education, a Reading Incentive Program, the Little Eagles program, Kindergarten Roundup, Donuts with Grownups (Grandparents Day), Fun Runs, the Learning Garden, Multicultural Events, Spring Fling among others.

School Organization

School Organization Summary

The district goal for 2024-25 is to focus on growth for all students, teachers, administrators, and all personnel. SCE will focus on celebrating growth for all staff and students and use data to make decisions to ensure that this growth occurs with each individual staff member and student. Growth goals include 100% of our students to ensure success and growth for all. The master schedule has been built to maximize instructional time and to provide opportunities for student interventions. Campus data meetings will be scheduled to monitor student interventions and student performance. Adjustments will be made based on data collected.

Technology

Technology Summary

Technology integration is an important component of student learning at Spring Creek. Teachers will use Ipads to facilitate technology integration within student learning and provide real time feedback. We will continue to work with our district Instructional Technology Lead in the RHS Learning Community to provide teachers with professional development opportunities in technology. We focus on using technology according to the acceptable use policy and to Enhance, Extend, and Engage.

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.

Evaluation Data Sources: Community Survey Data

Strategy 1 Details		Reviews			
Strategy 1: Encourage students to participate in school sponsored clubs (UIL, chess club, earth club).		**Formative**			**Summative**
Strategy's Expected Result/Impact: Students will develop a strong sense of belonging. **Staff Responsible for Monitoring:** Principal, Assistant Principal, LITE		**Nov**	**Jan**	**Mar**	**June**
		Considerable			
Strategy 2 Details		**Reviews**			
Strategy 2: Collaborate with our local PTA to plan engaging programs for the school community.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Strengthened home/school connection. **Staff Responsible for Monitoring:** Principal, Assistant Principal		**Nov**	**Jan**	**Mar**	**June**
		Considerable			

No Progress   Accomplished   → Continue/Modify   ✗ Discontinue

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

Performance Objective 2: Clear and consistent implementation of discipline management plan.

    Evaluation Data Sources: Staff climate survey, discipline referral data

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development to staff regarding district disciplinary procedures, legislative updates regarding discipline, and the RISD Code of Civility.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Unified approach to school wide discipline. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Behavior Committee	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Teach and implement the Core Values: Safe, Responsible, Respectful	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Students internalize to the core values. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Core Values Team	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Provide training to staff on best practices for working with students experiencing homelessness and legal guidelines surrounding discipline for students who receive protection under McKinney-Vento.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Staff members will develop a strong understanding of the legal protection of McKinney-Vento students. Students experiencing homelessness will remain in a supportive learning environment. **Staff Responsible for Monitoring:** Principal, Assistant Principal	Accomplished			

○ No Progress	◯ Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 3: Implement state required bullying prevention requirements consistent with Board policies and procedures. See Appendix A.

    Evaluation Data Sources: Number of bullying reports.

Strategy 1 Details	Reviews			
Strategy 1: Communicate plan to inform parents of bullying incidents.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Effective and accurate communication with parents. **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Some Progress			

⬤ No Progress	⬤ Accomplished	➡ Continue/Modify	✖ Discontinue			

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

Performance Objective 4: Plan for internet safety and digital citizenship.

    Evaluation Data Sources: Bright Bites Survey, Technology Incident Reports

Strategy 1 Details	Reviews			
Strategy 1: Teach lessons addressing internet safety and digital citizenship.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students demonstrate digital citizenship. **Staff Responsible for Monitoring:** LITE, Counselor	**Nov**	**Jan**	**Mar**	**June**
	Considerable			
Strategy 2 Details	**Reviews**			
Strategy 2: Provide parent education opportunities addressing internet safety and digital citizenship.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students demonstrate digital citizenship. **Staff Responsible for Monitoring:** Counselor, LITE	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			
	⬤ No Progress ⬤ Accomplished ➡ Continue/Modify ✖ Discontinue			

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

Performance Objective 5: Establish and monitor a comprehensive health plan for students and staff.

    Evaluation Data Sources: Up to date immunization records and record of campus AED drills.

Strategy 1 Details		Reviews			
Strategy 1: Monitor and support student immunization compliance of the student body.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Up to date immunizations. **Staff Responsible for Monitoring:** Nurse Laurie Jones		**Nov**	**Jan**	**Mar**	**June**
		Accomplished			
Strategy 2 Details		Reviews			
Strategy 2: Implement a Emergency Cardiac Response drill in the fall and AED drill in February.		**Formative**			**Summative**
Strategy's Expected Result/Impact: To be prepared quickly in the event of a cardiac event on campus. **Staff Responsible for Monitoring:** Nurse Laurie Jones and Emergency Response Team.		**Nov**	**Jan**	**Mar**	**June**
		Some Progress			
◯ No Progress	◯ Accomplished	→ Continue/Modify	✖ Discontinue		

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

Performance Objective 6: Establish and monitor two growth goals: Academic and Personal.

Evaluation Data Sources: Seesaw and Schology Portfolio Artifacts

Strategy 1 Details	Reviews			
Strategy 1: Utilize Schoology and Seesaw for teachers and students to set and track goals. Four artifacts added to student and staff portfolios - one per quarter. Training provided by iTeam. **Strategy's Expected Result/Impact:** Students and staff will meet or exceed their growth goals. **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Considerable			
	No Progress Accomplished →Continue/Modify ✕ Discontinue			

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

Performance Objective 7: Create transition strategies and plans for elementary school to junior high school.

    Evaluation Data Sources: Junior High Enrollment

Strategy 1 Details	Reviews			
Strategy 1: Assist students in completing course selection process.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students enroll in junior high school.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselor	Some Progress			
Strategy 2 Details	Reviews			
Strategy 2: Assist in student applications to district magnet programs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Students are able to participate in a program of interest to them.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselor.	Some Progress			
Strategy 3 Details	Reviews			
Strategy 3: Hold a Q&A session for 6th grade parents in preparation for the transition to Junior High School.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Successful transition between schools.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Counselor	Some Progress			

No Progress   Accomplished   Continue/Modify   Discontinue

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

Performance Objective 8: Implement an Emergency Cardiac Response Round table drill in the fall and an all ampus AED drill in February to coincide with heart month.

    Evaluation Data Sources: Components of plan evaluated by campus nurse.

Strategy 1 Details	Reviews			
Strategy 1: Nurse to provide training in staff meeting for Emergency Cardiac Response Plan.	**Formative**			**Summative**
Strategy's Expected Result/Impact: To be prepared to respond quickly if a cardiac event should occur on campus. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Nurse	**Nov**	**Jan**	**Mar**	**June**
	Accomplished			

No Progress   Accomplished   → Continue/Modify   ✕ Discontinue

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

Performance Objective 9: Administer MAP Growth Diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY.

Evaluation Data Sources: MAP Student Completion Rates

Strategy 1 Details	Reviews			
Strategy 1: Create a testing schedule to ensure all students complete the Reading and Math MAP Growth Diagnostics.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased Student Completion Rate **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Considerable			
No Progress Accomplished Continue/Modify Discontinue				

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

Performance Objective 10: Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics by 5-10%.

   Evaluation Data Sources: MAP Growth Reports

Strategy 1 Details	Reviews			

Strategy 1: Conduct goal setting conferences between classroom teachers and all students prior to MAP Growth Diagnostic administrations.
      Strategy's Expected Result/Impact: Increased student growth.
      Staff Responsible for Monitoring: Principal, Assistant Principal
	Formative			**Summative**

	Nov	Jan	Mar	June
	Considerable			
Strategy 2 Details	Reviews			

Strategy 2: Acknowledge individual student growth on MAP by giving MAP growth awards to all students meeting or exceeding their goals in reading, math, and science 1st-6th.
      Strategy's Expected Result/Impact: Increased motivation and student growth
      Staff Responsible for Monitoring: Principal, Assistant Principal
	Formative			**Summative**

	Nov	Jan	Mar	June
	Considerable			
○ No Progress ○ Accomplished → Continue/Modify ✕ Discontinue				

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

Performance Objective 11: Address and increase STAAR performance for 3rd grade students in Reading from 76% to 78 % and Math from 76% to 78%.

    Evaluation Data Sources: 24-25 STAAR scores

Strategy 1 Details		Reviews			
Strategy 1: Create opportunities for extended vertical planning.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Common language and strategies utilized.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal		Some Progress			
Strategy 2 Details		**Reviews**			
Strategy 2: Routine calibrated walkthroughs.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Delivery of quality tier 1 instruction.		**Nov**	**Jan**	**Mar**	**June**
		Some Progress			
Strategy 3 Details		**Reviews**			
Strategy 3: Regular analysis of common interim assessments to adjust instruction as needed.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student growth in assessments.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal		Considerable			
○ No Progress ○ Accomplished → Continue/Modify ✗ Discontinue					

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

Performance Objective 12: Ensure a 3-5% increase in student growth in reading and math in all grade levels (K-6).

    Evaluation Data Sources: CIA Student Data, MAP Growth Reports, STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Regularly analyze student data and adjust instruction in response.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student growth. **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Considerable			
Strategy 2 Details	Reviews			
Strategy 2: Provide regular feedback to teachers to improve instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student growth. **Staff Responsible for Monitoring:** Principal and Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			
Strategy 3 Details	Reviews			
Strategy 3: Provide daily opportunity for teacher collaboration (PLCs).	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student growth. **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

No Progress   Accomplished   Continue/Modify   Discontinue

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

Performance Objective 13: Increase the percentage of English language proficiency growth on TELPAS by 3-8%.

    Evaluation Data Sources: TELPAS Results

Strategy 1 Details		Reviews			
Strategy 1: Utilize Summit K-12 to support English language proficiency development.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased English language proficiency.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal, Language Acquisition Teacher		Moderate Progress			
Strategy 2 Details		Reviews			
Strategy 2: Utilize the language acquisition teacher to support classroom teachers in developing lessons that address language acquisition needs of Emergent Bilingual students.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased language acquisiton		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal and Assistant Principal		Some Progress			
	No Progress Accomplished Continue/Modify Discontinue				

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

Performance Objective 14: Increase the percentage of emergent bilingual students meeting exit criteria by 3-8% annually through the LPAC process.

    Evaluation Data Sources: ESL program data

Strategy 1 Details			Reviews		

Strategy 1: Conduct goal setting conferences between the classroom teacher and emergent bilingual students in advance of Summit K-12 progress monitoring and TELPAS administrations.
    Strategy's Expected Result/Impact: Increase english language proficiency of emergent bilingual students
    Staff Responsible for Monitoring: Principal, Assistant Principal
			Formative			**Summative**

		Nov	**Jan**	**Mar**	**June**
		Some Progress			

No Progress	Accomplished	→ Continue/Modify	✗ Discontinue

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

Performance Objective 15: Increase campus average daily attendance rate from 97% to 98%.

    Evaluation Data Sources: Average daily attendance rate

Strategy 1 Details		Reviews			
Strategy 1: Proactively communicate the importance of regular attendance to families.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student attendance **Staff Responsible for Monitoring:** Principal, Assistant Principal		**Nov**	**Jan**	**Mar**	**June**
		Moderate Progress			
Strategy 2 Details		Reviews			
Strategy 2: Routinely contact the parents of students with chronic attendance concerns when absences occur.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased attendance. **Staff Responsible for Monitoring:** Principal and Assistant Principal		**Nov**	**Jan**	**Mar**	**June**
		Moderate Progress			
No Progress	Accomplished	Continue/Modify		Discontinue	

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

Performance Objective 16: Address student groups for targeted support as indicated by accountability ratings.

Evaluation Data Sources: Data from common interim assessments.

Strategy 1 Details	Reviews			
Strategy 1: Regularly analyze data from common interim assessments for all students.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased performance for all students. **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

No Progress	Accomplished	Continue/Modify	Discontinue

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

Performance Objective 17: Identify and progress monitor students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds to ensure growth of 5-10% for all students.

    Evaluation Data Sources: Branching Minds reports, CIA student data, MAP Growth data

Strategy 1 Details	Reviews			
Strategy 1: Conduct routine MTSS meetings with classroom teachers.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student achievement.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal	Considerable			

No Progress   Accomplished   Continue/Modify   Discontinue

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

Performance Objective 18: Campuses 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 with fidelity.

Evaluation Data Sources: Branching Minds Reports, STAAR Results

Strategy 1 Details	Reviews			
Strategy 1: Conduct routine MTSS meetings with classroom teachers.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased student achievement	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal	Considerable			
	No Progress Accomplished Continue/Modify Discontinue			

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

Performance Objective 19: Identify learning opportunities and provide resources based on the needs of teachers and campus leaders.

    Evaluation Data Sources: Growth for all students, teachers and leaders.

Strategy 1 Details		Reviews			
Strategy 1: Plan and develop professional learning based on the needs of the teachers.		**Formative**			**Summative**
Staff Responsible for Monitoring: Principal, Assistant Principal		**Nov**	**Jan**	**Mar**	**June**
		Moderate Progress			
Strategy 2 Details		Reviews			
Strategy 2: Partner with other departments (special student services, Iteam, math, reading, science, social studies etc) to provide provide relevant learning for staff.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased growth for students and staff.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal		Considerable			
	No Progress Accomplished Continue/Modify Discontinue				

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

Performance Objective 20: Ensure 100% compliance of quarterly IEP progress monitoring reports for students receiving services through Special Education.

   Evaluation Data Sources: eSped reports

Strategy 1 Details	Reviews			
Strategy 1: Utilize Instructional Support Specialists to support special education teachers in writing high quality progress monitoring reports for students.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased communication with parents regarding student progress. **Staff Responsible for Monitoring:** Principal and Assistant Principal	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Review progress monitoring reports using the High Quality Indicators rubric developed by Special Student Services.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased communication with parents regarding student progress. **Staff Responsible for Monitoring:** Principal and Assistant Principal	Moderate Progress			

◯ No Progress	◯ Accomplished	→ Continue/Modify	✗ Discontinue	

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

Performance Objective 1: Recruit 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: Supplement the district mentorship program to support new teacher development.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Support new teachers to ensure student success,		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal and Assistant Principal		Considerable			
Strategy 2 Details		Reviews			
Strategy 2: Continual monitoring of staff morale and campus climate.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Continue to maintain high teacher retention rate and positive climate survey results.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal, Assistant Principal		Moderate Progress			
Strategy 3 Details		Reviews			
Strategy 3: Utilize social media to promote the positive culture of Spring Creek and recruit staff members.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Recruitment and retention of high quality staff.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal and Assistant Principal		Moderate Progress			

No Progress   Accomplished   → Continue/Modify   ✗ Discontinue

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

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

Evaluation Data Sources: New hire data

Strategy 1 Details	Reviews			
Strategy 1: Partner with local universities and high schools to host student interns and clinical teachers.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Expanded pool of candidates for positions on campus. **Staff Responsible for Monitoring:** Principal and Assistant Prinicpal	**Nov**	**Jan**	**Mar**	**June**
	Accomplished			

No Progress   Accomplished   → Continue/Modify   ✗ Discontinue

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

Performance Objective 1: Implement a learning framework that provides all RISD students experiences to develop competencies aligned with the graduate profile and highlight and produce exemplars to share with the central office to develop an exemplar bank.

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

Strategy 1 Details	Reviews			
Strategy 1: Embed Lead4ward strategies into regular classroom instruction.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student engagement in the learning process.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal and Assistant Principal	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Embed ELLevation strategies into regular classroom instruction to provide content-based language instruction in ESL and dual language classrooms as well as Summit K-12 minutes and strategies.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Ensure EL students are speaking, reading, writing, and listening daily.	Some Progress			
Staff Responsible for Monitoring: Principal and Assistant Principal				

Strategy 3 Details	Reviews			
Strategy 3: Implement Hight Quality Instructional Materials and district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student academic performance.	Moderate Progress			
Staff Responsible for Monitoring: Principal and Assistant Principal				

Strategy 4 Details	Reviews			
Strategy 4: Implement ESL content-based modal and utilize linguistic acquisition teacher to support the implementation of K-12 Summit by content teachers. **Strategy's Expected Result/Impact:** Increased English proficiency of ELs. **Staff Responsible for Monitoring:** Principal and Assistant Principal	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Some Progress			

Strategy 5 Details	Reviews			
Strategy 5: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students and assist in creating Learner Framework exemplars. **Strategy's Expected Result/Impact:** Increase student engagement. **Staff Responsible for Monitoring:** Principal and Assistant Principal	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 6 Details	Reviews			
Strategy 6: Continue to provide advanced learners with a continuum of instruction through advanced learning opportunities and extensions. **Strategy's Expected Result/Impact:** Increase student achievement of identified advanced learners. **Staff Responsible for Monitoring:** Principal, Assistant Principal, Advanced Learning Teacher	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 7 Details	Reviews			
Strategy 7: Embed the Learner Framework pieces into regular classroom instruction to provide content - based opportunities for student engagement and growth. **Strategy's Expected Result/Impact:** Students receive high quality instruction daily. **Staff Responsible for Monitoring:** Principal, Assistant Principal	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 8 Details		Reviews			
Strategy 8: Implement Schoology and Seesaw LMS platforms as a tool for facilitating components of the Learning Framework.		Formative			Summative
Strategy's Expected Result/Impact: Common learning platform across campuses and grade levels. **Staff Responsible for Monitoring:** Principal, Assistant Principal		Nov	Jan	Mar	June
		Considerable			

Strategy 9 Details		Reviews			
Strategy 9: Implement with fidelity the Data Driven Instruction protocol and weekly data meetings.		Formative			Summative
Strategy's Expected Result/Impact: Increased student achievement. **Staff Responsible for Monitoring:** Principal, Assistant Principal		Nov	Jan	Mar	June
		Some Progress			

Strategy 10 Details		Reviews			
Strategy 10: Implement with fidelity the PLC protocol and weekly instructional focus planning meetings.		Formative			Summative
Strategy's Expected Result/Impact: Increased teacher capacity and student achievement. **Staff Responsible for Monitoring:** Principal, Assistant Principal		Nov	Jan	Mar	June
		Moderate Progress			

No Progress   Accomplished   Continue/Modify   Discontinue

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

Performance Objective 2: Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.

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

Strategy 1 Details	Reviews			
Strategy 1: Lead professional learning that promotes continuous growth and equips all employees and students with the knowledge and skills they need to reach their individual growth goals.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Ensure professional growth of all teachers. **Staff Responsible for Monitoring:** Principal and Assistant Principal	Moderate Progress			

Strategy 2 Details	Reviews			
Strategy 2: Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Use of best practices by teachers to engage students in the Learning Framework. **Staff Responsible for Monitoring:** Principal and Assistant Principal	Moderate Progress			

Strategy 3 Details	Reviews			
Strategy 3: Focused PD on understanding and using learner experiences in daily instruction.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase student engagement and student performance. **Staff Responsible for Monitoring:** Principal and Assistant Principal	Moderate Progress			

Strategy 4 Details	Reviews			
Strategy 4: Plan for iTeam on campus support and professional learning in identified areas of growth in the BrightBytes Survey. **Strategy's Expected Result/Impact:** Increase relevant use of technology in the classroom. **Staff Responsible for Monitoring:** Principal and Assistant Principal	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Some Progress			

Strategy 5 Details	Reviews			
Strategy 5: Ensure all K-6 elementary teachers complete their 30 hours of G/T foundational training or 6 hours update. 6 hours update trainings are approved by the campus Elementary ALT. **Strategy's Expected Result/Impact:** All teachers will be qualified to provide services to gifted and talented students. **Staff Responsible for Monitoring:** Principal, Assistant Principal, ALT	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
	Considerable			

○ No Progress   ◯ Accomplished   ➜ Continue/Modify   ✕ Discontinue

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

Performance Objective 3: Ensure all students graduate college and career ready as measured by CCMR indicators.

    HB3 Goal

    Evaluation Data Sources: Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)

Strategy 1 Details	Reviews			

Strategy 1: Continue to implement college and career exploration activities, inspiration, and discovery experiences for students PK-6.
    Strategy's Expected Result/Impact: Increase student awareness of college and career opportunities.
    Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**
	Considerable			
Strategy 2 Details	Reviews			

Strategy 2: Identify appropriate educational experiences for 6th grade students as they transition to junior high (Advanced, AVID, Electives).
    Strategy's Expected Result/Impact: Increase student college and career readiness.
    Staff Responsible for Monitoring: Principal, Assistant Principal, Counselor
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**
	Some Progress			

    ⬤ No Progress   ⬤ Accomplished   ➡ Continue/Modify   ✖ Discontinue

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

Performance Objective 1: Create reciprocal pathways for families to increase and deepen engagement.

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

Strategy 1 Details	Reviews			
Strategy 1: Continue to provide multiple community engagement opportunities throughout the academic calendar year.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase community engagement to support student success. **Staff Responsible for Monitoring:** Principal and Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Continue to provide weekly electronic communication to the school community using SMORE and Finalsite.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased community engagement with the campus. **Staff Responsible for Monitoring:** Principal and Assistant Principal	**Nov**	**Jan**	**Mar**	**June**
	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: Leverage the campus RISD insider to communicate news related to the campus to the greater RISD community.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Continued positive community perception of the campus. **Staff Responsible for Monitoring:** Principal, Assistant Principal (RISD Insider)	**Nov**	**Jan**	**Mar**	**June**
	Moderate Progress			

Strategy 4 Details	Reviews			
Strategy 4: Continue to tell our campus story through spotlights on our campus social media.	Formative			Summative
Strategy's Expected Result/Impact: Continued positive community perception of campus.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Principal, Assistant Principal	Moderate Progress			

Strategy 5 Details	Reviews			
Strategy 5: Hold 4 SBDM meetings through the year with a focus on a comprehensive needs assessment, Date (MAP, Staar, CIAs), CIP goals and strategies and feedback from stakeholders.	Formative			Summative
	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increased involvement in community and stakeholder understanding of the school and our goals and feedback loop between school and community. **Staff Responsible for Monitoring:** Administration	Moderate Progress			

No Progress Accomplished Continue/Modify Discontinue

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

Performance Objective 1: Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details	Reviews			

Strategy 1: Collaborate with Facility Services and the Energy & Sustainability Department to optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption.
    Strategy's Expected Result/Impact: Conserve energy and financial resources.
    Staff Responsible for Monitoring: Principal and Assistant Principal
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**
	Some Progress			
Strategy 2 Details	Reviews			

Strategy 2: Encourage efficient use of materials and resources by staff.
    Strategy's Expected Result/Impact: Efficient use of physical and financial resources on campus.
    Staff Responsible for Monitoring: Principal and Assistant Principal
	Formative			**Summative**

	Nov	**Jan**	**Mar**	**June**
	Moderate Progress			
◯ No Progress ◯ Accomplished → Continue/Modify ✕ Discontinue				

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

Performance Objective 2: Provide a safe, comfortable, and well-maintained environment at all campuses.

Evaluation Data Sources: Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses

Strategy 1 Details	Reviews			
Strategy 1: Continue to implement the Standard Response Protocol to ensure campus preparedness for emergency situations.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Ensure staff and students are prepared for emergency situations. **Staff Responsible for Monitoring:** Principal and Assistant Principal	Considerable			

Strategy 2 Details	Reviews			
Strategy 2: Ensure all teachers, staff, and visitors display an identification badge.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Ensure a safe environment on campus.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal and Assistant Principal	Considerable			

Strategy 3 Details	Reviews			
Strategy 3: District will create and implement a walk-through checklist (non-punitive) for the learning environments both inside and outside a campus.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Clean work and learning environment. **Staff Responsible for Monitoring:** Principal, Assistant Principal	Moderate Progress			

No Progress   Accomplished   → Continue/Modify   ✕ Discontinue