

**Richardson Independent School District**

**Westwood Junior High School**

**2025-2026 Campus Improvement Plan**



# Mission Statement

Our mission is to holistically empower student leaders to become innovative, compassionate globally minded members of society.

## Vision

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

## Value Statement

*Integrity - Inspiration - Inclusiveness - Innovation*

*FOCUS*

*Students are the primary focus of RISD and Staff is the primary focus of administration*

# Table of Contents

Comprehensive Needs Assessment ..... 4

Demographics ..... 4

Student Achievement ..... 6

School Culture and Climate ..... 7

Staff Quality, Recruitment, and Retention ..... 8

Curriculum, Instruction, and Assessment ..... 9

Family and Community Engagement ..... 10

School Organization ..... 11

Technology ..... 12

Comprehensive Needs Assessment Data Documentation ..... 13

Goals ..... 14

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 ..... 14

Goal 2: RISD will re-imagine the way we recruit and retain quality staff through comprehensive strategies. .... 31

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff. .... 36

Goal 4: We will create opportunities to ensure engagement with community members in RISD. .... 52

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action. .... 59

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Demographics summary reflects the Fall 2022 PEIMS data for Westwood Junior High:

	Totals Percentages	
enrollment_total	651	651
grade_07	305	46.85
grade_08	346	53.15
male	363	55.76
female	288	44.24
amerindianalaskannative	1	0.15
asian	42	6.45
black_nonhispanic	187	28.73
hispaniclatino	255	39.17
multiple	20	3.07
nativehawaiianpacificislander	0	0
white_nonhispanic	146	22.43
nonresident	12	1.84
military	7	1.08
foster	0	0
ecodis	391	60.06
sped	95	14.59
dyslexia	96	14.75
p504	95	14.59

	Totals Percentages	
intervention	166	25.5
homeless	17	2.61
unaccompaniedyouth	17	2.61
gt	138	21.2
atrisk	311	47.77
migrant	29	4.45
bil	170	26.11
esl	0	0
alt_lang	165	25.35
student_lang_english	1	0.15
student_lang_spanish	413	63.44
student_lang_other	170	26.11
home_lang_english	68	10.45
home_lang_spanish	390	59.91
home_lang_other	188	28.88
dropout	3	

### Demographics Strengths

Demographics strengths reflect the Fall 2022 PEIMS data for Westwood Junior High:

- Mobility and drop out rate remain low
- Attendance rate is 95.7%
- Teacher diversity (gender, race and ethnicity) is increasing
- Intervention Counselor and Behavior Interventionist support the behavioral and wellness needs of our students
- ESL Coordinator and ESL aide support the bilingual population
- Three content area Instructional Coaches meet the diverse needs of students and teachers
- Campus Instructional Technology Specialist supports students, teachers and families with access to technology to meet the needs of all students

# Student Achievement

## Student Achievement Summary

Students achievement rates remained stable over three year trend, with a change from STAAR to STAAR 2.0. An area of focus in student achievement is Emergent Bilinguals, Special Education and African American and Hispanic males.

2019 - Student achievement rates are reflective in the following three year trend. All students: 7th grade Reading - increase in scores; 7th grade Math increase in scores; 7th grade Writing - Increase from previous year; 8th Grade Reading - Increase in scores; 8th Grade Math - Decrease in scores; 8th grade Science - decrease in scores; Social Studies - Increase in scores; Decreased reading scores in sub pop areas of Asian, Multiracial and SPED. Increased reading scores in all other subpop except white which remains stable. Decreased math scores in sub pop areas of Hispanic, White, Multiracial, ELL and SPED. Double digit gains in African American population.

## Student Achievement Strengths

Double digit increased in our African American population in the area of math. Our campus has earned 4 out of 7 distinctions from TEA. Double digit gains in 7th grade reading with Hispanic, Economically Disadvantaged and ELL's. Double digit gains in 7th grade math with African American populations and significant gains with economically disadvantaged and ELL's.

# School Culture and Climate

## School Culture and Climate Summary

Three year discipline rates reveal total number of incidences have decreased. Parent survey results reveal the following percentages of positive responses in these areas: Overall Perception of Education Quality reveals an 89% excellent/Good rating. Academic preparation - 86%; Student support - 83%; School Leadership - 91%; Parent Engagement - 86%; Safety and behavior - 85%; School Operations - 85%; Staff climate survey reveals deficient in the following areas: Culture, feedback and support;

## School Culture and Climate Strengths

Three year discipline trends reveal an overall decrease in discipline rates. Staff members reveled a 92% satisfaction with the cleanliness of their building as alignment with the districts core beliefs and values.

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

Only 9 new teachers this year with only 3 as brand new teachers. 3 of them have over 20 years of experience. 1 of them has 15+ years of experience.

Teachers and instructional paraprofessionals are highly qualified. Mentoring systems are in place to support new teachers. Professional development is provided by the district as well as on site. Needs are identified by classroom visits, teacher and administration feedback. Effective teachers are utilized to conduct on site staff development. Instructional coach is utilized on our campus to support teachers all teachers. District specialists are utilized to help support teachers whose student performance is below district and state standards.

### **Staff Quality, Recruitment, and Retention Strengths**

Staff retention rates stay at or below district average. Quality mentoring programs are in place to support new teachers. Instructional Coach allocation is utilized to help support and retain teachers.



# **Curriculum, Instruction, and Assessment**

## **Curriculum, Instruction, and Assessment Summary**

District will provide a TEKS-based curriculum that utilizes periodic assessments (CIAs). Teachers will conduct data analysis meetings within PLC meetings to adjust instruction.

RTI Scheduler will be used during Advisory periods to supplement instruction for interventions and enhancements.

Teachers are involved in decisions regarding the use of academic assessments in order to improve the performance of students and the overall instructional program. WWJH incorporates data-driven processes which includes state and other standardized tests and local/classroom assessments (formal and informal). Teachers and staff are provided professional development on how to analyze data to inform instructional decisions about the instructional needs of individuals and groups of students. There is a direct link between the curriculum, instruction, and assessments to ensure every child is successful.

## **Curriculum, Instruction, and Assessment Strengths**

Professional learning communities have been created to allow teachers the time to plan and analyze data to drive instruction.

# Family and Community Engagement

## Family and Community Engagement Summary

Parents are included in the planning, implementation and evaluation of the campus parent involvement policies and the campus school-parent compacts. WWJH strives to make parents and families true partners in the education of their children through collaboration with staff and campuses.

- Continue updating social media/website
- Faculty joining PTA and being present for PTA meetings - need to increase parent and faculty involvement
- Multicultural night was a huge success - lots of parent engagement
- Need to increase opportunities for parents to be involved in school activities or events
- Student led to improve parent involvement

## Family and Community Engagement Strengths

Positive perception of 85% revealed on parent survey of school's effectiveness and feel welcome at their child's school.

# School Organization

## School Organization Summary

PLC planning time is available daily for all CORE areas Instructional planning expectations are to focus on the current data, the four questions of a PLC, and the Campus Instructional Big 3.

The Instructional Leadership Team and Local School council conduct meetings to address campus needs and school practices. Duty rosters are created by the administration with input from teachers and staff to assist with duty placements.

Athletics, Fine Arts, Leadership, and Magnet programming provide additional opportunities for students to connect with the school's mission to holistically empower student leaders to become innovative, compassionate, globally minded members of society.

Westwood Overtime World (WOW) is a program for students to engage in academic and social activities after school.

## School Context and Organization Strengths

- Duty rosters are created in a collaborative environment.
- After school program (WOW) to provide opportunities for students to participate in enrichment activities.
- DEN Time (advisory) has been redesigned to provide additional enrichment activities, intervention, and to foster cultural relationships among teachers, students, and their peers.

## School Organization Strengths

Input from staff to assist with duties placements. After school program (WOW) to provide with opportunities for students to participate in enrichment activities.

# Technology

## Technology Summary

1:1 technology implementation in the Spring of 2017. SAMR training for teachers and ongoing site based staff development to enhance the use of technology in classrooms.

## Technology Strengths

1:1 technology implementation on our campus. Campus Instructional Technology Specialist available on our campus to support teachers with technology integration into their lessons

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**







- District goals
- Campus 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

# Goals

Revised/Approved: August 20, 2025

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







**Performance Objective 1:** Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement the District Growth Goal Protocol and monitor all students' identified academic growth goal quarterly through Wolf Den <b>Strategy's Expected Result/Impact:</b> Completed student portfolio <b>Staff Responsible for Monitoring:</b> Advisory Teachers Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Utilize Schoology to set and track student and staff growth goals. <b>Strategy's Expected Result/Impact:</b> Completed student and staff portfolios demonstrating growth <b>Staff Responsible for Monitoring:</b> Administration Advisory Teachers	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 2:** Monitor student data reports to monitor immunizations of the student body.

**Evaluation Data Sources:** Decrease number of students who enroll without proper immunizations.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Monitor student data reports to monitor immunizations of the student body. <b>Strategy's Expected Result/Impact:</b> Decrease number of students who enroll without proper immunizations. <b>Staff Responsible for Monitoring:</b> Nurse SDS  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Monitor student absence information in order to monitor communicable disease issues <b>Strategy's Expected Result/Impact:</b> WWJH will be aware of all cases of communicable disease. <b>Staff Responsible for Monitoring:</b> Attendance Clerk Nurse  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<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 3:** Campus Emergency Response Team (ERT) will conduct documented AED drills each semester.

**Evaluation Data Sources:** All members of the ERT will be proficient using the AED and will have a clear understanding of the protocol for responding to a call.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campus Emergency Response Team (ERT) will conduct documented AED drills each semester. <b>Strategy's Expected Result/Impact:</b> All members of the ERT will be proficient using the AED and will have a clear understanding of the protocol for responding to a call. <b>Staff Responsible for Monitoring:</b> Nurse Campus ERT  <b>Funding Sources:</b> - 199 - General Fund	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 4:** Increase overall performance of Special Student Populations in the areas of Reading, Math, Science, & Social Studies.

**High Priority**

**Evaluation Data Sources:** We will meet or exceed district growth goals for Special Student populations in the areas of Reading, Math, Science, & Social Studies

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Special Education Teachers will be incorporated into Math, English, Science and Social Studies PLCs to provide opportunities for teachers to work together in data assessment, determine gaps in curriculum, and evaluate teaching strategies <b>Strategy's Expected Result/Impact:</b> Core PLC Documentation <b>Staff Responsible for Monitoring:</b> Principals Instructional Coach Core Depart Chairs Core Teachers Core SPED Teachers  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Analyze individual student discipline sources to determine appropriate interventions for Special Education students so that discretionary placements will reflect a decrease In School and Out of School Suspension. <b>Strategy's Expected Result/Impact:</b> Discretionary Special Education will be reduced. In School and Out of School Suspensions decrease. <b>Staff Responsible for Monitoring:</b> Principals, Special Education Department Chair and Behavior Interventionist  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			







Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide teachers staff development on the various instructional strategies they utilize in their classrooms to meet the needs of all student populations to increase student performance. <b>Strategy's Expected Result/Impact:</b> Sign In Sheets showing teacher attendance and walk through form data. Increase state assessment results in all tested areas. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coach  <b>Funding Sources:</b> - 199 - General Fund - \$200	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 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:** Increase the number of ESL students that exit from the ESL program.

**High Priority**



**Evaluation Data Sources:** TELPAS data will reveal 25% exit result as well as students increasing in their listening, reading, writing, and speaking levels by one level.






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Incorporate ESL interventions and academic language on site staff development to teachers to strengthen language acquisition in all ELL learners. <b>Strategy's Expected Result/Impact:</b> Increase growth measures of ESL students in all CORE areas. <b>Staff Responsible for Monitoring:</b> Principal, ESL Coordinator  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Incorporate ESL teacher & ESL Aide into on level courses to assist the 6+ year students. <b>Strategy's Expected Result/Impact:</b> 25% exit of our ESL students <b>Staff Responsible for Monitoring:</b> Administration and ESL Coordinator  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	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 6:** Implement MTSS strategies and utilize Branching Minds to identify, remediate, and monitor students in need of Tier 2 and Tier 3 intervention.

**Evaluation Data Sources:** Improved student performance on STAAR and TELPAS



Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Send campus MTSS leaders to district MTSS trainings to strengthen our multi tiered level of support that is provided to all students on our campus. <b>Strategy's Expected Result/Impact:</b> Increase district and state testing results as well as close the achievement gap. <b>Staff Responsible for Monitoring:</b> Principals Counselors Instructional Leadership Team Behavior Interventionist  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Align Section 504 and Special Education progress monitoring process and train faculty and staff. <b>Strategy's Expected Result/Impact:</b> Effectively implementing the 504 process and serving 504 students. <b>Staff Responsible for Monitoring:</b> Principals Counselors	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			






Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement a school wide intervention system that identifies students who are struggling academically and receive targeted interventions from specialist and department chairs. <b>Strategy's Expected Result/Impact:</b> Increase growth measures on STAAR in all tested subjects. <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administration Department Chairs  <b>Additional Targeted Support Strategy</b>	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 7:** Increase the number of students in extra curricular activities.

**Evaluation Data Sources:** Student survey results and analysis




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promote and increase awareness of extra-curricular opportunities, through Connect Ed, Magnet Marketing Night, Rank One Sports, Social Media outreach. <b>Strategy's Expected Result/Impact:</b> Reaching Parents for promotion of extra curricular activities and Departments create and maintain social media pages to keep community aware. <b>Staff Responsible for Monitoring:</b> Principals WOW Director Athletic Coaches Band, Orchestra and Choir Directors  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase the number of students participating in school clubs and organizations. <b>Strategy's Expected Result/Impact:</b> Improve safety, depth of instruction, and allow for more connections through smaller student/teacher ratios. Students feeling more connected to school that will translate to student achievement. <b>Staff Responsible for Monitoring:</b> Principals Club Sponsors Coaches  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide after school transportation for students to be able to access after school extra curricular activities. <b>Strategy's Expected Result/Impact:</b> Increase participation in after school and extra curricular activities. Decrease in discipline rates. <b>Staff Responsible for Monitoring:</b> Athletic Coaches Principals WOW Coordinator  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<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 8:** Streamline the transition from elementary school to junior high through use of Wolf Den to teach Organization, Internet safety, Digital citizenship, and other important secondary skills.

**Evaluation Data Sources:** Increased positive response from students and parents on survey results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Elementary students visit junior high for a day in the Spring to build relationships among students and school staff that foster trust and collaboration. <b>Strategy's Expected Result/Impact:</b> Positive responses on student survey results. <b>Staff Responsible for Monitoring:</b> Principals Instructional coach All instructional staff LITE  <b>Funding Sources:</b> Funds for copying materials, supplies, and facilities - 199 - General Fund - \$200	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Incoming 7th Grade Parent Night to familiarize students and parents to school and to aide in registration. <b>Staff Responsible for Monitoring:</b> Teachers Counselors PTA Administration  <b>Funding Sources:</b> Funds for copying supplies, materials, and facilities - 199 - General Fund - \$300	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Frequent elementary school visits in fall and spring to visit with 6th grade students about what to expect in Junior High. <b>Staff Responsible for Monitoring:</b> Club Sponsors	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 9:** Provide a safe, comfortable, and well-maintained environment at WWJH through use of campus wide PBIS strategies and classroom PACKS strategy.

**Evaluation Data Sources:** Increase positive response rate from internal and external stakeholders on surveys; decrease in # of campus referrals for ISS, OSS and DAEP







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will be trained on PBIS and implement PACKS strategies to decrease discipline referrals and improve culture and climate of our school. <b>Strategy's Expected Result/Impact:</b> Decrease in discipline referrals. Increase in the number of students participating in monthly school wide celebrations. 90% positive feedback on staff and student survey. <b>Staff Responsible for Monitoring:</b> Administrators PBIS Team Teachers and Staff Behavior Interventionist  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students will participate in lessons through advisory that address bullying, harassment, dating violence, digital citizenship and their social and emotional well being. <b>Strategy's Expected Result/Impact:</b> Decrease in office referrals and positive responses on student survey. Decrease in bullying reports and investigations. <b>Staff Responsible for Monitoring:</b> Counselors Advisory Team Advisory Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Counselors will provide suicide and substance abuse prevention and intervention training to all staff prior to the first day of school. <b>Strategy's Expected Result/Impact:</b> Staff sign-in sheet. Teachers refer students to counselors immediately when a concern arises <b>Staff Responsible for Monitoring:</b> Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Students will be trained on internet safety through Advisory. <b>Strategy's Expected Result/Impact:</b> Decrease number of cyberbullying and DAE/JJAEF placements. <b>Staff Responsible for Monitoring:</b> Campus Instructional Technology Specialist Advisory Team Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Attendance at conferences for teachers and behavior interventionist to learn strategies to deescalate explosive behaviors in the classroom. <b>Strategy's Expected Result/Impact:</b> Discipline referrals will decrease <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 5: Effective Instruction <b>Funding Sources:</b> Conference Registration - 211 - Title I, Part A	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 10:** Clear and consistent implementation of tiered discipline management plan.







**Evaluation Data Sources:** Decrease number of office referrals and ISS, OSS placements

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Staff will be trained in discipline management tiers at the beginning of the school year. <b>Strategy's Expected Result/Impact:</b> Decrease number of office referrals and OSS/ISS placements. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implementation of restorative practices to decrease conflict on campus. <b>Strategy's Expected Result/Impact:</b> Decrease number of office referrals and OSS/ISS placements. <b>Staff Responsible for Monitoring:</b> Administration  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	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 11:** Communication plan to inform parents of bullying incidents.

**Evaluation Data Sources:** Positive response on parent and student survey results.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement state required bullying prevention requirements consistent with Board policies and procedures <b>Strategy's Expected Result/Impact:</b> Decrease number of bullying incidences. <b>Staff Responsible for Monitoring:</b> Instructional Coaches Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All incidences of bullying will be followed up with parent communication validating the report. <b>Strategy's Expected Result/Impact:</b> Positive response on parent and student survey results. <b>Staff Responsible for Monitoring:</b> Administration Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture	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 12:** Attendance at AVID conference to train more staff on research-based strategies that so that all students can achieve at high levels.

**Evaluation Data Sources:** STAAR scores, attendance and discipline data.




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Send AVID Site team and classroom teachers to the AVID Summer Institute to learn research based strategies that can help all students achieve at high levels. <b>Staff Responsible for Monitoring:</b> AVID Coordinator Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Conference Registration - 211 - Title I, Part A	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 2:** RISD will re-imagine 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			
<b>Strategy 1:</b> Implementation of a successful mentoring program that ensures all new teachers, as well as veteran teachers desire to continue their careers at WWJH. <b>Strategy's Expected Result/Impact:</b> Teacher turnover rate shall not exceed the district average. <b>Staff Responsible for Monitoring:</b> Administrators  <b>Funding Sources:</b> - 199 - General Fund - \$200	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All new teachers will be assigned a mentor to ensure all new teachers desire to continue their careers at WWJH. <b>Strategy's Expected Result/Impact:</b> Decrease in the number of new teachers leaving WWJH to seek employment elsewhere. <b>Staff Responsible for Monitoring:</b> Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Administrators will meet with the new teachers during lunch at least quarterly <b>Strategy's Expected Result/Impact:</b> Decrease in the number of new teachers leaving WWJH to seek employment elsewhere. <b>Staff Responsible for Monitoring:</b> Administration Mentor Lead	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Monthly shout outs to staff members in our weekly newsletter to reward quality personnel. <b>Strategy's Expected Result/Impact:</b> Increase positive results from staff survey data. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> 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. <b>Strategy's Expected Result/Impact:</b> Increased Tier 1 support for teachers <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches Department Chairs	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Utilize district wide professional development days to support and train teachers on the learner Growth Experience and how to use it in daily instruction. <b>Strategy's Expected Result/Impact:</b> Increased Tier 1 support for teachers <b>Staff Responsible for Monitoring:</b> Administration Instructional Coaches District Specialists Department Chairs	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> New Teacher Mentor Program will provide professional development in a timely and relevant manner throughout the year <b>Strategy's Expected Result/Impact:</b> New teacher growth evident on walk-throughs and TTESS <b>Staff Responsible for Monitoring:</b> Administration Mentor Lead	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 2:** RISD will re-imagine 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			
<b>Strategy 1:</b> Implement a screening and interviewing process that is equitable. <b>Strategy's Expected Result/Impact:</b> Implement a teach piece for all interviewees. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> <div>Some Progress</div>			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement, recruit and hire high performing staff utilizing the RISD Teacher Profile. <b>Strategy's Expected Result/Impact:</b> Increase in teacher retention and positive responses on campus survey. <b>Staff Responsible for Monitoring:</b> Administration	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 2:** RISD will re-imagine the way we recruit and retain quality staff through comprehensive strategies.

**Performance Objective 3:** Seek employee input and feedback.

**Evaluation Data Sources:** Teacher retention will be equal to or less than district average; Increase in positive response rate of staff in staff survey responses.




Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Campus webmaster will create an updated and user friendly school website that will include instructions to find the CIP and the district's teacher profile. <b>Strategy's Expected Result/Impact:</b> Increase awareness of school goals by all stakeholders. <b>Staff Responsible for Monitoring:</b> Principal Webmaster  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Staff members will be provided an opportunity to participate in various morale boosting activities throughout the school year. <b>Strategy's Expected Result/Impact:</b> Decrease teacher turnover rate. <b>Staff Responsible for Monitoring:</b> Administrators Instructional Coaches  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Identify and utilize campus surveys to develop campus goals. <b>Strategy's Expected Result/Impact:</b> Increase in campus goals and growth toward District Strategic Plan <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Monthly campus ILT meetings will be utilized to track and develop school wide goals. <b>Strategy's Expected Result/Impact:</b> Increase positive responses on campus climate survey. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> New teacher feedback on Mentor program and Quarterly Admin Lunches feedback. <b>Strategy's Expected Result/Impact:</b> Increase teacher retention rates. <b>Staff Responsible for Monitoring:</b> Mentor Lead/Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	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 1:** Implement a learning framework that provides all RISD students experiences to develop competencies aligned with the graduate profile.

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Continue addressing the 4 questions of a PLC to drive design team planning sessions. <b>Strategy's Expected Result/Impact:</b> Increase in STAAR scores and passing grade rates. TTESS Walk Through. <b>Staff Responsible for Monitoring:</b> Math, Science, ELAR and Social Studies Teachers Special Education and ESL Teachers Instructional Coach Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Encourage the use of AVID strategies in all content areas to address literacy. <b>Strategy's Expected Result/Impact:</b> Increase in STAAR scores and classroom observations. <b>Staff Responsible for Monitoring:</b> Administration Instructional Coach  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students <b>Strategy's Expected Result/Impact:</b> Students will understand how the graduate profile and learning framework connects to their learning Staff will be able to connect their professional goal to the instruction happening in their classroom <b>Staff Responsible for Monitoring:</b> Administration Instructional Coach Classroom Teacher	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			



No Progress



Accomplished



Continue/Modify










Discontinue

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

**Performance Objective 2:** Create a professional learning 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			
<b>Strategy 1:</b> Continue development of PLC teams in the areas of TEK deconstruction, alignment, rigor, formative assessment, and data driven instruction. <b>Strategy's Expected Result/Impact:</b> Completion of training Evidence of use during design time <b>Staff Responsible for Monitoring:</b> Principals Instructional Coaches Curriculum Specialists  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will be provided training on TEKS deconstruction at district wide staff development. <b>Strategy's Expected Result/Impact:</b> Increased CBA and STAAR scores. Concise and intentionally produced lesson plans. <b>Staff Responsible for Monitoring:</b> Principals Instructional Coaches Curriculum Specialists  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			




Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Implement T-TESS walk through form and analyze results from data to give teachers frequent and specific feedback to increase their TIER 1 instruction effectiveness. <b>Strategy's Expected Result/Impact:</b> Decrease number of students receiving TIER II interventions. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	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:** 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			
<b>Strategy 1:</b> Present CTE pathways and licensing and certification opportunities during parents nights. <b>Strategy's Expected Result/Impact:</b> Principal's or counselor's presentations during parent/PTA meetings <b>Staff Responsible for Monitoring:</b> Principal CTE Teachers Counselors  <b>TEA Priorities:</b> Connect high school to career and college <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Explain CTE pathways and licensing and certification opportunities during Spring Course Registration <b>Strategy's Expected Result/Impact:</b> Increase in CTE enrollment and increase in license and certification. <b>Staff Responsible for Monitoring:</b> Principal Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide opportunities to increase retention of CTE Students <b>Strategy's Expected Result/Impact:</b> Increase in CTE enrollment and increase in license and certification. <b>Staff Responsible for Monitoring:</b> Administration CTE Teachers Counselors	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			











Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Counselors will develop 6 year plans with all 8th grade students. <b>Strategy's Expected Result/Impact:</b> All 8th grade students will have a 6 year plan developed as they transition to high school. <b>Staff Responsible for Monitoring:</b> Counselors Administrators  <b>Funding Sources:</b> - 199 - General Fund	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 4:** Teachers will continue to receive ongoing staff development to support TRS/Lead4ward activities.

**Evaluation Data Sources:** Increase in overall student performance on local and state assessments in Reading and Writing scores.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will continue to receive ongoing staff development to support TRS/Lead4ward activities. <b>Strategy's Expected Result/Impact:</b> Increase in overall student performance on local and state assessments in Math, Reading, and Writing scores. <b>Staff Responsible for Monitoring:</b> Administrators Instructional Coaches District Specialists  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Teachers will be trained on incorporating differentiated instructional strategies in their classrooms. <b>Strategy's Expected Result/Impact:</b> Students moving from Tier II to Tier I. Teachers include evidence of differentiation in lesson plans. <b>Staff Responsible for Monitoring:</b> Administrators Instructional Coaches District C&I  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide professional development for instructional staff to support students with disabilities and all other learning needs. <b>Strategy's Expected Result/Impact:</b> Agendas Performance growth goals Improved teacher feedback Improved student performance <b>Staff Responsible for Monitoring:</b> Administrators ILT Special education team	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Provide PD to support teachers in their professional & student T-TESS Goals <b>Strategy's Expected Result/Impact:</b> Increase in overall student performance Completed Staff portfolios demonstrating growth in their area of focus <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

**Performance Objective 5:** Increase enrollment and performance as well as retain current students in Pre-Advanced Placement and Gifted and Talented Programs.

**Evaluation Data Sources:** Enrollment data will meet or exceed district average for Pre advanced placement courses and gifted and talented programs.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Promoting GT and Pre-AP requirements through Magnet Marketing Night to assist parents and students in understanding the state's academic content and magnet school requirements. <b>Strategy's Expected Result/Impact:</b> Increased enrollment in the 2024-2025 School Year for Pre-AP, AP & GT. <b>Staff Responsible for Monitoring:</b> Principals Magnet Staff Pre-AP, AP & GT Teachers  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments	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 6:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning.




**Evaluation Data Sources:** Google survey results, teacher and student utilize digital citizenship skills.






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Utilize Rolling Faculty Meetings for professional development with the CITS & iTeam to increase the use of technology integration in classrooms with a focus on the learning framework and needs found on the Bright Bytes survey. <b>Strategy's Expected Result/Impact:</b> Increase number of lessons that incorporate the Triple E Framework with students. <b>Staff Responsible for Monitoring:</b> Administration CITS  <b>Funding Sources:</b> - 199 - General Fund - \$200	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Incorporate 1:1 technology to assist technology learning. <b>Strategy's Expected Result/Impact:</b> Implementation of technology plan and increased performance on state assessments. <b>Staff Responsible for Monitoring:</b> Administration CITS All Instructional Staff  <b>Funding Sources:</b> - 199 - General Fund	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 7:** Improve student performance and ensure WWJH is rated "Met Standard".

**Evaluation Data Sources:** Meet or exceed performance growth goals; WWJH will meet Standard

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Schedule Wednesday schools that focusing on math, reading, writing, science and social studies. ELL and special education will also be a focus. <b>Strategy's Expected Result/Impact:</b> Increase % growth measure in our Hispanic, Asian, SPED and ELL populations. <b>Staff Responsible for Monitoring:</b> Math, Science, ELAR, Social Studies, ESL and Special education teachers Administration Instructional Coach  <b>Funding Sources:</b> - 199 - General Fund - \$4,000	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement quarterly data report and CIP progress evaluation. <b>Strategy's Expected Result/Impact:</b> Attainment of performance growth goals and completion of CIP strategies. <b>Staff Responsible for Monitoring:</b> Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monitor dropout rates and graduation rates and share with staff. Implement failure conferences with students at risk of dropping out. <b>Strategy's Expected Result/Impact:</b> Increase in grades and decrease in dropouts. <b>Staff Responsible for Monitoring:</b> Administration Counselors  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Ongoing staff development on meeting the needs of our Long term ESL students. <b>Strategy's Expected Result/Impact:</b> Increase growth measures and TELPAS scores on our 6+ ESL students. <b>Staff Responsible for Monitoring:</b> Administration Executive Director of ESL	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 8:** Gifted and Talented Professional Development Hours and Certificate.

**Evaluation Data Sources:** Professional development audit of teacher completion.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Gifted and Talented, Advanced Placement and Pre Advanced Placement Teachers will complete requirements for certification.  <b>Strategy's Expected Result/Impact:</b> Record of highly qualified status of teacher, their teaching position, the course they teach and their service record. <b>Staff Responsible for Monitoring:</b> Administration GT, AP, & Advanced Teachers  <b>Funding Sources:</b> - 199 - General Fund	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 9:** Improve campus AVID program



**Evaluation Data Sources:** Evaluation of AVID events and program enrollment.






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct AVID Site Team Meetings to discuss incentives to encourage participation and retention of students from 7th to 8th grade. <b>Strategy's Expected Result/Impact:</b> 85 and Up Club Increased retention numbers in 8th grade AVID <b>Staff Responsible for Monitoring:</b> Principals Counselors AVID Site Team  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> School wide planner system will be implemented <b>Strategy's Expected Result/Impact:</b> Increase AVID enrollment Decrease failure rates. <b>Staff Responsible for Monitoring:</b> Administration Leadership teachers  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Discontinue			
 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 10:** Increase student performance for the following student groups; Special Education, English as Second Language and other student groups identified in needs of improvement.

**Evaluation Data Sources:** 100% of identified students meet campus growth goals.








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> ELA block classes to utilize new ELAR TEKS with a focus on balanced literacy. <b>Strategy's Expected Result/Impact:</b> Increase performance in Reading and Writing on state assessments. <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Addition of a Behavior Specialist to assist with interventions and remediation as well as classroom teacher support. <b>Strategy's Expected Result/Impact:</b> Reduction in classroom referrals <b>Staff Responsible for Monitoring:</b> Administration  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Behavior Interventionist Salary - 211 - Title I, Part A - \$68,000	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Addition of an Instructional Specialist to assist with interventions and remediation as well as classroom teacher support.  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction <b>Funding Sources:</b> Instructional Specialist Salary - 211 - Title I, Part A - \$68,000	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
 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			
<b>Strategy 1:</b> Monthly principal meetings with Westwood community to seek input from parents in the development of the parental involvement policy and school- parent compact. <b>Strategy's Expected Result/Impact:</b> Increase attendance at parent meetings and collaborative development of parent involvement policy and school parent compact. <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> Funds to copy any materials needed for meetings. - 199 - General Fund - \$100	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide Spring Assemblies for incoming 7th graders to provide resources and education for parents. <b>Strategy's Expected Result/Impact:</b> Increased attendance of parents and positive feedback from attendees. <b>Staff Responsible for Monitoring:</b> Parent Involvement Liaison Administration  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Increase the number of respondents on the parent survey to increase involvement from parents to evaluate the school wide programs through Ed Connect calls, PTA meetings and emails. <b>Strategy's Expected Result/Impact:</b> Increased parent participation in the survey. <b>Staff Responsible for Monitoring:</b> Administrators Librarian and Librarian Aide  <b>Funding Sources:</b> - 199 - General Fund - \$100	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 2:** Multicultural night second semester to promote and assist parents in understanding the cultural awareness within our school.




**Evaluation Data Sources:** Attendance and positive feedback from attendees.






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Multicultural night to promote and assist parents in understanding the cultural awareness within our school. <b>Strategy's Expected Result/Impact:</b> Attendance and positive feedback from attendees. <b>Staff Responsible for Monitoring:</b> Administration All staff  <b>Funding Sources:</b> Funds to purchase supplies and materials to promote event - 199 - General Fund - \$300	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 4:** We will create opportunities to ensure engagement with community members in RISD.

**Performance Objective 3:** Enhance communication between all stakeholders with a variety of media communication resources.

**Evaluation Data Sources:** Increase positive response rate by parent/community in meeting attendance and/or survey results.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Maintain a school website that is user friendly and up to date. <b>Strategy's Expected Result/Impact:</b> Improved communication within the school community. <b>Staff Responsible for Monitoring:</b> Administration Webmaster  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ongoing communication and education regarding Chromebook implementation. <b>Strategy's Expected Result/Impact:</b> Increased engagement in classrooms with effective use of technology. <b>Staff Responsible for Monitoring:</b> Administration CITS  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Moderate Progress			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Utilize the marquee to communicate easily with the community. <b>Strategy's Expected Result/Impact:</b> Improved communication with the local and school community. <b>Staff Responsible for Monitoring:</b> Administration	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			

Strategy 4 Details		Reviews			
<b>Strategy 4:</b> Implementation of parent newsletter to connect and engage community with our school <b>Strategy's Expected Result/Impact:</b> Updated Facebook, X(formerly Twitter) and School Website. Daily announcement links posted on website. Communication through PTA eNews Updated Parent Newsletter <b>Staff Responsible for Monitoring:</b> Administration LITE CITS  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund		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 4:** Parent Engagement Opportunities

**Evaluation Data Sources:** Increase positive response rate by parent/community in groups meetings and/or survey results.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> End of Year Celebration <b>Strategy's Expected Result/Impact:</b> Positive school climate and increase volunteer opportunities for parents to be involved in school events. <b>Staff Responsible for Monitoring:</b> Administration PTA Staff  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Host events that invite the community into the school to strengthen relationships between the school and the community. Including but not limited to: Westwood Walks, EdTalks, Leadership Summit, AVID Night, Meet the Teacher, and Schedule Pick Up. <b>Strategy's Expected Result/Impact:</b> Positive school climate and increase opportunities for parents to be involved in school events. <b>Staff Responsible for Monitoring:</b> Administration PTA Staff  <b>Funding Sources:</b> - 199 - General Fund	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 5:** Business Community Partnerships








**Evaluation Data Sources:** Increase of positive response rate from internal/external stakeholders on surveys.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Partnership with In & Out Burger, Chipotle, Chick-fil-A, Panda Express, Chiloso, Jason's Deli and Cane's for school fundraisers and partnerships. <b>Strategy's Expected Result/Impact:</b> Increase in community involvement. <b>Staff Responsible for Monitoring:</b> PTA/Administration  <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Some Progress			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> 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. <b>Strategy's Expected Result/Impact:</b> Increased involvement in community and stakeholder understanding of the school and our goals and feedback loop between school and community. <b>Staff Responsible for Monitoring:</b> Admin	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 6:** PTA Partnerships

**Evaluation Data Sources:** Increase in membership to 100%

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Faculty will join PTA <b>Strategy's Expected Result/Impact:</b> 100% staff participation <b>Staff Responsible for Monitoring:</b> Executive Secretary/Principal  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Considerable			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Feeder pattern PTA membership <b>Strategy's Expected Result/Impact:</b> Principal will be member of feeder pattern PTA's. <b>Staff Responsible for Monitoring:</b> Principal  <b>Funding Sources:</b> - 199 - General Fund	Formative			Summative
	Nov	Jan	Mar	June
	 Accomplished			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Attend all council of PTA meetings to involve all stakeholders in a shared partnership and mutual responsibility for student learning. <b>Strategy's Expected Result/Impact:</b> Attendance at all meetings <b>Staff Responsible for Monitoring:</b> Principal	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 1:** Ensure operations are conducted in a financially efficient and effective manner.

**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

**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.