

Richardson Independent School District



Merriman Park Elementary

2026-2027 Campus Improvement Plan

Mission Statement

At Merriman Park Elementary, we build meaningful relationships within our community of learners, educators, and stakeholders. We believe that these relationships are the foundation for learning, collaboration, collective responsibilities, and growth.

Vision

Every student, teacher, and leader will meet or exceed their academic growth goals.

Value Statement

At Merriman Park, we are focused on learning, collaboration, collective responsibilities, and growth.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	5
Student Achievement	6
Goals	7
Goal 1 : We will design and implement systems that provide the necessary structur...	8
Goal 2 : RISD will reimagine the way we recruit and retain quality staff through com...	17
Goal 3 : We will establish systems for curriculum and learning experiences which s...	21
Goal 4 : We will create opportunities to ensure engagement with community memb...	29
Goal 5 : We will increase efficiency and effectiveness in operations and personnel ...	32



Comprehensive Needs Assessment

Demographics

Summary

Merriman Park Elementary is located in a small community in the north east area of Dallas, TX. Merriman Park has about 450 students and 70 staff members. 100% of our teachers hold a Texas teaching certification. Our student to teacher ratio is 22 :1 We have a special education program on our campus.

The demographics of our school population are:

- 13% Hispanic
- 57.6% White
- 22.9% African American
- 3% Asian
- 3.2% Other
- 50.7% Male
- 49.2% Female
- 29.3% Economically disadvantaged
- 12% Emergent Bilingual students

Strengths

We pride ourselves on our ethnic diversity and the cultural perspectives that strengthen our ability to help our students learn and connect to the real world. 94.5% of students attend school regularly. We are focused on being inclusive and encouraging our families to be active partners in their child's education.

Student Achievement

Summary

Merriman Park Elementary is committed to supporting all students growing and achieving high levels of success. We use multiple data points in order to determine the best course of action to help support

Merriman Park Elementary

Students: 396

Median Growth Percentile: 70th

Median Achievement

Percentile: 83rd

student growth and learning needs.

Merriman Park Elementary

Students: 397

Median Growth Percentile: 65th

Median Achievement

Percentile: 78th

Strengths

- 61% of students met or exceeded projected growth measures in math from fall 2025 to spring 2026 on NWEA MAP assessments
- 54% of students met or exceeded projected growth measures in reading from fall 2025 to spring 2026 on NWEA MAP assessments
- Merriman Park was in the 70th percentile for MAP Growth and 83rd percentile for MAP Achievement in math
- Merriman Park was in the 65th percentile for MAP Growth and 78th percentile for MAP Achievement in reading
- Campus students grew academically in reading as well as math a2026 STAAR Progress Measure with a district 2026 accountability ranking of 87 (B).



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

100% of students and staff will meet North Star Goal expectations.

Evaluation Data Source: Student portfolios in Schoology and Seesaw, MAP data, teacher and student surveys

Strategy 1

All students will identify a student achievement growth (data) goal and graduate profile (life ready) goal and submit quarterly evidence of progress towards that goal.

Strategy's Expected Result/Impact: Increased awareness and ownership of student growth by individual students. Additionally, increased awareness of parents to know and understand their child's personal goals.

Staff Responsible for Monitoring: Admin
Team Leads

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

November

January

March

June

Strategy 2

Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY.

Strategy's Expected Result/Impact: Campus will have access to accurate growth scores.

Staff Responsible for Monitoring: ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

November

January

March

June

Strategy 3

Utilize Schoology for students to set and track goals. Four artifacts added to the Schoology Portfolio -- one per quarter. (All training provided by iTeam.)

Strategy's Expected Result/Impact: Parents will be able to regularly see student growth portfolio so they can help support their child's learning. Students will take ownership for their learning goal as they provide artifacts.

Staff Responsible for Monitoring: Admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

November

January

March

June

Performance Objective 2

100% of staff will meet North Star Goal expectations

Evaluation Data Source: Discipline data

Attendance data

Student Performance

Strategy 1

All staff will set personal growth goals using district identified priority TTESS dimensions and submit evidence at middle and end of year conferences.

Strategy's Expected Result/Impact: Staff will demonstrate growth as a professional that will translate into student growth

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Utilize Schoology for teachers to set and track goals. Four artifacts added to the Schoology Portfolio -- one per quarter. (All training provided by iTeam.)

Strategy's Expected Result/Impact: Teachers will be able to provide evidence to support their growth as a professional.

Staff Responsible for Monitoring: admin team

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Provide designated collaborative time during vertical team meetings and campus professional development days every 9 weeks for staff to update their professional portfolios and analyze peer goal-attainment evidence in Schoology.

Strategy's Expected Result/Impact: Staff will have dedicated time to be able to update their portfolio.

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 3

Implement Multi-Tiered Systems of Support to identify and support academic needs of students.

Strategy 1

Implement a clear and consistent Tier I campus behavior expectations and discipline management plan.
Staff will implement Safe, Respectful, Responsible common expectations. Campus will continue to utilize our House System to celebrate students meeting behavior expectations.

Strategy's Expected Result/Impact: Majority of students will meet behavior expectations, contributing to a safe and productive learning environment.

Staff Responsible for Monitoring: ILT
Admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Utilize MTSS Behavior Team to regularly review Tier 2 students and implement research-based Tier 2 interventions aligned to the district Behavior Framework.

Strategy's Expected Result/Impact: Students who are struggling will have appropriate interventions in place to support the learning environment. Staff will collaborate to problem solve challenging situations.

Staff Responsible for Monitoring: Admin
ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Implement a comprehensive refresh of the Code of Civility through consistent visual messaging and campus-wide communication.

Strategy's Expected Result/Impact: All stakeholders will be accountable to one another.

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

November	January	March	June
-----------------	----------------	--------------	-------------

Performance Objective 4

Implement Multi-Tiered Systems of Support to identify and support academic needs of students.

Evaluation Data Source: MAP, STAAR, mClass scores
Branching Minds Data

Strategy 1

Implement improved tiered systems of support for students identified at-risk (economically disadvantaged, failed STAAR, McKinney Vento, emerging bilingual, special education).

Strategy's Expected Result/Impact: All students will demonstrate growth, regardless of their background and prior experiences.

Staff Responsible for Monitoring: MTSS Team
ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June
-----------------	----------------	--------------	-------------

Strategy 2

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. Enrichment specialist, tutors, and reading interventionist will provide additional support for students.

Strategy's Expected Result/Impact: All students will demonstrate growth, regardless of their achievement band.

Staff Responsible for Monitoring: admin
ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 3: Integrated Student Support Systems, Lever 4: Academic Experience: High Quality Instructional Materials, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November **January** **March** **June**

Strategy 3

Identify and progress monitor students in need of support using defined parameters for attendance, behavior, reading and math intensive courses, and course failures using Branching Minds.

Strategy's Expected Result/Impact: Staff will be accountable for tracking student interventions.

Staff Responsible for Monitoring: MTSS Committee

Formative Reviews

November **January** **March** **June**

Performance Objective 5

Strengthen the Comprehensive School Counseling Program, Trauma Informed Care, and Character Education programming to support the North Star Goal.

Strategy 1

Ensure campus counselors implement direct student services as mandated by Texas Education Code.

Strategy's Expected Result/Impact: Students needs are met in accordance to TEA Code

Staff Responsible for Monitoring: Admin
Counselor

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Implement Project Wisdom (character education programming) through Social Studies and required observance.

Strategy's Expected Result/Impact: Increase student self advocacy and ownership.

Staff Responsible for Monitoring: counselor

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Deliver Safer Minds, Safer Schools training to all campus staff in order to support comprehensive student wellness.

Strategy's Expected Result/Impact: Increase student self-advocacy and mental health awareness.

Staff Responsible for Monitoring: Counselor

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 6

Ensure student health and wellness so students are equipped to meet their North Star Goal.

Strategy 1

Implement the evidence-based Too Good for Drugs curriculum to equip 4th and 5th graders with essential goal-setting, decision-making, and peer refusal skills.

Strategy's Expected Result/Impact: Increase student advocacy and awareness of personal responsibility for their actions.

Staff Responsible for Monitoring: counselor

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

November

January

March

June

Strategy 2

Implement evidence-based prevention lessons from Catch My Breath and the Stanford REACH Lab in grades 6th-8th

Strategy's Expected Result/Impact: Increase student advocacy and awareness of personal responsibility for their actions.

Staff Responsible for Monitoring: counselor

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

November

January

March

June

Strategy 3

Campus Emergency Response Team (ERT) will conduct a round table drill in the fall and an all-campus AED drill in February to coincide with heart month.

Strategy's Expected Result/Impact: Improved culture of safety

Staff Responsible for Monitoring: admin
nurse

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Strategy 4

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

Strategy's Expected Result/Impact: Increased culture of safety

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership

Formative Reviews

NovemberJanuaryMarchJune

Strategy 5

Improve student transitions between home campus and Discipline Alternative Education Placement (DAEP) by identifying a transition case manager who will provide targeted wraparound services to students identified at-risk for recidivism.

Strategy's Expected Result/Impact: Increased connection with student and campus in the event they are away at DAEP

Staff Responsible for Monitoring: Admin
Counselor

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Goal 2

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

Performance Objective 1

RISD will provide aligned professional learning opportunities and gather feedback from participants on their growth and the impact on the training on the North Star Goal.

Evaluation Data Source: Professional Learning Feedback & Exit Surveys: Participant reaction and growth feedback surveys collected immediately following professional development sessions.

North Star Goal Impact & Application Artifacts: Mid-year and end-of-year follow-up survey data measuring how participants applied learning toward district North Star Goal metrics.

Professional Development Attendance & Completion Logs: System management records tracking participation rates across aligned learning pathways.

Instructional Coaching & Observation Data: Campus walk-through logs, coaching cycle notes, and evaluation rubrics measuring classroom implementation of professional learning.

Student Growth & Performance Data: Assessment and progress-monitoring data tied directly to the instructional outcomes emphasized in professional learning opportunities.

Strategy 1

Campus leaders will provide ongoing job-embedded professional learning aligned to district priorities and use teacher feedback, coaching cycles, and learning walks to monitor implementation and evaluate the impact on instructional practices and student growth.

Strategy's Expected Result/Impact: Increased student performance measure and increased staff efficacy.

Staff Responsible for Monitoring: Admin
ILT

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November

January

March

June

Strategy 2

Utilize campus wide professional development days to support and train teachers on the Learner Growth Experience. Teacher leaders will plan and develop campus specific learning opportunities

focused on data collection, student engagement, and writing across all contents.

Strategy's Expected Result/Impact: Targeted professional development will grow teacher efficacy.

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 2

RISD will maintain or decrease the current turnover rate and expand the highly qualified applicant pool through the implementation of a comprehensive recruitment and enhanced mentoring plan.

Evaluation Data Source: Staff Retention & Turnover Reports: Annual district and campus staff turnover/retention rate reports (disaggregated by campus, teaching experience level, and content area).

HR Applicant Tracking System Data: Applicant pool metrics, including total number of applicants, qualified applicants per posting, and time-to-fill vacancies.

Exit & Stay Interview Data: Annual summaries, themes, and trend analysis from Exit and Stay Interviews.

Mentoring Program Logs & Feedback: Mentor/mentee meeting logs, coaching cycle tracking data, and participant growth surveys.

Employee Climate & Culture Survey: Annual district climate survey results regarding staff satisfaction, administrative support, and intent to stay.

Teacher Certification & Placement Records: SBEC/TEA certification compliance data, including the reduction in uncertified or Associate/DOI placements.

Strategy 1

Conduct campus-level exit surveys and stay interviews to address site-specific turnover, using staff feedback to refine our school culture, daily workload, and instructional support.

Strategy's Expected Result/Impact: Low turn-over rate at MPE.

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 2: Talent Retention and Strategic Staffing, Lever 3: Integrated Student Support Systems

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Address low-scoring areas in climate survey by creating a campus team to develop an action plan to improve scores on survey and boost teacher retention. One area to reinforce at MPE is common expectations in the building.

Strategy's Expected Result/Impact: Increase staff knowledge and skills related to Safe, Responsible, and Respectful

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 1: Planning and Performance Management through Strong Leadership, Lever 3: Integrated Student Support Systems

Formative Reviews

November	January	March	June
-----------------	----------------	--------------	-------------

Performance Objective 3

Develop and implement a performance management system for all employee groups to ensure high quality staff to reach identified outcomes.

Evaluation Data Source: Supervisor Calibration & Training Data: Attendance, completion records, and assessment/calibration check results from supervisor performance management training.

Employee Evaluation & Growth Rubric Data: Aggregated evaluation results, rating distributions, and documented growth goal achievement by employee classification.

Employee Feedback & System Perception Surveys: Survey data from supervisors and staff evaluating the clarity, fairness, and effectiveness of the performance management framework.

Retention & HR Action Tracking Records: Data on personnel retention rates, teacher development plans/growth plans, and career progression/promotional pathways.

Strategy 1

Implement a continuous performance coaching cycle that includes regular observations, timely feedback, goal setting, and individualized support to strengthen employee effectiveness and improve student outcomes.

Strategy's Expected Result/Impact: Staff will grow in their teaching craft.

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 2: Talent Retention and Strategic Staffing, Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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

Ensure high quality Tier 1 instruction in early childhood classrooms.

Evaluation Data Source: Circle
MAP

Strategy 1

Implement consistent, high-quality teacher-led small-group instruction in Pre-K classrooms.

Strategy's Expected Result/Impact: PK students will demonstrate growth on the CLI assessments.

Staff Responsible for Monitoring: admin
PK department

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June
----------	---------	-------	------

Strategy 2

Campus will provide Pre-K teachers with targeted feedback, coaching, and instructional support to strengthen Tier 1 instruction and deliver data-driven lessons, resulting in a 4% annual increase in end-of-year CLI Engage letter recognition and numeracy scores.

Strategy's Expected Result/Impact: Student growth in PK

Staff Responsible for Monitoring: admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November	January	March	June
----------	---------	-------	------

Strategy 3

Ensure daily high-quality phonics instruction is occurring in all early childhood (PK-2nd) classrooms using HQIM. PK classrooms will utilize Frog Street, K-2nd will utilize HMH resources and follow the district scope and sequence.

Strategy's Expected Result/Impact: phonics growth as measured on CLI and mClass

Staff Responsible for Monitoring: admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

November

January

March

June

Strategy 4

Ensure all students develop a conceptual understanding of place value and develop automaticity of number identification, addition and subtraction. Students will have consistent fluency homework practice to build a strong home-to-school academic connection.

Strategy's Expected Result/Impact: Student growth on math MAP, CIA and STAAR

Staff Responsible for Monitoring: ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

November

January

March

June

Performance Objective 2

Ensure programming and systems of support to ensure students served through special education, multilingual and gifted and talented services meet or exceed identified student outcome targets.

Evaluation Data Source: MAP

STAAR

TELPAS

CIA

Strategy 1

Implement ESL content-based model in K-6 grades. Utilize Linguistic Acquisition Teachers to support ELlevation strategies and ensure all ESL and content teachers progress, monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs)

Strategy's Expected Result/Impact: Teachers have training necessary to support EB students.

Staff Responsible for Monitoring: admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November

January

March

June

Strategy 2

Campus administrators will monitor special education teachers' consistent use of the Data Dashboard to document lesson planning, service logs, and student progress. Data will be reviewed quarterly to identify needs and inform targeted instructional support, training, and coaching.

Strategy's Expected Result/Impact: All services will be provided to students as their individual needs are addressed.

Staff Responsible for Monitoring: admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November

January

March

June

Strategy 3

Ensure differentiated strategies and curricula are used to meet the needs of gifted and talented students. Campus Enrichment specialist will meet with students from a variety of grade levels to provide enriching learning opportunities.

Strategy's Expected Result/Impact: All students will demonstrate growth on MAP

Staff Responsible for Monitoring: ILT

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November

January

March

June

Performance Objective 3

Continue to refine and enhance Tier I instruction in support of learning framework and the RISD instructional priorities.

Evaluation Data Source: State Assessment
Walk Thru forms
CIA data

Strategy 1

MPE will increase STAAR performance for students in 3rd grade reading and math.
Reading 2026-2027 goal= 69% and Math 2026- 2027 goal= 56%) per BOT goals

Strategy's Expected Result/Impact: More students will make demonstrate mastery on STAAR

Staff Responsible for Monitoring: Admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November

January

March

June

Strategy 2

Implement High-Quality Instructional Materials (HQIM) in K-5 supported by continuous, differentiated training for all campus staff aligned to the Learner Framework.
Staff will attend summer PD to learn the resource components. RLA teachers will have quarterly 1/2 day vertical team planning days

Strategy's Expected Result/Impact: Implementation of the new HQMI curriculum.

Staff Responsible for Monitoring: admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Strengthen and monitor weekly PLCs and lesson internalization to ensure teachers deeply plan, unpack standards, and align High Quality Instructional Materials (HQIM) prior to instruction using district protocols and resources.

Strategy's Expected Result/Impact: Teachers are prepared to teach the curriculum.

Staff Responsible for Monitoring: ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

NovemberJanuaryMarchJune

Strategy 4

Implement with fidelity the Data Driven Instruction (DDI) protocol and weekly data meetings, specifically as it relates to priority areas: 3rd grade Math and Reading.

Strategy's Expected Result/Impact: Teachers making data-driven decisions to effectively improve student outcomes

Staff Responsible for Monitoring: ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

NovemberJanuaryMarchJune

Strategy 5

Participate in the LIFT grant program to provide targeted leadership coaching and training for principals, building their capacity to meet specific campus needs.

Strategy's Expected Result/Impact: Quality feedback given to teachers to improve their craft

Staff Responsible for Monitoring: Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

November

January

March

June

Strategy 6

Participate in the Accountability Data Leadership Series to deepen capacity for tracking student growth and addressing state accountability standards.

Strategy's Expected Result/Impact: Clear campus process for data analysis

Staff Responsible for Monitoring: ILT

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

November

January

March

June

Performance Objective 4

Implement aligned prek - 12 student learning experiences to support RISD being "The ONE".

Evaluation Data Source: Increased student enrollment

Increased engaging experiences

Increased neighborhood community engagement

Strategy 1

Monitor and support the implementation of I-Team professional learning to ensure technology is purposefully integrated into instruction, with a focus on productive screen time and student learning.

Strategy's Expected Result/Impact: Appropriate use of technology

Staff Responsible for Monitoring: ILT

TEA Priorities: Connect high school to career and college

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Implement, enhance, and expand the RISD Learning Framework by designing meaningful learning experiences that provide all students opportunities to develop and demonstrate competencies aligned with the RISD Graduate Profile.

Strategy's Expected Result/Impact: Students are well-rounded

Staff Responsible for Monitoring: admin

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 4: Academic Experience: High Quality Instructional Materials

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Maintain a visible showcase of specialized academic programming during campus events, parent nights, and neighborhood tours to spotlight student outcome artifacts and support the district's "The ONE" initiative.

Strategy's Expected Result/Impact: Community understands the campus highlights

Staff Responsible for Monitoring: ILT

Formative Reviews

NovemberJanuaryMarchJune

Strategy 4

Campus will monitor attendance trends weekly and deploy targeted intervention plans for chronically absent students to achieve a campus-wide attendance rate of 96.41% or higher and reduce chronic absenteeism by .5%.

Strategy's Expected Result/Impact: More students in regular attendance

Staff Responsible for Monitoring: admin

Formative Reviews

November

January

March

June

Performance Objective 5

Ensure all students graduate College and Career Ready as measured by CCMR indicators including attendance, graduation rate and advanced academic measures.

Evaluation Data Source: CCMR rate

Strategy 1

Expand student access to career inspiration, exploration, and discovery through meaningful real-world learning experiences and exposure to a variety of career pathways.
Career Exploration through Biztown for 100% of 5th grade.

Strategy's Expected Result/Impact: Students understand future career opportunities

Staff Responsible for Monitoring: ILT

Formative Reviews

November

January

March

June

Strategy 2

MPE will have a 97.1% attendance rate for the 26-27 year. Staff will regularly utilize positive incentives to highlight attendance. Staff will make contact with families who are experiencing chronic absences.

Strategy's Expected Result/Impact: Majority of students attending school consistently

Staff Responsible for Monitoring: Admin and SDS

Formative Reviews

November

January

March

June

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

Performance Objective 1

Increase business and industry partnerships by 25% to support district's North Star Goal and provide additional opportunities and experiences for students and staff.

Evaluation Data Source:

Schedule of hosted district and campus events that support Community and business/organization engagement, event evaluations, and district partner survey data.

Strategy 1

Participate in "Principal for a Day" to increase business and community partners and build meaningful connections that support the North Star Goal.

Strategy's Expected Result/Impact: Increase community partnerships

Staff Responsible for Monitoring: admin

Formative Reviews

November

January

March

June

Performance Objective 2

Implement ParentSquare as district's new mass communications tool and increase contactability from 96% to 100%

Evaluation Data Source: ParentSquare reports and data analytics

Strategy 1

Utilize ParentSquare to publish and distribute a campus newsletter to all families every week throughout the school year, ensuring consistent and timely communication through a district-approved channel, with the principal or designee monitoring ParentSquare delivery reports weekly to confirm all families are receiving the newsletter.

Strategy's Expected Result/Impact: Regular communication with stakeholders.

Staff Responsible for Monitoring: admin

Formative Reviews

November

January

March

June

Strategy 2

Telling our campus story: Increase engagement with parents and the community through the use of available district tools -- ParentSquare, Campus Website, Campus Newsletter, Campus Social Media, School Marquees -- and leverage relationships with neighborhood homeowner associations, volunteers, and business partners.

Strategy's Expected Result/Impact: Community knows and understands MPE and ways to partner together

Staff Responsible for Monitoring: admin

Formative Reviews

November

January

March

June

Performance Objective 3

Create and adopt 2027 Legislative Priorities.

Evaluation Data Source: Priorities adopted and communicated with community and legislators.

Performance Objective 4

Ensure 100% of parents know their students individual growth goal and are equipped to support growth at home.

Evaluation Data Source: Completion of campus Growth Goal camps, implementation and evaluation of district and campus communication plan. Parent Survey Feedback.

Strategy 1

Share student individual growth targets and progress updates during fall parent-teacher conferences and distribute home-support strategy guides through weekly ParentSquare newsletters.

Strategy's Expected Result/Impact: Increase parent participation in student growth

Staff Responsible for Monitoring: ILT

Formative Reviews

November

January

March

June

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

Provide training and resources to staff in August and January on proper money collecting/handling procedures and ordering/receiving goods procedures.

Strategy's Expected Result/Impact: Staff understands their responsibilities for handling money

Staff Responsible for Monitoring: admin

Formative Reviews

November

January

March

June

Strategy 2

Collaborate with Facility Services and the Energy & Sustainability Department to optimize building energy.

Strategy's Expected Result/Impact: Building runs at optimal cost

Staff Responsible for Monitoring: central admin

Formative Reviews

November

January

March

June

Performance Objective 2

Provide a safe, comfortable, and well-maintained environment at all campuses.

Evaluation Data Source: Stakeholder feedback

Audit and assessment results

Campus walk through feedback

Strategy 1

Implement procedures to ensure compliance with Texas SB12 - required for parental rights.

Strategy's Expected Result/Impact: Partnership with parents

Staff Responsible for Monitoring: admin

Formative Reviews

NovemberJanuaryMarchJune

Strategy 2

Conduct Safety Week at the beginning of the year to practice SRP - evacuate, hold,lockdown, shelter and secure.

Strategy's Expected Result/Impact: Staff and students understand emergency procedures

Staff Responsible for Monitoring: admin

Formative Reviews

NovemberJanuaryMarchJune

Strategy 3

Hold "I Know What To Do Day's" in October, December, February and April

Strategy's Expected Result/Impact: Practice drills

Staff Responsible for Monitoring: admin

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 3

Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

Strategy 1

Maintain a 1:1 student-to-device tracking log, verify 100% completion of student digital citizenship lessons by the end of the first nine weeks, and streamline campus tech ticket workflows via the campus technology representative.

Strategy's Expected Result/Impact: Students learn to utilize technology appropriately

Staff Responsible for Monitoring: ILT

Formative Reviews

NovemberJanuaryMarchJune

Performance Objective 4

Implement Bond 2025.

Strategy 1

Coordinate alongside district operations and facility management to ensure smooth execution of scheduled campus physical upgrades, technology updates, or resource installations associated with Bond 2025 timelines.

Strategy's Expected Result/Impact: Facilities update

Staff Responsible for Monitoring: admin

Formative Reviews

NovemberJanuaryMarchJune