

Richardson Independent School District



Mohawk Elementary

Accountability Rating: A

2026-2027 Campus Improvement Plan

Mission Statement

To provide an inclusive educational community rich in collaborative opportunities that promote respect, responsibility and growth for all.

Vision

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

Value Statement

We value the growth of each individual, as a whole.

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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 will meet North Star Goal expectations.

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 in their schoology or seesaw portfolio.

Strategy's Expected Result/Impact: Students will track their progress on their growth goals by producing 4 artifacts (1 per quarter).

Staff Responsible for Monitoring: Teachers, Admin,

TEA Priorities: Build a foundation of reading and math

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

Formative Reviews

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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: Progress monitoring throughout the year. Measuring and monitoring student growth.

Staff Responsible for Monitoring: Teachers, Admin

TEA Priorities: Recruit, support, retain teachers and principals

ESF Levers: Lever 5: Instructional Leadership and Capacity Building

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Performance Objective 2

100% of staff will meet North Star Goal expectations.

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: Teachers will self monitor their professional growth and document evidence.

Staff Responsible for Monitoring: teachers, admin.

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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 self monitor their professional growth and document evidence.

Staff Responsible for Monitoring: Teachers, Admin.

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Strategy 3

Provide designated collaborative time during PLC time 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: Teachers will self monitor their professional growth and document evidence.

Staff Responsible for Monitoring: Teachers, Admin.

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Performance Objective 3

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

Strategy 1

Implement a clear and consistent Tier I campus behavior expectations and discipline management plan.

Strategy's Expected Result/Impact: Teachers will feel confident in having their tools for behavior responses and maintain Tier 1 strategies for all students.

Staff Responsible for Monitoring: Teacher, Admin, Counselor.

Formative Reviews

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Strategy 2

Utilize the 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: Teachers will feel supported in managing and responding to Tier 2/3 behaviors in their classroom.

Formative Reviews

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Strategy 3

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

Strategy's Expected Result/Impact: Common expectations amongst students, staff and visitors.

Staff Responsible for Monitoring: Teachers, Admin, Counselor, Front Office Team

Formative Reviews

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Performance Objective 4

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

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: Teachers will be aware of students who are at risk and develop a plan to ensure they are monitoring their performance.

Staff Responsible for Monitoring: Teachers, Admin, Counselor

Formative Reviews

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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.

Strategy's Expected Result/Impact: Ensure students who weren't successful on STAAR are provided adequate intervention to fill gaps and grow.

Staff Responsible for Monitoring: Admin, Teachers

Formative Reviews

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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: Student growth is monitored

Staff Responsible for Monitoring: Teachers, Admin

Formative Reviews

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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: Compliance

Staff Responsible for Monitoring: Admin, Counselor

Formative Reviews

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Strategy 2

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

Strategy's Expected Result/Impact: students develop character traits

Staff Responsible for Monitoring: Admin, Counselor

Formative Reviews

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Strategy 3

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

Strategy's Expected Result/Impact: Student safety

Staff Responsible for Monitoring: Admin, Counselor

Formative Reviews

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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: Students are equipped and educated on the impact of drugs.

Staff Responsible for Monitoring: Counselor, Admin

Formative Reviews

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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: Student Well Being

Staff Responsible for Monitoring: Counselor, Admin

Formative Reviews

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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: Staff are prepared to respond to an emergency.

Staff Responsible for Monitoring: Nurse. Admin

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Strategy 4

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

Strategy's Expected Result/Impact: Ensure Student Safety.

Staff Responsible for Monitoring: Admin

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Strategy 5

Implement Sandy Hook Promise's Suicide prevention curriculum for grades 6 through 12 to help students recognize warning signs and understand how to get help for themselves or a friend.

Strategy's Expected Result/Impact: Students aware of mental health challenges

Staff Responsible for Monitoring: Admin, Counselor

Formative Reviews

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Strategy 6

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: Ensure a smooth transition when transitioning between campuses.

Staff Responsible for Monitoring: Admin, Couneslor

Formative Reviews

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Goal 2

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

Performance Objective 1

Provide aligned professional learning opportunities to support teachers' action steps, driving progress toward their growth goals and district priorities.

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: Teachers will grow towards meeting or exceeding their growth goals.

Staff Responsible for Monitoring: Admin

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Strategy 2

Utilize campus wide professional development days to support and train teachers on the Learner Growth Experience.

Staff Responsible for Monitoring: Admin

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Performance Objective 2

Decrease staff turnover rates and retain high-performing educators.

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.

Staff Responsible for Monitoring: Admin

Formative Reviews

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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.

Staff Responsible for Monitoring: Admin, ILT

Formative Reviews

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Performance Objective 3

Develop and implement a performance management system on campus.

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.

Staff Responsible for Monitoring: Admin, LIFT

Formative Reviews

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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.

Strategy 1

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

Staff Responsible for Monitoring: Admin, Prek Teacher

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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.

Staff Responsible for Monitoring: Admin

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Strategy 3

Ensure daily high-quality phonics instruction is occurring in all early childhood (PK-2nd) classrooms using HQIM.

Staff Responsible for Monitoring: Admin

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Strategy 4

Ensure all students develop a conceptual understanding of place value and develop automaticity of number identification, addition and subtraction.

Staff Responsible for Monitoring: Teachers, Admin

Formative Reviews

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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.

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)

Staff Responsible for Monitoring: Admin, LAT, Teachers

Formative Reviews

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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.

Staff Responsible for Monitoring: Admin, SPED Teachers

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Strategy 3

Ensure differentiated strategies and curricula are used to meet the needs of gifted and talented students.

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Strategy 4

Include campus strategies to address SPED accountability targets

Staff Responsible for Monitoring: Adimin, Teachers, SPED

Formative Reviews

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Performance Objective 3

Continue to refine and enhance Tier 1 instruction in support of the learning framework and the RISD Instructional Priorities.

Strategy 1

Address and increase STAAR performance for students in 3rd grade Math and Reading,

85% of students at the Meets level in RLA and Math based on previous performance and BOT goals.

Formative Reviews

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Strategy 2

For Campus Accountability we will Close the Gaps with our students who fall in our Two or More Races group by increasing from 0 accountability points to 3 points by increasing the following areas:

RLA Achievement from 60% to 55%

4th - 6th Grade Growth

RLA Growth increase from 65% to 67%

Math Growth increase from 58% to 71%

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Strategy 3

Implement High-Quality Instructional Materials (HQIM) in K-5 and Grades 6-Algebra I mathematics, supported by continuous, differentiated training for all campus staff aligned to the Learner Framework.

What will this look like on your campus?

Staff Responsible for Monitoring: Admin

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Strategy 4

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.

Staff Responsible for Monitoring: Teachers, Admin

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Strategy 5

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.

Staff Responsible for Monitoring: Admin

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Strategy 6

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

Staff Responsible for Monitoring: Admin

Formative Reviews

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Strategy 7

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

Staff Responsible for Monitoring: Principal

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Performance Objective 4

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

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.

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June

Staff Responsible for Monitoring: Admin, Counselor

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Strategy 2

Ensure our Average Daily Attendance is 97.63% for the 2026-2027 school year.

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Performance Objective 6

Prioritize support and resources for TEA identified "school improvement" campuses.

Strategy 1

Campus administrators and instructional teams will leverage LIFT Grant and Region 10 coaching support to implement, monitor, and strengthen District Instructional Priorities based on campus and student needs.

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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 the district's North Star Goal and provide additional opportunities and experiences for students and staff.

Strategy 1

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

Staff Responsible for Monitoring: Principal

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Performance Objective 2

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

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.

Staff Responsible for Monitoring: Teachers, Admin

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Strategy 2

Telling your 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.

Staff Responsible for Monitoring: Teachers, Admin, PR Team

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

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.

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

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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.

Staff Responsible for Monitoring: Admin, Exec

Formative Reviews

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Strategy 2

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

Staff Responsible for Monitoring: Admin, Executive Assistant

Formative Reviews

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Performance Objective 2

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

Strategy 1

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

Staff Responsible for Monitoring: Admin

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Strategy 2

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

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Strategy 3

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

Formative Reviews

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Strategy 4

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

Formative Reviews

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Strategy 5

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.

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Performance Objective 3

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.

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