

Richardson Independent School District
Richardson North Junior High School
2023-2024 Campus Improvement Plan



Board Approval Date: October 12, 2023

Mission Statement

At North, we inspire all learners to be engaged, equipped and empowered to contribute successfully to their community.

Vision

Helping students become resilient, resourceful, creative and global.

Value Statement

We believe learning is a process in which students become active owners of their personal growth and feel safe to take risks, explore and innovate.

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Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Summary

North JH teachers are highly qualified professionals who are committed to all students connecting, growing, learning, and succeeding.

We believe in fostering opportunities for growth for each child and offer intervention and extensions to promote student success.

North JH offers a variety of student programs and services to support student learning, well-rounded education, and a safe and healthy learning environment. Those programs include but are not limited to:

- Advanced Academics
- Athletics
- AVID & AVID Excel
- Career and Technical Education
- Club North After School Program
- Dyslexia Services
- Equity, Diversity, and Inclusion
- Extra-Curricular Clubs (National Jr. Honor Society, Student Council)
- Family & Community Engagement
- Fine Arts
- Gifted and Talented Services
- Response to Intervention
- Special Education Services

School Processes & Programs Strengths

Our staff is committed to the success of each student.

Our schedule offers opportunities for teachers and staff to work collaboratively to meet the needs of students

Our campus culture supports a positive learning environment where students' academic, as well as social and emotional needs, are met.

A culture of high expectations and positive attitudes among the staff has created a supportive and collaborative culture that encourages the growth of all on our campus.

Our campus is working collaboratively to support student growth and achievement and is re-committing to the PLC process and embracing the four questions and three big ideas of effective PLCs.

Our Fine Arts department is crushing it!

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Our Tier 2 intervention process has not been effective in the past, and we didn't see the growth we wanted from all student groups. **Root Cause:** Time and commitment. The way we were doing advisory was not effective.

Perceptions

Perceptions Summary

North JH is committed to providing a supportive, collaborative, and invested culture among students, staff, families, and the community. We encourage stakeholder involvement and feedback and offer various ways for the family and community to support as a volunteer, members of our site-based campus committee, and PTA.

Perceptions Strengths

North JH staff understand their role in implementing our school's key actions. Our campus bases its action on the core beliefs of the district.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Not all demographic populations have achieved their full potential academically or behaviorally. **Root Cause:** Academic: Tier 2 interventions. We have been focused on teaching more than on learning. Not effectively executing interventions. Behavior: Lack of discipline consistency with staff and admin.

Priority Problem Statements

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)

Accountability Data

- Student Achievement Domain

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- Student failure and/or retention rates
- Local benchmark or common assessments data
- Observation Survey results
- State-developed online interim assessments

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data

- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-P ESS data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate









Support Systems and Other Data







- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data

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









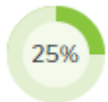

Performance Objective 1: Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.

Strategy 1 Details	Reviews			
<p>Strategy 1: Use Ellevation monitoring system to document ELPS support for EB students. Hold EB student conferences during WIN Time to inform, set goals, and develop ongoing monitoring strategies by October 31st.</p> <p>Strategy's Expected Result/Impact: We will increase by 10% the number of students who receive an H on their composite level of TELPAS.</p> <p>Staff Responsible for Monitoring: ESLDepartment Chair Instructional Coach LPAC Assistant Principal</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue MTSS Team and meet monthly to examine and track data in all core subjects through Eduphoria. Specific data for EB's, Black/African Americans, Hispanic, and Special Education students.</p> <p>Strategy's Expected Result/Impact: Improved student performance and success on all assessments, including MAP & STAAR.</p> <p>Staff Responsible for Monitoring: Instructional Coaches All administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize Branching Minds to set goals and track growth in math and reading.</p> <p>Strategy's Expected Result/Impact: Students will show growth in all content areas.</p> <p>Staff Responsible for Monitoring: Classroom teacher</p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Utilize Branching Minds to implement and document behavior plans with high-need students. Strategy's Expected Result/Impact: Improved documentation of administrators. Improved behavior from students. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
	 10%	 50%		
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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: (From DIP) Campuses will identify students in need of accelerated learning and intensive intervention, utilize High-Quality Instructional Materials as determined by the district, and monitor progress in Branching Minds.

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement focused accelerated instruction during WIN Time for students who failed STAAR Math or Reading last year, or, students who did not take STAAR last year.</p> <p>Strategy's Expected Result/Impact: All students will meet or exceed their growth goals.</p> <p>Staff Responsible for Monitoring: Classroom teacher Instructional coaches</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to schedule underachieving students in reading in one or more of the following support systems. MTA, Language Live, Academic Literacy Course utilizing Achieve 3000 or accelerated lessons that support Tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Increased success in reading ability as shown on assessments through Eduphoria.</p> <p>Staff Responsible for Monitoring: Assigned teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Create a Math Lab class to support underachieving math students. Underachieving students will be served in Math Lab utilizing IXL and other approved resources to intervene in or accelerate lessons that support Tier 1 instruction.</p> <p>Strategy's Expected Result/Impact: Improved performance on each assessment in their Math classes.</p> <p>Staff Responsible for Monitoring: Math Teachers MTSS Team</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Implement focused RTI practices at North to effectively intervene, accelerate, and extend ALL students during WIN Time. Tighten PLC practices to ensure all 4 PLC questions are being discussed. Consistent discussions using data to determine which students need what type of support during WIN Time.</p> <p>Strategy's Expected Result/Impact: 100% of our students will master the essential TEKS for each unit.</p> <p>Staff Responsible for Monitoring: Classroom teachers IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



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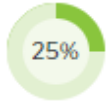

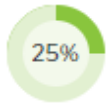





Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 3: (From DIP)Identify and progress monitor secondary students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds.

Strategy 1 Details	Reviews			
<p>Strategy 1: Use MAP data to determine who needs a support plan in Branching Minds. Complete weekly "To-Do's".</p> <p>Strategy's Expected Result/Impact: Students will be more confident in their ability when they see growth happen.</p> <p>Staff Responsible for Monitoring: Classroom Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue MTSS Team and meet monthly to examine and track data in all core subjects through Eduphoria. Specific data for EB's, Black/African Americans, Hispanic, and Special Education students.</p> <p>Strategy's Expected Result/Impact: Improved student performance and success on all assessments, including MAP & STAAR.</p> <p>Staff Responsible for Monitoring: Instructional Coaches All administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Begin creating intervention plans in Branching Minds for students needing behavior intervention.</p> <p>Strategy's Expected Result/Impact: Fewer office referrals for each student with a plan.</p> <p>Staff Responsible for Monitoring: Assigned Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
<p> No Progress Accomplished Continue/Modify Discontinue </p>				







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: In cases where the 2022-23 attendance rate of campus is between 93% and below 96%, an improvement of at least 0.5 over the 2023-24 rate is expected.

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct attendance meetings with students who have frequent absences. These meetings will take place quarterly.</p> <p>Strategy's Expected Result/Impact: Increased attendance for frequently absent students.</p> <p>Staff Responsible for Monitoring: Administrators Attendance Clerk</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Communicate daily with students and their parents when tardy to class.</p> <p>Strategy's Expected Result/Impact: Reduce the number of times a student is tardy to class.</p> <p>Staff Responsible for Monitoring: Admin.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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: Identify in a timely manner teachers and campus leaders' professional needs, and provide suitable learning opportunities or resources.

Strategy 1 Details	Reviews			
<p>Strategy 1: Survey teachers to determine interest and needs for Professional Learning on North's campus. North will strive to offer at least one PD a month focused on needs.</p> <p>Strategy's Expected Result/Impact: Teachers will feel supported.</p> <p>Staff Responsible for Monitoring: CITS IC's Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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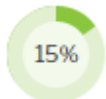

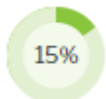

Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 6: Address student groups for Targeted Support or Additional Targeted Support once we receive the accountability ratings.

Strategy 1 Details	Reviews			
Strategy 1: Provide weekly practice in Summit K12 for all EB students. Strategy's Expected Result/Impact: The number of students achieving Advanced High on TELPAS will increase by 30%. Staff Responsible for Monitoring: LPAC Committee	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Continue through MTSS meetings to track progress for Hispanic students specifically on all reading and math assessments. Ensure through the RTI process that they are mastering all essential TEKS in each academic area. Strategy's Expected Result/Impact: Hispanic students will begin closing the gap in reading and math assessments.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: SPED underachieving	Formative			Summative
	Nov	Jan	Mar	June
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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: (From DIP) Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics.

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize MAP reports to plan for targeted instruction during PLC. Strategy's Expected Result/Impact: Students will demonstrate academic growth of 5% based on BOY and EOY MAP. Staff Responsible for Monitoring: Classroom teachers PLT (Professional Learning Teams) IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide GT and other advanced learners with a continuum of instruction through advanced learning opportunities and extensions during WIN Time. Strategy's Expected Result/Impact: Students will feel challenged and will show overall growth on MAP EOY test. Staff Responsible for Monitoring: Classroom teachers IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Utilize MAP goal-tracking sheets and review them with students after each administration. Teachers will keep sheets in folders and students will graph their results after each administration. Strategy's Expected Result/Impact: Realized MAP growth after each MAP assessment. Staff Responsible for Monitoring: Classroom teachers IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Celebrate individual students who meet or exceed MAP growth goals after the MOY and EOY administrations. Strategy's Expected Result/Impact: Students will feel celebrated and motivated to continue striving for growth. Staff Responsible for Monitoring: Classroom Teachers IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



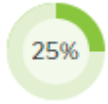





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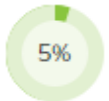



Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 8: (From DIP) Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, and EOY.

Strategy 1 Details	Reviews			
<p>Strategy 1: Pull students, who did not complete the MAP Growth assessment during regular class time, during WIN Time to ensure at least a 95% completion rate.</p> <p>Strategy's Expected Result/Impact: More students will complete MAP Growth assessment during each administration.</p> <p>Staff Responsible for Monitoring: IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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: Create transition strategies/plans for elementary school to junior high school.

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct North Navigation Night to familiarize incoming 7th-grade students and their parents with classes and program opportunities at North. Date:</p> <p>Strategy's Expected Result/Impact: Generate an air of excitement and a feeling of community for incoming students and their parents.</p> <p>Staff Responsible for Monitoring: CITS Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Promote attendance of Mustang Roundup for incoming 9th-grade students through Viking Voice, email, and advertisements through social media.</p> <p>Strategy's Expected Result/Impact: Help students connect with JJ Pearce HS and positively impact graduation, dropout, and completion rates.</p> <p>Staff Responsible for Monitoring: Administrators CITS</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Connect North 8th-grade AVID students with high school AVID students in order to prepare AVID students for the transition to high school. 8th to 6th?</p> <p>Strategy's Expected Result/Impact: Continued participation in AVID and recruit new students into the AVID program.</p> <p>Staff Responsible for Monitoring: AVID Team Lead</p>	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<p>Strategy 4: Share North Fine Arts Concert dates and game schedules with elementary feeder schools to encourage community participation and promote excitement for junior high.</p> <p>Strategy's Expected Result/Impact: A positive view of North Jr. High and increased enrollment. The community would see North as a desirable campus to attend.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished









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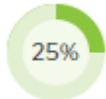







Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 10: 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. This is an effort to be prepared to respond quickly if a cardiac event should occur on campus.

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct a campuswide Emergency Response drill will be conducted each semester in an effort to be prepared to respond quickly if a cardiac event or another emergency should occur on campus.</p> <p>Strategy's Expected Result/Impact: Staff members will be prepared and able to act quickly and effectively in the event of a cardiac arrest or other emergency on campus.</p> <p>Staff Responsible for Monitoring: Nurse</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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: Implement a Campus Pathway to Equity Plan to make sure that each student group has opportunities to be connected to our campus by reducing barriers to participation in school activities, curricular and extracurricular.

Strategy 1 Details	Reviews			
<p>Strategy 1: Our Pathway to Equity will focus on increasing our Hispanic participation in extracurricular activities. Intentional focus will be placed on CBE with quarterly visits to the campus, parent information nights, and student tours at North.</p> <p>Strategy's Expected Result/Impact: Increase in Hispanic enrollment and participation in extracurriculars.</p> <p>Staff Responsible for Monitoring: Administration Athletics, Fine Arts, Extra Curricular Sponsors</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase exposure of different cultures throughout the school year. I.E. - Flags from all countries are displayed in the cafeteria. Cultural music during passing periods and upon entering the building in the morning. etc</p> <p>Strategy's Expected Result/Impact: Students will feel valued and will learn to be accepting of everyone's differences.</p> <p>Staff Responsible for Monitoring: Administration Equity Liason for North</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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



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: Monitor student data reports to monitor immunization compliance of the student body.

Strategy 1 Details	Reviews			
<p>Strategy 1: Monitor immunization compliance of the student body. Strategy's Expected Result/Impact: All students will be up to date on immunizations resulting in a safer school. Staff Responsible for Monitoring: Nurse</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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



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

Performance Objective 13: Plan for internet safety/digital citizenship.

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase awareness among students about the dangers and consequences of inappropriate use of the Internet through district-provided resources. Lessons include interacting with other individuals on social media and cyberbullying awareness and response. Lessons will be taught through WIN Time.</p> <p>August 21 October 24 November 8</p> <p>Strategy's Expected Result/Impact: Increased awareness of the dangers and consequences of inappropriate use of the internet.</p> <p>Staff Responsible for Monitoring: CITS</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

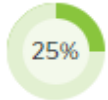







Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

Performance Objective 14: Communication plan to inform parents of bullying incidents

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement district guidelines for notifying parents of bullying incidents. Parents will be notified within 24 hours of the incident report through personal phone calls and given access to a RISD Bullying Form. APs will include parents in a plan to monitor the effectiveness of the consequences given to the bully.</p> <p>Strategy's Expected Result/Impact: Increased awareness of schools' bully intervention plan which will result in an increased positive response rate on parent surveys at the end of the year.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				









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

Performance Objective 15: Prevention plans for bullying, harassment, and dating violence. Include this specific statement: "Implement state required bullying prevention requirements consistent with Board policies and procedures. See Appendix A."

Strategy 1 Details	Reviews			
<p>Strategy 1: Create a bully-free culture at North by informing students how to recognize bullying. Students will receive communication about bullying prevention and how to report bullying through Science classes in early September. Continue to provide a Google link for students on the student website in Chromebooks for reporting bullying.</p> <p>Strategy's Expected Result/Impact: Management of behavior. There will be awareness and a reduction in bullying. Students will have the opportunity to report anonymously.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement state-required bullying prevention requirements consistent with Board policies and procedures. See Appendix A.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				







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

Performance Objective 16: Clear and consistent implementation of discipline management plan.

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue use of PBIS systems. Train new staff members in all things PBIS at North. Review required systems with all staff at the beginning of the year. Maintain common language in the hallways, classrooms, and cafeteria through common and consistent use of Vikings H.A.V.E. Pride (CHAMPS) in the classroom.</p> <p>Strategy's Expected Result/Impact: Reduced discipline referrals in all 3 areas, especially classrooms.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Begin to implement the RISD Discipline Matrix.</p> <p>Strategy's Expected Result/Impact: Consistent implementation for discipline referrals.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 17: Ensure all students have a school/home connection (club, extracurricular, activity, an adult at school).







Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure that all students are connected either through extracurricular activities, AVID, Club North, or other clubs. If students do not have connections, North will assign mentors to those students.</p> <p>Strategy's Expected Result/Impact: Students will feel connected to their school.</p> <p>Staff Responsible for Monitoring: Administrators IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: RISD will reimagine 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			
<p>Strategy 1: Educate prospective staff and teachers aware of compensation and benefits available for their position including stipends.</p> <p>Strategy's Expected Result/Impact: Staff will be aware of salary and benefits before onboarding.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

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







Evaluation Data Sources: New hire data

Strategy 1 Details	Reviews			
<p>Strategy 1: Use various forms of social media and avenues to communicate about open positions at North JH.</p> <p>Strategy's Expected Result/Impact: North JH will be 100% staffed at all times.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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			
<p>Strategy 1: Highlight areas of the PLC Learning Framework and Graduate Profile at each faculty meeting and Professional Learning Days.</p> <p>Strategy's Expected Result/Impact: The teacher will incorporate areas of the Learning Framework into the planning and instruction.</p> <p>Staff Responsible for Monitoring: Admin, DHs, and ICs</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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

Performance Objective 2: Lead professional learning 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

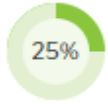

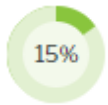






Strategy 1 Details	Reviews			
<p>Strategy 1: Provide training during Site-based Learning days that supports the Learning Framework and assists teachers in reaching their goals. Topics to explore will be determined by North staff's chosen Learning Growth Experience Framework phases. October 6 - (TBD) January 8 - (TBD)</p> <p>Strategy's Expected Result/Impact: Increased knowledge and skills needed to reach their individual growth goals. Staff Responsible for Monitoring: Administrators IC's CITS</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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			
<p>Strategy 1: Offer beginning CTE courses to allow students to explore CCMR pathways before they get to high school.</p> <p>Strategy's Expected Result/Impact: Students will have a better understanding of CTE courses offered in high school and will be better equipped to choose their pathway.</p> <p>Staff Responsible for Monitoring: Counselors CTE Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Promote CTE courses during North Navigation Night for incoming 7th-graders and 8th-grade course selections with counselors.</p> <p>Strategy's Expected Result/Impact: Students will have a better understanding of CTE courses offered in high school and will be better equipped to choose their pathway.</p> <p>Staff Responsible for Monitoring: Counselors CTE Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </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: Plan for iTeam on campus support and professional learning in identified areas of growth in the BrightBytes Survey.

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase our area of growth in the classroom from proficient to advanced through ongoing professional learning opportunities during Lunch and Learns. Lunch and Learns will include topics teachers expressed interest in on the Bryte Bytes survey. These topics include; Online Tools for Critical Thinking, Multimedia Skills, Classroom Management with Technology, and Digital Collaboration.</p> <p>Strategy's Expected Result/Impact: Increase in classroom domain from proficient to advanced on the 2024 Bryte Bytes survey.</p> <p>Staff Responsible for Monitoring: CITS iTeam Support Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				



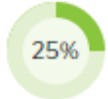







Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 5: Plan for at least three days of iTeam support facilitating learning with technology in support of the Learning Framework

Strategy 1 Details	Reviews			
Strategy 1: Train teachers on technology that supports the Learning Framework. October 6 - Nearpod January 8 - Soundtrap App Spring - Based on survey results Strategy's Expected Result/Impact: Better understanding of how to use these technology applications to support lesson design using the Learning Framework. Staff Responsible for Monitoring: CITS iTeam Partner	Formative			Summative
	Nov	Jan	Mar	June
	 25%	 50%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </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: Provide equitable access and support for advanced courses.

Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers of advanced courses will complete the required 30 hours of GT Foundations or the required GT Update on Depth & Complexity by April 30.</p> <p>Strategy's Expected Result/Impact: Depth and Complexity icons will be used in advanced and GT classes and extension WIN sessions.</p> <p>Staff Responsible for Monitoring: Executive Director of Advanced Learning Services Director of Advanced Learning Programs and Services ICs</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Encourage all students to take advanced courses during course selection.</p> <p>Strategy's Expected Result/Impact: Enrollment in advanced courses will reflect the overall campus demographics.</p> <p>Staff Responsible for Monitoring: Counselors Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide supports during Tier 1 instruction and WIN Time for all students, including underserved students, to be successful in advanced courses.</p> <p>Strategy's Expected Result/Impact: Maintain diverse student groups in advanced and GT classes.</p> <p>Staff Responsible for Monitoring: Counselors Advanced & GT teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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 7: Focused PD on understanding and using learner experiences in daily instruction.

Strategy 1 Details	Reviews			
<p>Strategy 1: Offer professional development that encourages, showcases, and teaches how to create sticky lessons & inquiry-based activities. Include learning framework connections onto the standard lesson plan template being used schoolwide.</p> <p>Strategy's Expected Result/Impact: More sticky lessons and inquiry-based lessons will be seen during walk-throughs.</p> <p>Staff Responsible for Monitoring: Administrators ICs CITS</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </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: Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience.

Strategy 1 Details	Reviews			
Strategy 1: Offer professional development for different phases of the Learner Growth Experience Framework. Strategy's Expected Result/Impact: Teachers will add strategies for each phase into Tier 1 instruction. Staff Responsible for Monitoring: ICs CITS Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
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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 9: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum.

Strategy 1 Details	Reviews			
<p>Strategy 1: Incorporate curriculum documents, such as TRS resources and district pacing tools, during PLC to ensure all students receive a rigorous curriculum, regardless of the teacher to whom they are assigned.</p> <p>Strategy's Expected Result/Impact: All students will leave with grade-level knowledge and skills deemed essential.</p> <p>Staff Responsible for Monitoring: Administrators Instructional Coaches Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </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 10: Embed ELlevation strategies into regular classroom instruction to provide content-based language instruction in ESL and dual language classrooms.

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize our Secondary LAT specialist to provide professional development for ELPS training and utilization of Ellevation Strategies for classroom instruction.</p> <p>Strategy's Expected Result/Impact: Teachers will feel comfortable including ELPS in their lesson plans and will feel better prepared to meet the needs of their EB students through the use of Ellevation Strategies.</p> <p>Staff Responsible for Monitoring: Secondary LAT IC's</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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 11: Embed Lead4ward strategies into regular classroom instruction.







Strategy 1 Details	Reviews			
<p>Strategy 1: Model Lead4Ward strategies during faculty meetings & professional learning days to highlight strategies teachers can use in the classroom.</p> <p>Strategy's Expected Result/Impact: More use of Lead4ward strategies during classroom instruction.</p> <p>Staff Responsible for Monitoring: Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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

Performance Objective 1: Create opportunities for families to increase family engagement.

High Priority

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

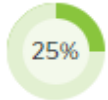





Strategy 1 Details	Reviews			
<p>Strategy 1: Implement an equity, inclusion, and engagement plan to address the needs of ALL students and families.</p> <p>Strategy's Expected Result/Impact: Parents will have opportunities to participate in school events and will have a favorable view of North JH based on survey results.</p> <p>Staff Responsible for Monitoring: Equity Liaison and ILT team</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

Performance Objective 2: The school will use various tools to communicate with all stakeholders.









High Priority

Evaluation Data Sources: Survey Results

Strategy 1 Details	Reviews			
<p>Strategy 1: A weekly SMORE newsletter will be sent each Sunday afternoon highlighting the upcoming week as well as other information parents and students need to know. In addition, Blackboard Connect will also be used to call, email, and/or text information to parents and students.</p> <p>Strategy's Expected Result/Impact: North will receive high ratings on a parent survey relating to school communication.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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









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

Strategy 1 Details	Reviews			
<p>Strategy 1: Staff who handle money for clubs, and field trips, and fundraisers will work closely with our executive secretary. All staff will be made aware of money-handling guidelines and procedures. Strategy's Expected Result/Impact: All money will be accounted for and handled properly by staff. Staff Responsible for Monitoring: The executive secretary, principal, and staff members.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: The principal and executive secretary will meet biweekly to go over the budget. Strategy's Expected Result/Impact: We will stay under budget as well as explore other avenues of funding. Staff Responsible for Monitoring: principal and executive secretary</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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

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







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

Strategy 1 Details	Reviews			
<p>Strategy 1: The grounds will remain free of trash and debris. Sufficient trash cans will be installed around the perimeter of the school campus.</p> <p>Strategy's Expected Result/Impact: We will receive positive feedback from our school learning community.</p> <p>Staff Responsible for Monitoring: Administration and custodial Staff</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue doing door checks daily and turn in work orders in a timely manner.</p> <p>Strategy's Expected Result/Impact: Safe school for all students and staff.</p> <p>Staff Responsible for Monitoring: SRO Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
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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 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.

Strategy 1 Details	Reviews			
<p>Strategy 1: The Campus Instructional Technology Specialist will continue to provide Lunch & Learn professional development opportunities for the staff.</p> <p>Strategy's Expected Result/Impact: Provide at least 12 hours of technology PDs on site.</p> <p>Staff Responsible for Monitoring: Campus Instructional Technology Specialist</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 4: Collaborate with Facility Services and the Energy & Sustainability Department to optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption.

Strategy 1 Details	Reviews			
<p>Strategy 1: Direct teachers and staff turn lights off in the absence of students and staff. In addition, Teachers and staff will be reminded to power down items before long holidays. Reminders will be communicated through email and faculty meetings.</p> <p>Strategy's Expected Result/Impact: Energy use at North JH will decrease over the previous year.</p> <p>Staff Responsible for Monitoring: Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				