

Richardson Independent School District
Northrich Elementary
2023-2024 Campus Improvement Plan



Board Approval Date: October 12, 2023

Mission Statement

At Northrich we strive to create a safe learning environment that empowers every student to take risks, be creative, find acceptance and GROW!

Vision

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

Value Statement

At Northrich, students strive to demonstrate their B.E.A.R Pride on a daily basis:

Be Responsible, **E**ncourage everyone, **A**lways be Safe, **R**espect everyone and everything

Table of Contents

Comprehensive Needs Assessment	4
Student Learning	4
School Processes & Programs	5
Perceptions	7
Priority Problem Statements	8
Goals	9
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	9
Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.	11
Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.	14
Goal 4: We will create opportunities to ensure engagement with community members in RISD.	17
Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.	19

Comprehensive Needs Assessment

Student Learning

Student Learning Summary

Northrich 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 student growth and learning needs including, but not limited to

School Processes & Programs

School Processes & Programs Summary

Northrich 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 both during the school day and before/after school to promote student success.

Northrich 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
- Dyslexia Services
- Equity, Diversity, and Inclusion
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Multilingual Services
- Pre-K services
- Response to Intervention
- Special Education Services
- Student Services

School Processes & Programs Strengths

Our staff is highly committed to the success of each student.

Our schedule offer 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 have created a supportive and collaborative culture that encourages the growth of all

on our campus.

Our campus is committed to working collaboratively to support student growth and achievement and are committed to the PLC process and have embraced the four questions of effective PLCs.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Processes and Programs need to continue to promote positive school culture and meet the academic needs so all students can grow and achieve success.

Root Cause: Students with varying needs require additional supports and interventions to show growth and achieve success.

Perceptions

Perceptions Summary

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

Perceptions Strengths

Northrich teachers 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. **Root Cause:** A combination of the new STAAR platform and STAAR testing metrics as utilized by TEA.








Priority Problem Statements

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			
Strategy 1: Communicate MAP parent information after each assessment to educate families on their students' progress and their expected results. Strategy's Expected Result/Impact: Increase MAP scores with a focus on growth. Staff Responsible for Monitoring: Administrators, Specialists Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue to support students in the MTSS process through PLCs and documentation in Branching Minds. Strategy's Expected Result/Impact: Identify students who need interventions and track through PLCs. Staff Responsible for Monitoring: Administrators, Specialists, Teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

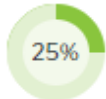
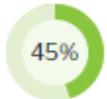




Strategy 3 Details	Reviews			
Strategy 3: Create an equity plan to improve academic growth for all Special Education students in 5th and 6th grade Reading. Strategy's Expected Result/Impact: Pathway to Equity Plan https://docs.google.com/document/d/1tvunh_9VbHNYqnx6dptaTJXhXfmchoa8XQkmDvdxVnk/edit Staff Responsible for Monitoring: All campus staff TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools	Formative			Summative
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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			
Strategy 1: Collaborate as a staff to address T-TESS goals and interrater reliability among evaluators using the district wide walkthrough form with specific and timely feedback. Strategy's Expected Result/Impact: Lesson plans reflect specific feedback from walkthroughs. Staff Responsible for Monitoring: Administrators TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement the district mentoring program to support new staff and supplement support based on teacher needs. Strategy's Expected Result/Impact: Improve retention and support teachers with authentic artifacts. Staff Responsible for Monitoring: Administrators, Mentor Leads TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Continue to provide campus professional development in all curricular areas supporting essential TEKS and district provided curriculum, including MAP data, Branching Minds, MTSS process and Amplify. Strategy's Expected Result/Impact: Increase staff knowledge on district resources for tier 1 instruction and differentiation. Growth in campus scores. Staff Responsible for Monitoring: Administrators, ILT TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
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Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

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

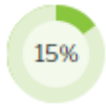
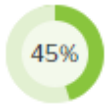


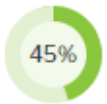




Evaluation Data Sources: New hire data

Strategy 1 Details	Reviews			
Strategy 1: Support from principals to help teachers use the learner growth framework to create obtainable T-TESS goals. Strategy's Expected Result/Impact: Teacher understand their value based on feedback and individual recognition. Teacher to teacher recruitment. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Create a social media presence. Strategy's Expected Result/Impact: Showcase positive school culture to attract potential employees. TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	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 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			
Strategy 1: Embed Lead4ward strategies and Ellevation strategies into tier 1 classroom instruction. Strategy's Expected Result/Impact: Increase in MAP scores, increase in STAAR scores, increase in TELPAS scores. Staff Responsible for Monitoring: Administrators, Specialists, LAT, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement AVID by providing career inspiration, exploration, and discovery in K - 6th grades and increase AVID enrollment for 7th grade. Strategy's Expected Result/Impact: AVID ambassadors will be assigned to and attend district wide AIVD workshops. Embed AVID strategies during staff provided professional development. Intentionally implement AVID strategies in the classroom. Staff Responsible for Monitoring: Administrators, AVID ambassadors, teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college, Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

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

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

Strategy 1 Details	Reviews			
Strategy 1: Establish consistent professional learning communities that provide professional learning opportunities to ensure student growth. Strategy's Expected Result/Impact: Student data will drive teacher professional learning opportunities. Staff Responsible for Monitoring: ILT and staff Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 15%	<div><div></div></div> 35%	<div><div></div></div> 55%	
Strategy 2 Details	Reviews			
Strategy 2: Schedule and provide learning walks for staff members to observe classroom skills that will enhance their growth goal. Strategy's Expected Result/Impact: Increase in teachers meeting their goals. Staff Responsible for Monitoring: Administrators, ILT, staff	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 5%	<div><div></div></div> 20%	<div><div></div></div> 45%	
<div><div></div>0% No Progress</div> <div><div></div>100% Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

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


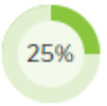


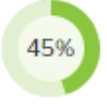

HB3 Goal
Evaluation Data Sources: Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)








Strategy 1 Details	Reviews			
Strategy 1: Provide career inspiration, exploration, and discovery in Pre-K - 6th grades (CTE/CCMR alignment). Strategy's Expected Result/Impact: By implementing the strategy, learners are engaged and fueled through exploration and discovery of content. Staff Responsible for Monitoring: Administration, All Staff	Formative			Summative
	Nov	Jan	Mar	June
	N/A	<div><div></div></div> 25%	<div><div></div></div> 45%	
Strategy 2 Details	Reviews			
Strategy 2: Implement RISD graduate profile indicators in instruction. Strategy's Expected Result/Impact: By implementing the strategy, learners will experiment with concepts, make connections, and demonstrate mastery of learning. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 15%	<div><div></div></div> 25%	<div><div></div></div> 50%	
<div><div></div>0% No Progress</div> <div><div></div>100% Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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

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











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

Strategy 1 Details	Reviews			
Strategy 1: Educate our Northrich community on the components of the RISD Graduate Profile at PTA meetings (one component per meeting) and during SBDM meeting. Strategy's Expected Result/Impact: Increase parental engagement and ensure academic success for students. Staff Responsible for Monitoring: Administrators, campus staff Title I: 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase opportunities for community engagement through school sponsored events and having readily available resources provided to parents through the campus website. Strategy's Expected Result/Impact: Increased community involvement. Staff Responsible for Monitoring: Administrators, all staff and community members Title I: 2.5, 2.6, 4.1 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Funding Sources: - 211 - Title I, Part A	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Strengthen the home to school connection through communication such as Blackboard notifications, Smores, campus website, ClassDojo, social media and school marque. Strategy's Expected Result/Impact: Increase home to school connection. Increase parent academic involvement. Staff Responsible for Monitoring: Administrators, staff and community. Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools Funding Sources: - 211 - Title I, Part A		Formative			Summative
		Nov	Jan	Mar	June
					
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

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











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

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with campus executive assistant to design a budget that supports the mission of the school. Strategy's Expected Result/Impact: Ensure expenditures support student outcomes and teacher morale. Staff Responsible for Monitoring: Administrators, executive assistant ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide training for staff of appropriate money handling procedures and budget awareness. Strategy's Expected Result/Impact: Increase proper use of money and budget procedures. Staff Responsible for Monitoring: Administrators, all staff ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 2: Provide a safe, comfortable, and well-maintained environment at Northrich








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

Strategy 1 Details	Reviews			
Strategy 1: Conduct "I Know What To Do" days provided by the district. Implement and practice monthly safety drills. Strategy's Expected Result/Impact: Increase proficiency in crisis response. Staff Responsible for Monitoring: All staff and students. Title I: 2.5	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure all outside visitors are screened prior to entry and Raptored before entering the main doors of building. Strategy's Expected Result/Impact: Increase proficiency in security. Staff Responsible for Monitoring: All staff. ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 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			
Strategy 1: Partner with i-team to purposefully integrate technology into classroom instruction. Strategy's Expected Result/Impact: By implementing this strategy, technology will teaching and learning will be supported. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				