

**Richardson Independent School District**  
**Northwood Hills Elementary**  
**2023-2024 Campus Improvement Plan**



**Board Approval Date:** October 12, 2023

# Mission Statement

The mission of Richardson Independent School District is to ensure that ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by -a welcoming and accepting climate -a safe, innovative, and adaptive environment -a supportive, collaborative, and invested culture among students, staff, families, and community.

## Vision

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

Integrity - Inspiration - Inclusiveness - Innovation

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# Comprehensive Needs Assessment

## School Processes & Programs

### School Processes & Programs Summary

Northwood Hills 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.

Northwood Hills 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
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Response to Intervention
- Special Education Services

### School Processes & Programs Strengths

Our staff is highly 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 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:** Continue to develop ways to identify a larger number of students who qualify for programs.

# Perceptions

## Perceptions Summary

Northwood Hills is committed to providing a supportive, collaborative and invested culture among students, staff, families and community. We encourage stake holder 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

93% of 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 or behaviorally. **Root Cause:** Continue to focus on positive behavior interventions and teaching social emotional learning.
















# Priority Problem Statements

# Goals













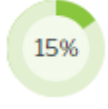


**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth











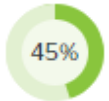




**Performance Objective 1:** Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.








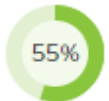








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement academic MTSS framework with Branching Minds student data tracking software.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will receive targeted interventions based on current data.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Coach, Instructional Leadership Team</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement, track, and monitor Behavioral Multi Tiered Systems of Support at Northwood Hills.</p> <p><b>Strategy's Expected Result/Impact:</b> Behavioral management data will be stored in Branching Minds and will used to guide current and future behavioral interventions.</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure all students have a school/home connection (club, extra curricular, activity, an adult at school) <b>Strategy's Expected Result/Impact:</b> Increased student engagement with their school <b>Staff Responsible for Monitoring:</b> School Administration, Instructional Leadership Team	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Readdress Tier I Behavior Management on-campus professional development. <b>Strategy's Expected Result/Impact:</b> Increased personal student management. <b>Staff Responsible for Monitoring:</b> School administration, counselor, campus staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide PD Behavior Management Techniques and Strategies <b>Strategy's Expected Result/Impact:</b> Increased awareness and practice of classroom and school discipline techniques. <b>Staff Responsible for Monitoring:</b> School administration, counselor, campus staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Provide bullying and cyber bullying awareness training for staff and students. <b>Strategy's Expected Result/Impact:</b> Decreased incidents of student bullying; increased awareness with staff for signs of bullying <b>Staff Responsible for Monitoring:</b> School administration, counselor, Campus Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 7 Details	Reviews			
<b>Strategy 7:</b> Create parent workshops to support 1:1 technology Initiative. Topics include: Digital footprint; Managing digital environment; Cybersafety; Cyberbullying <b>Strategy's Expected Result/Impact:</b> Increase awareness and communicate with parents and stakeholders plans for cybersafety	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				



Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Increase awareness and student reporting options for the areas of bullying and cyberbullying, and develop a plan to inform parents of bullying incidents.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will know options for reporting bullying; parents will be aware of reported incidents</p> <p><b>Staff Responsible for Monitoring:</b> School administration, Counselor, Campus Staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 9 Details	Reviews			
<p><b>Strategy 9:</b> Review of enrollment records to verify immunization compliance.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of students attending school with complete immunizations.</p> <p><b>Staff Responsible for Monitoring:</b> School Nurse, Campus Administration.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 10 Details	Reviews			
<p><b>Strategy 10:</b> Continue Campus Pathways to Equity implementation to identify gaps as areas of opportunity to focus on for 2023-24: sped/discipline, academic achievement, club participation, parent engagement, etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved student achievement and engagement</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 11 Details	Reviews			
<p><b>Strategy 11:</b> Campus Emergency Response Team (ERT) will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will be trained on emergency response and be ready in the case of incident.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, school nurse</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 12 Details	Reviews			
<p><b>Strategy 12:</b> Ensure the participation of NHE 6th graders in the transition program from Elementary to Jr High.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent participation in the informational meeting Student Jr. High assignment notification Students will participate in AVID Signing Day Contract</p> <p><b>Staff Responsible for Monitoring:</b> School Administration, Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

Strategy 13 Details	Reviews			
<b>Strategy 13:</b> Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY and EOY <b>Strategy's Expected Result/Impact:</b> Assure effective student monitoring throughout school year <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 14 Details	Reviews			
<b>Strategy 14:</b> Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics to 52% <b>Strategy's Expected Result/Impact:</b> Assure student progress toward north star goal of meeting academic growth measures <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 15 Details	Reviews			
<b>Strategy 15:</b> Monitor student performance on STAAR interim assessments and locally created assessments in Reading <b>Strategy's Expected Result/Impact:</b> The percent of students at 3rd grade who score at or above meets level or above on STAAR Reading will increase from 49% to 60% by June 2027 <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 16 Details	Reviews			
<b>Strategy 16:</b> Teaching, support staff, instructional leadership team, and administration will plan with K-2 PLCs in order to provide targeted interventions to readers trending below grade level. <b>Strategy's Expected Result/Impact:</b> Students will receive needed interventions to increase growth towards on-level reading fluency. <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 17 Details	Reviews			
<b>Strategy 17:</b> K-6 teachers will meet in weekly PLC meetings to analyze and respond to student reading and math data. <b>Strategy's Expected Result/Impact:</b> Students will receive needed interventions to increase growth towards on-level reading and math fluency. <b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				




Strategy 18 Details	Reviews			
<p><b>Strategy 18:</b> Identify, in a timely manner, teachers and campus leaders' professional needs, and provide suitable learning opportunities or resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Campus walk-throughs and learning walks will provide feedback for teachers to reflect on practices.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 19 Details	Reviews			
<p><b>Strategy 19:</b> Identify and progress monitor elementary students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students who close gaps in identified areas and reduced number of students needing intensive intervention. (Tier 3) Staff Responsible for Monitoring: Leadership and Intervention</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 20 Details	Reviews			
<p><b>Strategy 20:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased number of students graduating with their cohort. Increased number of students experiencing success in school settings as determined by course mastery.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team, Campus Staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 21 Details	Reviews			
<p><b>Strategy 21:</b> Form Campus Threat Assessment Team (CTAT) and conduct training as specified in Texas Education Code 37.115</p> <p><b>Strategy's Expected Result/Impact:</b> Provide a proactive, evidence-based approach for identifying individuals who may pose a threat and for providing interventions before a violent incident occurs</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<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><b>Strategy 1:</b> Implement models and guidelines for innovative elementary planning.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will be empowered to plan effective lessons and promote positive professional self image.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement Best Hiring Practices training to minimize bias in hiring practices and recommend high quality staff for hire in RISD.</p> <p><b>Strategy's Expected Result/Impact:</b> Northwood Hills will hire and retain high quality candidates and minimize hiring bias.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**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><b>Strategy 1:</b> Implement RISD employee recruitment plan.</p> <p><b>Strategy's Expected Result/Impact:</b> NHE will recruit and hire a high quality, motivated staff.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.4, 2.6</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> NHE will retain professional and auxiliary staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Key staff members will remain at NHE in sufficient numbers in order to keep the campus culture consistent and the institutional knowledge strong.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p><b>Title I:</b> 2.4</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<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><b>Strategy 1:</b> Train all staff on RISD Learning Framework model.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will have an understanding of the strategic plan of the district along with the learning framework that will drive instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration and Instructional Leadership Team.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Model Learning Framework model with staff through PLC planning agendas and work-cycle.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will experience the benefits of the learning framework.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team</p> <p><b>Title I:</b> 2.4, 4.1</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Continue to provide professional development in all curricular areas to enhance instructional strategies with a focus on supporting TRS, PLC and Lead4Ward, Technology Integration, PBIS/Equity</p> <p><b>Strategy's Expected Result/Impact:</b> Number of Sessions &amp; Participants feedback Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Specialists, Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Implement ELlevation and ensure all ESL and content teachers progress monitor and adjust to meet needs of students</p> <p><b>Strategy's Expected Result/Impact:</b> ELlevation usage reports &amp; Performance Growth Goals will show student progress.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators, ESL Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Embed tools and resources to staff to support students with disabilities and learning needs in district curriculum</p> <p><b>Strategy's Expected Result/Impact:</b> % increase student performance on STAAR and other national assessments (5% target increase) % increase positive response on climate survey (staff)</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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 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			
<p><b>Strategy 1:</b> Organize and meet weekly as Professional Learning Communities for grade level, specials, and special education staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Teaching staff will discuss and plan high quality interventions and differentiated curriculum for grade levels and special populations (ELL, SPED, 504, Dyslexia)</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Instructional Leadership Team</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide purposeful innovative, and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher tools</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team, Grade Level PLCs, teaching staff</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Participate in 1st cohort of RISD campuses receiving training, support, and guidance for implementing Restorative Practices on their campus</p> <p><b>Strategy's Expected Result/Impact:</b> Define and establish best practices that help establish a positive school climate and culture, improve behaviors, strengthen relationships, reduce violence and bullying, restore relationships, and repair harm</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Provide career inspiration, exploration, and discovery in Pre-K - 6th grades.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness of career opportunities Increased awareness of career programming</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> Ensure ESL teachers have professional development in working with ESL students including Sheltered Instruction training, strategies, English Language, proficiency Standards (ELPS), and/or RtI for ELLs.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of teachers receive professional development Walkthrough analysis (strategies in action)</p> <p><b>Staff Responsible for Monitoring:</b> LAT Team, Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
<p><b>Strategy 6:</b> Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth experience.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will understand learner framework and model lessons and learning cycle based on the framework.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team.</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Focused PD on understanding and using learner experiences in daily instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Staff will understand learner framework and model lessons and learning cycle based on the framework.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, Instructional Leadership Team.</p>	Formative			Summative
	Nov	Jan	Mar	June
				











Strategy 8 Details	Reviews			
<b>Strategy 8:</b> GT-identified students will reflect the overall campus demographics <b>Strategy's Expected Result/Impact:</b> GT Identification K-12 is reflective of District's demographics <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor, ALT Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 9 Details	Reviews			
<b>Strategy 9:</b> Provide GT and other advanced learners with a continuum of instruction through advanced learning opportunities and extensions <b>Strategy's Expected Result/Impact:</b> GT students will be provided with extension activities. <b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor, ALT Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 10 Details	Reviews			
<b>Strategy 10:</b> Plan for iTeam support (at least 3 days) to facilitate learning with technology in support of Learning Framework. <b>Strategy's Expected Result/Impact:</b> Staff will have extra tools to use technology to support the learning framework. <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 11 Details	Reviews			
<b>Strategy 11:</b> Plan for iTeam support to facilitate learning with technology in support of identified needs in the BrightBytes survey. <b>Strategy's Expected Result/Impact:</b> Staff will have extra tools to use technology to support identified needs. <b>Staff Responsible for Monitoring:</b> Campus administration, instructional leadership team	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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			
<p><b>Strategy 1:</b> Create a College, Career and Military Ready Culture and utilize TRS to support CCMR standards</p> <p><b>Strategy's Expected Result/Impact:</b> College Promotion Days, Career Days, Guidance Lessons connected to Careers and College, Classroom connections to Careers and College, College display in cafeteria.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration, Counselor</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide career inspiration, exploration, and discovery in Pre-K - 6th grades.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased awareness of career opportunities and career programming.</p> <p><b>Staff Responsible for Monitoring:</b> Campus administration, counselor</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></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.




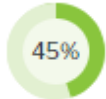
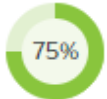





**Performance Objective 1:** Create reciprocal pathways for families to increase and deepen engagement.

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Expand and enrich programs to support parent engagement.  <b>Strategy's Expected Result/Impact:</b> % positive increase in parent climate survey.  <b>Staff Responsible for Monitoring:</b> Campus Administration, classroom teaching staff, Campus Title I coordinator.</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6, 4.1, 4.2                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction                      - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Promote positive parent relations and maintain parent engagement at or greater than 85%.  <b>Strategy's Expected Result/Impact:</b> School / Community relationship will be strengthened and will promote positive relationships.</p> <p><b>Title I:</b>                      4.1, 4.2                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction                      - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></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><b>Strategy 1:</b> Implement district energy saving standards throughout the campus.  <b>Strategy's Expected Result/Impact:</b> Energy use on campus will be efficient and and purposeful.  <b>Staff Responsible for Monitoring:</b> Campus administration, staff, custodial staff</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 2: Strategic Staffing  <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement RISD electronic document process for all student cumulative folders..  <b>Strategy's Expected Result/Impact:</b> Efficiently maintain student records.  <b>Staff Responsible for Monitoring:</b> Campus administration, Student Data Specialist</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 3: Positive School Culture  <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<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			
<b>Strategy 1:</b> Complete safety and security audit <b>Strategy's Expected Result/Impact:</b> Completed audit and program recommendations <b>Staff Responsible for Monitoring:</b> Campus administration  <b>ESF Levers:</b> Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**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.



# State Compensatory

## Budget for Northwood Hills Elementary

Total SCE Funds:

Total FTEs Funded by SCE: 3

Brief Description of SCE Services and/or Programs

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## Personnel for Northwood Hills Elementary

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Amy Floyd	Instructional Coach	1
Cheryl Derrington	Aide I	1
Evelyn Hernandez	Aide	1

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Michelle Barnes	Campus Math Specialist		1
Olivia Red	Campus Reading Specialist		1