

Richardson Independent School District

White Rock Elementary

2023-2024 Campus Improvement Plan

Accountability Rating: Not Rated



Board Approval Date: October 12, 2023

Mission Statement

The mission of WRE is to prepare each student for a bright and successful future as a lifelong learner by providing an excellent academic environment where equity, diversity, and inclusion are celebrated and valued.

Vision

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

Core Beliefs

To ensure the academic and overall success for all students who attend White Rock Elementary, we believe...

- In creating a safe and inclusive learning environment that empowers every student to take risks, be creative, find acceptance, and grow.
- That a high-quality education is an effective tool that can prepare every student for life after high school, including important academic and life skills.
- Every student at WRE will have the capability and desire to learn and rise to the level of expectations for individual success.
- That all students and staff members are capable of academic growth and can meet or exceed their unique growth goals each year.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

White Rock Elementary is located in the Lake Highlands area of Dallas, Texas as part of the Richardson Independent School District. In 2022-2023, White Rock Elementary served 957 students in PreK through 6th grade and employs 125 staff members. In addition to our special education resource/inclusion program, WRE is home to several special education self-contained classrooms, including two Developmental Learning (DLC) classes and two Early Childhood Special Education (ECSE) classes. We also have English Language Learner and Gifted Education programs on our campus.

Our student population is made up of the following demographics:

- 15.8% Hispanic
- 64.4% White
- 13.7% African American
- 1.6% Asian
- 4.5% Multiple
- 52.9% Male
- 47.1% Female
- 24.8% Economically Disadvantaged
- 2.8% Emergent Bilingual
- 9.5% Gifted and Talented
- 16.6% Special Education
- 19.3% Dyslexia

The staff at White Rock Elementary is made up of administrators, teachers, and paraprofessionals with varying levels of experience.

- 10.1% Beginning Teachers
- 35.4% 1-5 Years Experience
- 23.8% 6-10 Years Experience
- 16.2% 11-20 Years Experience
- 14.5% 21+ Years Experience

Demographics Strengths

At WRE, we are proud of our ethnic diversity and the cultural perspectives that strengthen our ability to help our students learn and connect to the real world. We have a strong attendance rate of about 95% and low mobility of 7.6%. Our staff is committed to focusing on being inclusive and welcoming to all students and families. We have a large Parent Teacher Association with a high participation rate and encourage WRE families to be active partners in their child's education.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Formal assessment data shows an achievement gap between demographic groups at WRE, with African American, Economically Disadvantaged, and Special Education students generally performing below campus averages in reading and math. **Root Cause:** Planning differentiated instruction for a wide variety of learning levels in a classroom is a time-consuming task for teachers. Wide achievement gaps make the execution of differentiated targeted instruction and enrichment activities difficult for teachers to implement effectively and consistently.

Student Learning

Student Learning Summary

WRE 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.

2022-2023 NWEA MAP Data for our campus can be found in the Appendix.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Processes and Programs need to be adaptable and continue to promote positive school culture and meet the academic needs so all students can grow and achieve success. **Root Cause:** Wide achievement gaps makes execution of targeted instruction and enrichment activities demanding on teachers.

School Processes & Programs

School Processes & Programs Summary

White Rock teachers are highly qualified professionals who are committed to all students connecting, growing, learning, and succeeding. Teachers and staff will meet or exceed every student's academic growth goal.

WRE believes in fostering opportunities to grow each child by offering intervention supports and enrichment experiences both during the school day and beyond to promote student success and lifelong learners.

White Rock 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:

- Accelerated Learning
- Physical Education
- STEM Lab
- UILA+
- Dyslexia Services
- AVID
- Equity, Diversity, and Inclusion
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Pre-K services
- Response to Intervention
- School Health Advisory Council
- Special Education Services
- Student Services
- Outdoor Learning Garden
- Care Closet

School Processes & Programs Strengths

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

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

Our campus culture supports a positive, real world learning environment where students academic, social, and emotional needs are met.

A culture of high expectations and positive attitudes among the staff has fostered a supportive and collaborative culture that encourages student growth academically, socially and emotionally.

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 be adaptable and continue to promote positive school culture and meet the academic needs so all students can grow and achieve success. **Root Cause:** Wide achievement gaps makes execution of targeted instruction and enrichment activities demanding on teachers.

Perceptions

Perceptions Summary

White Rock Elementary 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

White Rock teachers understand their role in implementing our school's key actions. Our campus bases its action on the core belief that every student, teacher and leader can and will meet or exceed their academic growth goal.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Not all demographic populations have achieved their full potential academically or behaviorally.







Priority Problem Statements





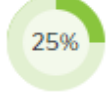

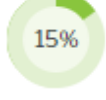





Goals

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: Ensure that WRE is a safe, welcoming environment for all students.

Evaluation Data Sources: campus climate survey, attendance records, parent survey, campus data





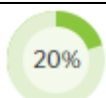

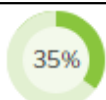

Strategy 1 Details	Reviews			
Strategy 1: Ensure all students have a school/home connection (club, extracurricular, activity, etc). Strategy's Expected Result/Impact: Increased student and parent engagement and participation in WRE activities, improved school attendance Staff Responsible for Monitoring: Admin, UIL campus coordinator, WRE Student Culture Action Team members, ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: WRE participation in UIL + Academic Competition Strategy's Expected Result/Impact: WRE students participate in all UIL competitions offered and create teams for each grade level, coached by teachers and parents. Staff Responsible for Monitoring: Admin, UIL campus coordinator, WRE Student Culture Action Team members, ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Create WRE Action Teams that implement home/school connection activities for families (Literacy Night, PreK Parent Education Night, STEM Showcase, Open House, Multicultural Celebration) Strategy's Expected Result/Impact: Increased student and parent engagement and participation in WRE activities, improved school attendance Staff Responsible for Monitoring: Admin, WRE Action Teams, ILT	Formative			Summative
	Nov	Jan	Mar	June
				











Strategy 4 Details	Reviews			
Strategy 4: Increase after-school extracurricular opportunities for WRE students (Choir, Instrument Ensemble, STEM club, art club, etc). Strategy's Expected Result/Impact: Increased student engagement and participation in WRE activities, improved school attendance, increased enrichment opportunities for WRE students Staff Responsible for Monitoring: Admin, WRE Action Teams, WRE music teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Utilize the WRE Campus Pathways to Equity plan to increase student performance among our special education, African American, and economically disadvantaged populations. Strategy's Expected Result/Impact: Stronger school culture and climate ALL students and staff feel welcomed, supported, encouraged, and loved at WRE. Staff Responsible for Monitoring: Administration Campus Equity Team Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Ensure that the State Comp Ed money is utilized effectively for at-risk students at WRE. Strategy's Expected Result/Impact: Increased student performance data Positive school culture Staff Responsible for Monitoring: Admin Campus Executive Asst. Instructional Coach	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Create a transition plan for 5th and 6th graders to enter in to the new middle school model next year, including lessons on organization and study skills and introducing the options for extra-curricular activities offered at the junior high level. Strategy's Expected Result/Impact: Smooth transition from elementary school to middle school. Zero drop-outs at the 6th and 7th grade levels. Increased organization and executive functioning skills for students entering middle school. Increased participation in extra-curricular activities.	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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: Design and implement systems of support that ensure all students and staff at WRE achieve individual and school-wide growth goals.

Evaluation Data Sources: Performance Assessment data (MAP, STAAR, MCLASS, CLI, etc), Formative Assessments, PLC Agendas and Documentation, Professional Development Plans and Presentations











Strategy 1 Details	Reviews			
Strategy 1: Administer MAP growth assessments to all eligible students in Reading and Mathematics at BOY, MOY and EOY Strategy's Expected Result/Impact: Assure effective student monitoring throughout school year Staff Responsible for Monitoring: Administrators, Classroom Teachers, ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase the percent of students meeting or exceeding individual growth measures on MAP growth assessments from BOY to EOY in Reading and Mathematics Strategy's Expected Result/Impact: Assure student progress toward north star goal of meeting academic growth measures Staff Responsible for Monitoring: Administrators, Classroom Teachers, ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Improve STAAR performance for 3rd grade students in Reading and Math Strategy's Expected Result/Impact: Increased student achievement on STAAR, MAP, and other assessments Staff Responsible for Monitoring: Administrators, ILT, Instructional Coach, Interventionist, Specialists, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Create strategic intervention groups for Targeted Support based on BOY MAP Reading and Math assessment data. Strategy's Expected Result/Impact: Increased growth on MAP assessments in Reading and Math Staff Responsible for Monitoring: Administrators, ILT, Instructional Coach, Interventionist, Specialists, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Identify and progress monitor students in need of intensive intervention in reading, math, behavior, and speech using Branching Minds to document. Strategy's Expected Result/Impact: Increased number of students who close gaps in identified areas and reduced number of students needing intensive intervention. (Tier 3) Staff Responsible for Monitoring: Administrators, ILT, Instructional Coach, Interventionist, Specialists, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Identify students in need of accelerated learning and intensive intervention, utilize High Quality Instructional Materials as determined by the district and monitor progress in Branching Minds. Strategy's Expected Result/Impact: Increased student achievement as measured on STAAR and MAP as well as greater number of students demonstrating mastery of grade level content. Staff Responsible for Monitoring: Administrators, ILT, Instructional Coach, Interventionist, Specialists, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Identify teacher and staff professional learning needs and provide appropriate and effective learning opportunities and resources to address these. Survey teachers and staff for individual PD requests for the school year. Provide one full planning day per semester for each classroom teacher Pre-6th grade (2 full days for brand new teachers). Strategy's Expected Result/Impact: Increased student achievement as measured on STAAR and MAP as well as greater number of students demonstrating mastery of grade level content. Staff Responsible for Monitoring: Administrators, ILT, Instructional Coach, Interventionist, Specialists, Classroom Teachers	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 3: Ensure the clear and consistent implementation of our campus discipline management plan.









Evaluation Data Sources: Behavior Data, Surveys

Strategy 1 Details	Reviews			
Strategy 1: Provide training and on-going professional development for all staff on the WRE Campus Discipline Management plan. Strategy's Expected Result/Impact: Decreased office referrals, increased student culture, strengthen staff behavior management skills Staff Responsible for Monitoring: Administration, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure that PBIS and CHAMPS strategies are being utilized in each classroom, focusing on positive rewards and incentives. Monitor CHAMPS and PBIS usage across campus hotspots (cafeteria, hallways, recess, and restrooms). Strategy's Expected Result/Impact: Decreased office referrals, increased student culture, strengthen staff behavior management skills Staff Responsible for Monitoring: Administration, Counselors, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Follow the RISD bullying policy, provide lessons by school counselors, implement "bullying box" in the school library for students to report bullying, address bullying policy at student assemblies, and train staff on identifying and investigating bullying . Inform parents immediately of any bullying investigation concerning their child. Include bullying policy information in parent communication. Strategy's Expected Result/Impact: Absence of bullying and harassment among students. Staff Responsible for Monitoring: Administration, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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: Monitor student attendance rates and implement systems to increase student attendance by 2% from the 2022-2023 school year.










Evaluation Data Sources: Campus Attendance Rates and Data








Strategy 1 Details	Reviews			
Strategy 1: Utilize the Attention 2 Attendance system to notify and conference parents when there are attendance concerns. Strategy's Expected Result/Impact: Increased student attendance rates, Decreased tardies and late students Staff Responsible for Monitoring: Administrators, Student Data Specialists, Counselors, WRE MTSS Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide incentives for families and students who have good attendance and few tardies Strategy's Expected Result/Impact: Increased student attendance rates, Decreased tardies and late students Staff Responsible for Monitoring: Administrators, Student Data Specialists, Counselors, WRE MTSS Team	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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: Monitor and ensure the health and safety of the WRE student body.

Evaluation Data Sources: Immunization requirement report, Clinic visit reports, Suicide Ideation data, coordinated health plan, digital citizenship data







Strategy 1 Details	Reviews			
Strategy 1: All students receive Internet safety and digital citizenship lessons. Staff and students are trained on the RISD iPad policies. Strategy's Expected Result/Impact: Decreased number of negative iPad experiences (students are safe from viewing harmful or inappropriate material a device). Technology and iPad usage is limited to purposeful, planned, and engaging learning experiences and are not used for "free time". Staff Responsible for Monitoring: Administration, LITE, Teachers, Counselors, Tech Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monitor student data reports in order to assure immunization compliance of the student body. Strategy's Expected Result/Impact: Compliance with state standards for student immunizations. Staff Responsible for Monitoring: Administration, Campus Nurse	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Campus Emergency Response Team (ERT) conducts emergency AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: Prepared for a cardiac event that occurs on campus Staff awareness of what to do in an emergency situation Staff Responsible for Monitoring: Administration Campus Nurse, ERT members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Conduct suicide and substance abuse prevention and intervention training for all staff members. Strategy's Expected Result/Impact: Increased awareness on staff for signs of suicide, substance abuse, and mental health issues in students Staff Responsible for Monitoring: Administrators, Counselors, Nurse, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 5 Details	Reviews			
Strategy 5: Counselors conduct drug education lessons to all students using the Too Good For Drug lesson curriculum. Strategy's Expected Result/Impact: Zero drug incidents with students on campus, increased drug and substance abuse awareness in students Staff Responsible for Monitoring: Counselors, Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Increase teacher retention rates at WRE.

Evaluation Data Sources: Staff retention rates Teacher TTESS observation data, Teacher Climate Survey









Strategy 1 Details	Reviews			
Strategy 1: Utilize the RISD mentor program for new teachers - each 0-1 year experienced assigned an experienced and high-quality teacher mentor on campus Strategy's Expected Result/Impact: Increased staff retention, particularly for teachers with 0-3 years experience. Increased staff morale and school climate. Staff Responsible for Monitoring: Administrators, Instructional Coach (mentor lead), Teacher mentors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Expand on the RISD mentor program on campus by conducting regularly-scheduled new teacher meetings (New Teacher Academy), trainings, and support sessions with the Instructional Coach; provide extra planning time for new teachers Strategy's Expected Result/Impact: Increased staff retention, particularly for teachers with 0-3 years experience. Increased staff morale and school climate. Increased satisfaction with support indicator on teacher surveys. Staff Responsible for Monitoring: Administrators, Instructional Coach (mentor lead), Teacher mentors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Work with WRE PTA and Sunshine committee to provide teachers with more support, resources, rewards and incentives. Strategy's Expected Result/Impact: Increased staff morale Increased school climate Improved teacher retention rates Staff Responsible for Monitoring: Administration, Instructional Leadership Team, WRE Staff Culture Action Team	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Plan monthly teacher rewards and activities to recognize staff member's individual accomplishments as well as team accomplishments (examples - teacher shout-outs at staff meetings and newsletters, after-school activities, awards for Teacher of the Month, STARS Teacher of the Year, RISD Super Teacher, etc) Strategy's Expected Result/Impact: Increased staff morale Increased school climate Improved teacher retention rates Staff Responsible for Monitoring: Administration, Instructional Leadership Team, WRE Staff Culture Action Team, Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 2: Implement a systematic method for providing teachers with meaningful feedback for teacher growth and development.

Evaluation Data Sources: Achievement Data
Teacher and Staff Surveys
TTESS Walkthroughs and Observations
Teacher and Staff Feedback

Strategy 1 Details	Reviews			
Strategy 1: Utilize the district walk-through form to provide teachers with specific and intentional feedback. Strategy's Expected Result/Impact: Improved teacher effectiveness Increased scores on teacher survey in the area of feedback Improved TTESS observation scores Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Conduct at least five classroom walk throughs per week Strategy's Expected Result/Impact: Improved teacher effectiveness Increased scores on teacher survey in the area of feedback Improved TTESS observation scores Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 3: Recruit and retain high-quality personnel.









Evaluation Data Sources: Teacher retention rates, Staff Demographics Data, TTESS Data

Strategy 1 Details	Reviews			
Strategy 1: Focus on RISD teacher competencies while hiring new staff members Strategy's Expected Result/Impact: Teacher retention rates, Teacher survey results Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>50%</div>	<div><div></div>55%</div>		
Strategy 2 Details	Reviews			
Strategy 2: Implement a hiring process that allows an increase in staff diversity Strategy's Expected Result/Impact: Increased staff diversity Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>70%</div>	<div><div></div>70%</div>		
<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 1: Provide high-quality curriculum and instruction that align with the RISD Learning Framework, Graduate Profile, and Goals, as well as the WRE Mission and Vision.

Evaluation Data Sources: Accountability Data, Climate Survey, Learning Framework Documentation, TTESS Observation Data

Strategy 1 Details	Reviews			
Strategy 1: Implement the RISD Learning Framework that provides all students with appropriate and effective experiences to develop competencies aligned with the RISD Graduate Profile. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments, consistent and evident alignment to RISD goals and priorities Staff Responsible for Monitoring: Administration, Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Embed Lead4Ward Strategies into regular classroom instruction and intervention groups. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments, consistent and evident alignment to RISD goals and priorities Staff Responsible for Monitoring: Administration, Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments, consistent and evident alignment to RISD goals and priorities Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide career inspiration, exploration, and discovery in all grade levels at WRE. Strategy's Expected Result/Impact: Increased awareness of career opportunities, Increased awareness of career programming, Effective preparation for 5th and 6th grade students to transition to middle school Staff Responsible for Monitoring: Administration, Instructional Leadership Team, WRE STEM Action Team	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



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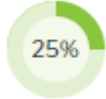

















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Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 2: Provide high-quality Professional Development for all teachers and staff that provide excellent curriculum and instruction support.

Evaluation Data Sources: Accountability Data, Climate Survey, Learning Framework Documentation, TTESS Observation Data









Strategy 1 Details	Reviews			
Strategy 1: Create a professional learning plan that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals and improve student achievement. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments, consistent and evident alignment to RISD goals and priorities Staff Responsible for Monitoring: Administration, ILT, Specialists, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Identify instructional opportunities within classroom experiences for the RISD Priority Goal Strands for WRE students and staff. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments, consistent and evident alignment to RISD goals and priorities Staff Responsible for Monitoring: Administration, ILT, Specialists, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize districtwide professional development days and early release days to support and train teachers on the RISD Learner Growth Experience. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments, consistent and evident alignment to RISD goals and priorities Staff Responsible for Monitoring: Administration, ILT, Specialists, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Focused PD on understanding and using learner experiences in daily instruction. Strategy's Expected Result/Impact: Increased student achievement data in MAP, STAAR, TELPAS, MCLASS, CLI, and formative assessments Staff Responsible for Monitoring: Administration, ILT, Specialists, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Equip campus staff with training on disability awareness, evidence based best practices, and inclusive instruction. Strategy's Expected Result/Impact: Increased disability awareness and basic knowledge of conditions that could be considered a disability under 504 and/or IDEA, Effective instructional practices, Quality referrals for evaluation to 504 and/or special education Staff Responsible for Monitoring: Administration, ILT, Specialists, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide purposeful, innovative and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning and aligns with individual growth goals of all students and staff. Plan for at least 3 days of iTeam support that facilitates learning with technology in support of the RISD Learning Framework. Plan for iTeam support and PD in identified areas of growth on BrightBytes survey. Strategy's Expected Result/Impact: Increased achievement data on BrightBytes survey, intentional and aligned lesson plans and classroom experiences with technology Staff Responsible for Monitoring: Administration, ILT, LITE, Tech Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Utilize PLC meetings to analyze student performance data, create plans for student interventions, and collaborate to improve all students' learning experiences. Strategy's Expected Result/Impact: Increased performance on all STAAR assessment areas, Improved TEA accountability rating, Increased number of students in performing on grade level, Improved quality of small group instruction and intervention plans Staff Responsible for Monitoring: Administration, Instructional Leadership Team, PLC Teams	Formative			Summative
	Nov	Jan	Mar	June
				
<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 3: Improve the learning experiences, achievement data, and growth for WRE's identified gifted students.









Evaluation Data Sources: Accountability Data, Climate Survey, TTESS Observation Data, CoGat result data, GT student rates and program growth

Strategy 1 Details	Reviews			
Strategy 1: Ensure all classroom teachers grades K-6 obtain 30 hours of Gifted and Talented professional development. Strategy's Expected Result/Impact: Improved enrichment and challenging learning experiences for G/T identified and high-performing students, At least one year's growth for all gifted and high-performing students. Staff Responsible for Monitoring: Administrators, ALT teacher Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize the Gifted specialist on campus to support teachers in planning engaging instruction, creating lesson or small group plans, and implementing gifted strategies to improve the learning experience. Strategy's Expected Result/Impact: Improved enrichment and challenging learning experiences for G/T identified and high-performing students, At least one year's growth for all gifted and high-performing students. Staff Responsible for Monitoring: Administrators, ALT teacher Classroom Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
<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 4: Improve the learning experiences and academic performance among special student populations, including Special Education and Emergent Bilingual identified students.




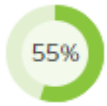

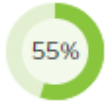
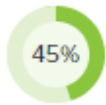
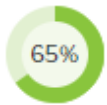
Evaluation Data Sources: Accountability Data, Climate Survey, TTESS Observation Data, MDET Data, IEP Goal Progress Documentation

Strategy 1 Details	Reviews			
Strategy 1: Embed ELLevation Strategies into regular classroom instruction to provide content-based language instruction to Emergent Bilingual students at WRE. Utilize the Linguistic Acquisition Teacher will support with ELLevation strategies and ensure teachers of EB students progress monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs). Strategy's Expected Result/Impact: Increased student achievement for WRE EB students, increased positive school experience for EB students, improvement on WRE TELPAS scores Staff Responsible for Monitoring: Administration, Instructional Leadership Team, Language Acquisition Teacher	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Equip campus staff with training on disability awareness, evidence based best practices, and inclusive instruction. Strategy's Expected Result/Impact: Increased disability awareness and basic knowledge of conditions that could be considered a disability under 504 and/or IDEA, Effective instructional practices, Quality referrals for evaluation to 504 and/or special education Staff Responsible for Monitoring: Administration, ILT, Specialists, Interventionist	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: Increase opportunities for families to be involved with and engage in the learning plan at WRE.

Evaluation Data Sources: Family Engagement, Volunteer Engagement including Voly data, Community Engagement including increase in partner outreach efforts and programs, PTA Membership Data, Action Team Event Night Data

Strategy 1 Details	Reviews			
Strategy 1: Incorporate monthly volunteer opportunities on campus through the VOLY system Strategy's Expected Result/Impact: Increased parent morale as indicated by parent surveys, Increased volunteer hours Staff Responsible for Monitoring: Administrators, Teachers, Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Engage community members and local businesses to establish new partnerships with WRE Strategy's Expected Result/Impact: Increased parent morale as indicated by parent surveys, Increased volunteer hours, Increased student engagement and instructional resources Staff Responsible for Monitoring: Administrators, PTA board members	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure all students have a school/home connection (club, extracurricular, activity, etc). Strategy's Expected Result/Impact: Increased student and parent engagement and participation in WRE activities, improved school attendance Staff Responsible for Monitoring: Admin, UIL campus coordinator, WRE Student Culture Action Team members, ILT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Create WRE Action Teams that implement home/school connection activities for families (Literacy Night, PreK Parent Education Night, STEM Showcase, Open House, Multicultural Celebration) Strategy's Expected Result/Impact: Increased student and parent engagement and participation in WRE activities, improved school attendance Staff Responsible for Monitoring: Admin, WRE Action Teams, ILT	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify











Discontinue

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

Performance Objective 2: Provide ongoing, timely and effective communication to all parents at WRE.












Evaluation Data Sources: Principal Post Newsletters, Teacher/Grade Level Newsletters, Blackboard/Smore Usage Documentation

Strategy 1 Details	Reviews			
Strategy 1: Utilize Blackboard Mass Notifications and Smore to create weekly principal newsletters regarding district news, information, celebrations, and student and staff recognitions in an effort to market our school brand to parents and community Strategy's Expected Result/Impact: Increased parent communication Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize WRE social media platforms to highlight learning, announce events, send reminders, and communicate important info in addition to the Principal Post. Strategy's Expected Result/Impact: Consistent, on-going communication with parents Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 3: Ensure the WRE staff's active participation and partnership with PTA.









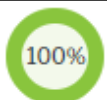
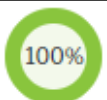




Evaluation Data Sources: PTA membership roster, PTA event attendance rates

Strategy 1 Details	Reviews			
Strategy 1: Ensure 100% staff PTA membership Strategy's Expected Result/Impact: Increased active involvement on PTA by staff, Golden Apple PTA Award Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase teacher attendance at PTA meetings and events; require attendance at school-wide events and optional attendance at others; required attendance for teachers who have student performances at PTA events Strategy's Expected Result/Impact: Increased active involvement on PTA by staff, Strong parent-teacher relationships Staff Responsible for Monitoring: Administration, WRE Action Teams	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Schedule standing meetings every other week between Principal and PTA President and VP to ensure quality, consistent, and timely communication between school and community. Strategy's Expected Result/Impact: Increased and improved communication, Increased parent survey data, Increased participation in PTA events	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.






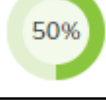
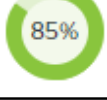
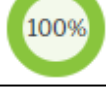
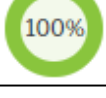
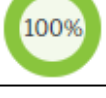
Evaluation Data Sources: WRE campus budget and usage of campus funds, PTA disbursements planning and usage



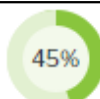
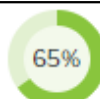
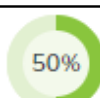
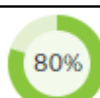




Strategy 1 Details	Reviews			
Strategy 1: Train staff in energy management to optimize building energy use Strategy's Expected Result/Impact: Lower energy consumption Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement an electronic document process for all student cumulative folders Strategy's Expected Result/Impact: Cost savings of storage and transport. No physical cumulative folders will be stored on the campus and will no longer be transported from campus to campus. Immediate access to needed data for all departments. Staff Responsible for Monitoring: Administration, Student Data Specialists	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide training for staff members on proper money handling procedures. Strategy's Expected Result/Impact: Effective and intentional spending, Appropriate use of funds Staff Responsible for Monitoring: Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide training on proper procurement procedures for all staff who directly order/receive goods. Strategy's Expected Result/Impact: Effective and intentional spending, Appropriate use of funds Staff Responsible for Monitoring: Administration, Executive Assistant	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 on the WRE campus.

Evaluation Data Sources: Staff Climate Survey, Parent Survey, informal feedback

Strategy 1 Details	Reviews			
Strategy 1: Implement reporting system for air systems, technology, and infrastructure issues and submit work orders efficiently Strategy's Expected Result/Impact: High approval rating on staff, parent, and student climate surveys regarding a quality learning environment Staff Responsible for Monitoring: Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Hold four "I Know What To Do Days" in October, December, February, and April Strategy's Expected Result/Impact: Increased safety, Increased student awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Maintain successful compliance of safety and security requirements, including the addition of a WRE Security Officers to comply with HB3. Strategy's Expected Result/Impact: Texas School Safety Center approval for all requirement elements of our Safety and Security Plan, Increased safety, Increased student awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Conduct Safety Week at the beginning of the year to practice SRP - evacuate, hold, lockdown, shelter, and secure Strategy's Expected Result/Impact: Increased safety, Increased student awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Provide on-going training to staff and students on campus safety protocols Strategy's Expected Result/Impact: Increased safety, Increased student awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Provide parents with communication after each safety drill Strategy's Expected Result/Impact: Increased safety, Increased student and parent awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Ensure that all visitors on the WRE campus complete a background check through the Raptor system. Additionally, ensure all volunteers complete a background check through VOLY. Strategy's Expected Result/Impact: Increased safety, Increased student and parent awareness and knowledge Staff Responsible for Monitoring: Administration, Teachers, Front Office Staff	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				