

Richardson Independent School District

Apollo Junior High School

2023-2024 Campus Improvement Plan



Board Approval Date: October 12, 2023

Mission Statement

To engage all learners in authentic experiences and to prepare them for an ever-changing local and global community through communication, critical thinking, collaboration, and creativity.

Vision

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

Integrity Inspiration Inclusiveness Innovation

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Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

Student Data: Student Groups










- Special education/non-special education population including discipline, progress and participation data













Goals







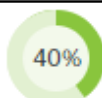


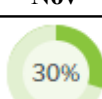
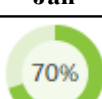
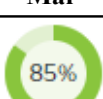
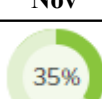
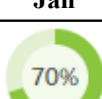
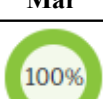
Revised/Approved: October 12, 2023
















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.











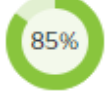
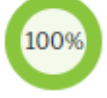
Strategy 1 Details	Reviews			
Strategy 1: Offer Academic Advisories that include ESL and SPED support. Both opportunities provide accelerated instruction for our HB1416 requirement. Strategy's Expected Result/Impact: Increased performance as evidenced in STAAR, TELPAS, and Performance Growth Goals. Staff Responsible for Monitoring: Core Teachers, SPED & ESL teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: New staff will complete Module 1,2,&3 of the Dyslexia Training to increase awareness and enhance techniques/strategies in the classroom. Strategy's Expected Result/Impact: Implementation of strategies to support students with dyslexia. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Train teachers in the laws and procedures of the 504 program. Strategy's Expected Result/Impact: Compliance with 504 program, including implementing classroom accommodations for 504 students. Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				














Strategy 4 Details	Reviews			
Strategy 4: Hire 2 full time Instructional Coaches to support teachers in instructional strategies as well as PLC facilitation. Strategy's Expected Result/Impact: Fidelity of PLC implementation, increased teacher collaboration, increased student performance (STAAR results, TELPAS results), Faculty Survey. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Enhance cultural awareness for staff and students through Live Wise Live Healthy initiative. Strategy's Expected Result/Impact: End of Year Survey result will reflect increased cultural awareness, increased participation in the Live Wise Live Healthy initiative. Staff Responsible for Monitoring: Admin, Equity Liaison Title I: 2.6 - TEA Priorities: Improve low-performing schools	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Student create food log through Google Classroom to monitor and adjust meals to increase health awareness as party of the coordinated health program. Strategy's Expected Result/Impact: Student survey and fitness gram results will show evidence of increased health awareness Staff Responsible for Monitoring: physical education staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Utilize counselor made lessons, LIFT, Teens Offering Peer Support, and Peer Mediation members to help prevent bullying, harassment, and dating violence. Strategy's Expected Result/Impact: Decreased incidents of bullying, harassment, and dating violence Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
Strategy 8: Train all faculty, staff, and students on suicide/substance abuse prevention and intervention. Strategy's Expected Result/Impact: Decrease incidents of suicide/substance abuse. Additional counseling supports for students. Staff Responsible for Monitoring: Administration & Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Provide Internet Safety Program, Cyber Sense, to students to promote digital citizenship. Strategy's Expected Result/Impact: Positive behaviors and interactions, and appropriate use of digital resources. Staff Responsible for Monitoring: Digital Coach & Instructional Technology	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Facilitate Panther Camp for the first two days of school where students are oriented on all structures, procedures, and culture of the school. Strategy's Expected Result/Impact: Climate survey, Parent survey, Student engagement survey, and discipline data will indicate positive school wide behaviors and supports Staff Responsible for Monitoring: Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Train Campus Emergency Response Team (ERT) and AED drills each semester. Strategy's Expected Result/Impact: Increased response times in drills, team preparedness in emergency situations Staff Responsible for Monitoring: Nurse & Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Monitor student data reports in an effort to monitor immunization compliance of the student body. Monitor student absence information in order to monitor communicable disease issues on campus. Strategy's Expected Result/Impact: Increased attendance rates Staff Responsible for Monitoring: Attendance secretary & School nurse	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 13 Details	Reviews			
Strategy 13: Provide Campus Pathway to Equity training to extend awareness and understanding. Strategy's Expected Result/Impact: Increased awareness of cultural competency among staff, will focus on closing the achievement gap for our EB student population. Staff Responsible for Monitoring: Executive Director of Equity, Diversity, and Inclusion	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Implement CHAMPS, a PBIS technique, within the classroom Strategy's Expected Result/Impact: Established campus-wide expectations and positive behavior supports. Effective classroom management techniques and strategies Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
Strategy 15: Present MTSS structures and protocols during Faculty Meeting- Breakout sessions Strategy's Expected Result/Impact: Implementation of the RTI process. Increased support for Tier 3 students. Staff Responsible for Monitoring: Admin & Instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
Strategy 16: Implement the Multi-Tiered System of Support by using the Branching Minds program to determine intervention and enrichment for reading and math. Strategy's Expected Result/Impact: Increased student success with academics and behaviors. Implementation of Branching Minds to support student interventions. Implementation of interventions and supports for students. Staff Responsible for Monitoring: Admin Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 17 Details	Reviews			
Strategy 17: Increase JH Crisis Counselor allocation to half time. Strategy's Expected Result/Impact: Students have additional access/support in crisis response situations. Staff Responsible for Monitoring: Administration Intervention Counselor	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 18 Details	Reviews			
Strategy 18: Coordinate and facilitate enrichment camp for all core subjects. Strategy's Expected Result/Impact: STAAR/EOC Results Staff Responsible for Monitoring: Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 19 Details	Reviews			
Strategy 19: Utilize data from MAP assessments to make instructional decisions about Tier 1 instruction, intervention, and enrichment Strategy's Expected Result/Impact: Performance assessment, QSA, STAAR TELPAS Results Staff Responsible for Monitoring: RLA, Math, and Science Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 20 Details	Reviews			
Strategy 20: Develop Accelerated Learning Plans for students who did not meet standard on STAAR will have an ALP and receive weekly acceleration. Teachers will progress monitor through Branching Minds. Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: All staff Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 21 Details	Reviews			
Strategy 21: Implement Academic Advisories to increase student achievement on STAAR Strategy's Expected Result/Impact: Provide engaging learning experiences as students participate in accelerated instruction to earn compliance for HB1416. Staff Responsible for Monitoring: RLA/Math teachers, IC's, and Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 22 Details	Reviews			
Strategy 22: Implement 3 campus priorities: connection, Tier 1 instruction and growth for every student, every leader, and every teacher. Strategy's Expected Result/Impact: Increase student achievement to build STAAR 2.0 readiness for all students. Staff Responsible for Monitoring: Admin All teachers Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 23 Details	Reviews			
Strategy 23: Schedule a Parent-teacher conference for each At-Risk 8th grader to set personal growth goals for the 2023-2024 school year. Strategy's Expected Result/Impact: STAAR results Student Survey Parent Survey Staff Responsible for Monitoring: Counselors Administration All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 24 Details	Reviews			
Strategy 24: Provide intervention activities for students who scored "Approaches" in all testing areas. Strategy's Expected Result/Impact: Increase in percentage of students who score in the "Meets" criteria. Staff Responsible for Monitoring: All teachers ICs Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 25 Details	Reviews			
Strategy 25: Implement a staffing protocol to meet with students who have 5 or more un-excused absences. Strategy's Expected Result/Impact: Attendance Rate Staff Responsible for Monitoring: Admin Attendance Counselors Title I: 2.4, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				




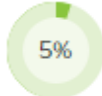








Strategy 26 Details	Reviews			
Strategy 26: Implement a clear and consistent discipline management plan. Strategy's Expected Result/Impact: Increase student achievement and behavior. Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 27 Details	Reviews			
Strategy 27: Develop a Threat Assessment team and conduct training as specified in Texas Education Code; Strategy's Expected Result/Impact: Provide a proactive, evidence-based approach for identifying individual's who may pose a threat and for providing interventions before a violent incident occurs. Staff Responsible for Monitoring: Admin, counselors and SRO ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 28 Details	Reviews			
Strategy 28: Implement an effective communication plan to inform parents of bullying incidents on campus. Strategy's Expected Result/Impact: Ensure parents are aware of incidents and feel confident of student safety. Staff Responsible for Monitoring: Admin and counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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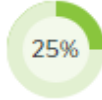







Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.









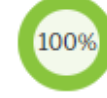


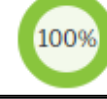



Performance Objective 1: Provide competitive compensation, incentives and benefits that attract and retain high-quality and diverse teachers and staff.











High Priority

Evaluation Data Sources: Employee retention data, benchmark salary data, documented salary and benefits provided to employees

Strategy 1 Details	Reviews			
Strategy 1: Implement "New Teacher Lunch" where the principal meets with new teachers (0-2 years experience) once a month to encourage open dialogue and maximize teacher retention. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Establish Mentor mentee Mixers for bonding and support to increase teacher retention. Teacher turn-over rate shall be equal to or less than district average. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Invite teachers to a brown-bag lunch round table discussion with the principal. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Distribute weekly principal's Monday Tidbits to staff in an effort to update and celebrate the campus initiatives such as PBIS, STEAM, and Technology Integration. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Administration will develop an "employer of choice" climate and culture. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Create a T-TESS walkthrough calendar to schedule a minimum of five walkthrough forms per week and participate in PLCs. Strategy's Expected Result/Impact: Eduphoria Data Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Decrease turnover rate in order not to exceed district average of 17% Strategy's Expected Result/Impact: Staff Survey - Staff Retention Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Attend Fall ILT Retreat Strategy's Expected Result/Impact: Parent Survey, Staff Survey, Student Achievement Staff Responsible for Monitoring: Apollo Instructional Leadership Team Title I: 2.4, 2.5, 2.6, 4.1 Funding Sources: Substitutes - 211 - Title I, Part A - \$910	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Attend Spring ILT Retreat Strategy's Expected Result/Impact: Parent Survey, Staff Survey, Student Achievement Staff Responsible for Monitoring: Apollo Instructional Leadership Team Title I: 2.4, 2.5, 2.6, 4.1 Funding Sources: - 211 - Title I, Part A - \$770	Formative			Summative
	Nov	Jan	Mar	June
	N/A			

Strategy 10 Details	Reviews			
Strategy 10: Use PLC planning times to create an environment of support for first-year and/or struggling teachers using the PLC model to increase teacher retention. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: All core teachers, school administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Instruct and model for teachers on differentiated instruction strategies through Power House and staff meetings Strategy's Expected Result/Impact: Student Survey, Climate Survey, Parent Survey, STAAR data, MAP data Staff Responsible for Monitoring: ILT, Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Provide staff with additional ESL-specific professional development. Strategy's Expected Result/Impact: STAAF data, TELPAS data Staff Responsible for Monitoring: ILT, Central ESL	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Utilize Power Hour to provide ongoing professional development to teachers and staff in the use of the Positive Behavior Intervention (PBIS) and CHAMPS strategies. Strategy's Expected Result/Impact: Climate Survey, Student Survey, Parent Survey Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Utilize Power Hour as an additional avenue to serve faculty and staff with specifically identified professional development. Strategy's Expected Result/Impact: Climate Survey, Walkthrough data, Teacher Survey, Teacher self-evaluations Staff Responsible for Monitoring: ILT	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 15 Details	Reviews			
Strategy 15: Share CONNECTION celebrations from faculty at ILT and faculty meetings Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
Strategy 16: Facilitate T-TESS self-rating, GROW Conference attendance, EdCamp, and Lunch & Learns to create diverse options of professional development. Strategy's Expected Result/Impact: Teacher Survey, Climate Survey Staff Responsible for Monitoring: All staff	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




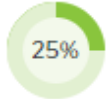








Strategy 1 Details	Reviews			
Strategy 1: Implement a screening and interviewing process that is equitable to all cultural and ethnic backgrounds. Strategy's Expected Result/Impact: Campus Staffing Statistics (AEIS Report) Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div><div>35%</div></div>	<div><div></div><div>85%</div></div>	<div><div></div><div>100%</div></div>	
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				







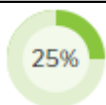


Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.











Performance Objective 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: Use technology for the purpose of formative assessments (ie. nearpod, socrative, kahoot, quizlet, padlet, google classroom) Strategy's Expected Result/Impact: Student engagement survey, local assessments, CBA's, school climate survey Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implementation of classroom libraries as well as Reading-Writing workshop to promote literacy. Strategy's Expected Result/Impact: AJH will meet or exceed all Performance Growth Goals T-TESS Walkthrough forms Staff Responsible for Monitoring: English Department Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction - Additional Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Implement daily Everyday Edits into RLA to increase practice and mastery with revising and editing. Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: RLA Teachers ICs Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Increase the amount of writing time in all classes through activities such as journaling, reflections, and explanations. Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: All Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Facilitate student transition from elementary to junior high through Showtime at Apollo, Apollo Basketball Classic, and Panther Prowl Night. Strategy's Expected Result/Impact: Observation of student familiarity and confidence with Apollo culture and atmosphere Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Encourage Apollo 8th grade parents and students to attend RAM Nation Celebration and various extra curricular activities throughout the year. Strategy's Expected Result/Impact: Attendance and participation at Berkner events and activities. Observation of student familiarity and confidence with Berkner culture and atmosphere. Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				













Strategy 7 Details	Reviews			
Strategy 7: Increase EB student achievement on TELPAS and STAAR. Strategy's Expected Result/Impact: Increase passing rate of all standards for EB students and increase EB students that score "Advanced High" on TELPAS. Staff Responsible for Monitoring: ESL Teachers, Instructional Coaches, Administration Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Students will develop competencies in the areas of: financial literacy, critical thinking/problem solving, real world connections, effective communication and emotional intelligence. Strategy's Expected Result/Impact: Students will be equipped with the tools to succeed in their choice of college, post-secondary training, and/or career post graduation. Staff Responsible for Monitoring: Admin All teachers Counselors Title I: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum. Strategy's Expected Result/Impact: Teacher are expected to remain in the scope and sequence to ensure common language and increase student success. Staff Responsible for Monitoring: Admin, IC's and teachers. TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				












Strategy 10 Details	Reviews			
Strategy 10: Lead professional learning that promotes continuous growth and equips all employees and students with the knowledge and skills they need to reach their individual growth goal. Strategy's Expected Result/Impact: Increase focus on growth and the impact that has on student achievement. Staff Responsible for Monitoring: Admin and IC's TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Implement the district learning framework to provide all RISD students experiences to develop competencies aligned with the graduate profile. Strategy's Expected Result/Impact: Increase on student achievement and prepared for the real world. Staff Responsible for Monitoring: Admin, IC's and teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
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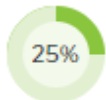


Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.




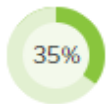





Performance Objective 2: Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.








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

Strategy 1 Details	Reviews			
Strategy 1: Provide on-going technology specific professional development to ensure technology tools are meaningfully integrated into curriculum Strategy's Expected Result/Impact: School climate survey, student engagement survey, T-TESS data Staff Responsible for Monitoring: Central staff, Campus Administration, and teacher experts	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure that GT teachers have the initial 30 hours of GT Training or 6 hour update GT training. Strategy's Expected Result/Impact: Certificates of Completion Staff Responsible for Monitoring: Teachers Central Staff Campus Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide campus PD in all curricular areas supporting TRS/Lead4Ward Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide campus PD for staff to support students with disabilities via Power Hour. Strategy's Expected Result/Impact: STAAR Results Staff Responsible for Monitoring: Erica Draper	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: New staff will complete Modules 1, 2, and 3 of the Dyslexia Training to increase awareness and enhance techniques & strategies in the classroom. Strategy's Expected Result/Impact: Parent Survey, Student Survey Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Apollo staff will participate in STAAR 2.0 training by Lead4ward Associate. Wek now know that the redesign of STAAR will require much more complex thinking for students Strategy's Expected Result/Impact: Teachers will be equipped with knowledge of changes of instruction that are needed to ensure our students are prepared for STAAR 2.0 Staff Responsible for Monitoring: Admin and Instructional Coaches Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math Funding Sources: - 211 - Title I, Part A - \$5,500	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 7 Details	Reviews			
Strategy 7: Utilize ELlevation each nine weeks to evaluate and colaborate on ideas for ESL student progress. Strategy's Expected Result/Impact: STAAR Scores, TELPAS Scores Staff Responsible for Monitoring: All Teachers, Brenda Martinez, Gerald Chapa	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Teachers will participate in biweekly PLCs Strategy's Expected Result/Impact: Increased performance as indicated by STAAR data, QSA data, and MAP data Staff Responsible for Monitoring: All core teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 9 Details	Reviews			
Strategy 9: Utilize Campus Instructional Technology Specialist to provide technology integration support. Strategy's Expected Result/Impact: Teacher capacity and student engagement Staff Responsible for Monitoring: Crystal Yao	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Invite district ESL specialist to present ELPS and ESL instructional strategies during common planning times. Strategy's Expected Result/Impact: STAAR Data, TELPAS Data Staff Responsible for Monitoring: Central ESL, School Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Utilize district wide professional development days and early release days to support and train teachers on the Learner Growth Experience. Strategy's Expected Result/Impact: Increase student achievement through impactful learning experiences. Staff Responsible for Monitoring: Administrators and IC's TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Focused PD on understanding and using learner experiences in daily instruction. Strategy's Expected Result/Impact: Enhanced instruction to prepare students with financial literacy, critical thinking, real world connections, effective communication and emotional intelligence. Staff Responsible for Monitoring: Admin and IC's TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 13 Details	Reviews			
Strategy 13: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students. Strategy's Expected Result/Impact: Effective instruction to increase student achievement in our EB students. Staff Responsible for Monitoring: Admin and IC's TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: Enrollment in GT - sheltered courses will reflect the overall campus demographics. Strategy's Expected Result/Impact: Increased success metrics in advanced courses for college credit. Staff Responsible for Monitoring: Admin, counselors and core teachers TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction - Targeted Support Strategy	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 15 Details	Reviews			
Strategy 15: Establish at least 3 days of iTeam support facilitating learning with technology in support of the Learning Framework. Strategy's Expected Result/Impact: Increase teacher success with various technology to enhance instruction. Staff Responsible for Monitoring: Admin and digital coach TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

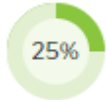











Strategy 16 Details		Reviews			
Strategy 16: Implement campus support and professional learning in identified areas of growth in the Bright Byte Survey. Strategy's Expected Result/Impact: Enhanced instruction for teachers based on survey results from previous year. Staff Responsible for Monitoring: Admin and IC's TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					








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

Performance Objective 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: Encourage NJHS student participation in PSAT, Duke Tip, PSAT Camp, and SAT prep. Strategy's Expected Result/Impact: Increase student Masters rating on STAAR Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Promote and offer computer and technical engineering courses that lead to a possibility of CTE licensing and certification in high school with the opportunity for graduation endorsements. Strategy's Expected Result/Impact: Enrollment in high school CTE courses, Student Engagement survey, Technology Proficiency Assessment Staff Responsible for Monitoring: CTE teachers and counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Increase Advanced/GT/AP enrollment, retention and performance. Strategy's Expected Result/Impact: Student Enrollment, retention, and performance of PreAP, GT, AP courses Staff Responsible for Monitoring: Counselors Admin All Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Ensure that 100% of 8th graders complete a Personalized Graduation Plan that includes a selected Pathway. Strategy's Expected Result/Impact: Student and Parent Surveys Staff Responsible for Monitoring: Counselors	Formative			Summative
	Nov	Jan	Mar	June
				







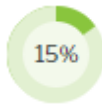

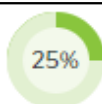

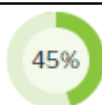
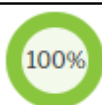

Strategy 5 Details	Reviews			
Strategy 5: Increase student awareness of college and career opportunities through implementation of College Week activities and AVID College Corner initiative Strategy's Expected Result/Impact: Increased participation in college week and AVID activities Increased interest in post-secondary career options Staff Responsible for Monitoring: Content Specialist Campus Admin	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></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.







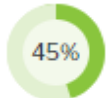



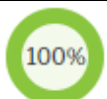

Strategy 1 Details	Reviews			
Strategy 1: Provide campus safety updates via weekly Smore Newsletter, PTA website, and the PTA newsletter Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Administration, PTA	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide campus updates and celebrations via Twitter Strategy's Expected Result/Impact: Parent Survey, Climate Survey Staff Responsible for Monitoring: Caroline Adams, Administration, Staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Identify and utilize campus surveys to develop campus goals. Strategy's Expected Result/Impact: Student Survey, Parent Survey, and Climate Surveys Staff Responsible for Monitoring: Instructional Leadership Team	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Use teacher website platforms as a portal to access current assignments, class information, and announcements in addition to other modes of parents communication. Examples include Google Sites, Weebly, Twitter, Remind, Talking Points, etc. Strategy's Expected Result/Impact: Parent Survey, Student Survey Staff Responsible for Monitoring: Brenda Martinez	Formative			Summative
	Nov	Jan	Mar	June
				











Strategy 5 Details	Reviews			
Strategy 5: Utilize Google Forms to obtain parent feedback on various school events. Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Increase PTA enrollment by offering the Early Bird Special during May of the previous school year. Maintain faculty membership at 100% and increase student membership. Strategy's Expected Result/Impact: Climate Survey Staff Responsible for Monitoring: Yolanda Gaither	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Provide an opportunity for students to give input to the faculty and staff via the Principal's Advisory Committee regarding their perception of academic rigor in their classes. Strategy's Expected Result/Impact: Student Engagement Survey Staff Responsible for Monitoring: Central Content Specialist Yolanda Gaither Brenda Martinez Davlin Edwards	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Utilize "Voly" so parents can track volunteer hours on campus and to chaperone field trips. Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: PTA, Front Office Staff, Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Promote various forms for communication (e.g. Remind, Twitter, News You Can Use, Talking Points, etc.) for parental connection. Strategy's Expected Result/Impact: Parent/Student Survey Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 10 Details	Reviews			
Strategy 10: Provide Growth Goal Camp to Parents and students to set goals for achievement. Strategy's Expected Result/Impact: Enhance student participation for the BOY, MOY, and EOY MAP testing to provide solid data to make valid data driven instructions. Staff Responsible for Monitoring: All teachers, ICs, and Admin Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Utilize the use of AJH Twitter page and Media Cast throughout the building for class, school, and extracurricular updates and to inform students and parents of ongoing extracurricular and academic opportunities. Strategy's Expected Result/Impact: Increase student and parent participation and involvement Staff Responsible for Monitoring: All teachers Twitter Manager Admin	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 12 Details	Reviews			
Strategy 12: Host Growth Camps for parents. Strategy's Expected Result/Impact: Bridge the gap between home and school, create a partnership between the school and parents which will impact student success. Staff Responsible for Monitoring: Admin, IC's and parent engagement coordinator Title I: 2.4, 4.1, 4.2 - TEA Priorities: Build a foundation of reading and math - 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 1: Ensure operations are conducted in a financially efficient and effective manner.













Strategy 1 Details	Reviews			
Strategy 1: Develop a plan to ensure all employees receive training on proper money handling procedures etc. in Fall and Spring. Strategy's Expected Result/Impact: Proper procedures to ensure fiscal responsibility. Staff Responsible for Monitoring: Administration, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure all staff who directly order/receive goods are aware of proper procurement procedures. Strategy's Expected Result/Impact: Increase accountability of district resources. Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Ensure expenditures support student outcomes, teacher morale/retention. Strategy's Expected Result/Impact: Increase in student achievement and decrease in teacher turnover rate. Staff Responsible for Monitoring: Administration, Instructional Coaches Title I: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide training and support for all support staff processing PO's and sub payment to ensure staff are following proper policies and procedures. Strategy's Expected Result/Impact: Climate Survey increase Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				














Strategy 5 Details	Reviews			
Strategy 5: Communicate clearly to the staff the procedure for submitting work orders regarding textbooks, cafeteria management, custodial operations, technology support, building repairs, and instructional resources. Strategy's Expected Result/Impact: Campus Climate Survey Staff Responsible for Monitoring: Administration, Instructional Technologist, Custodial Management	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement quarterly monitoring of CIP during ILT meetings - November 18, January 27, March 31, and June 9. Strategy's Expected Result/Impact: Implementation of CIP strategies Staff Responsible for Monitoring: ILT	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 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			
Strategy 1: Communicate safety drills through the weekly Smore Newsletter " News You Can Use" call/text message. Strategy's Expected Result/Impact: Parent Survey Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Perform monthly safety drills. Strategy's Expected Result/Impact: Student SURvey Staff Responsible for Monitoring: Administration Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Perform "I Know What to Do" days to increase staff and student confidence in emergency situations in October, December, February, and April. Strategy's Expected Result/Impact: Student Survey, Staff Survey, Parent Survey Staff Responsible for Monitoring: Administration, SRO	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Engage students, staff, and community in the LiveWise LiveHealthy campaign to increase student wellness. Strategy's Expected Result/Impact: Student Survey, PBIS Data, Teen Screen Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: We will adhere to the district-wide cellphone and dress code policies that will ensure cell phones and clothing will not interfere with instructional time or learning. Strategy's Expected Result/Impact: Student Survey, Parent Survey, Climate Survey Staff Responsible for Monitoring: Administration, All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement Safety Week (August 21-August 25) where we conducted Evacuate, Hold & Secure, Lockdown, Shelter in Place, and Fire Drills. Strategy's Expected Result/Impact: Student Survey, Parent Survey, Climate Survey Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Create a system to ensure all visitors are Raptor'd upon entrance to the building. Strategy's Expected Result/Impact: Student Survey, Parent Survey, Climate Survey Staff Responsible for Monitoring: Administration, All staff Title I: 4.1	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				