

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



Board Approval Date: October 12, 2023

Mission Statement

The mission of Forest Meadow Junior High is to educate, empower and enable all students to become caring, contributing leaders who can succeed in an ever-changing world. Our students will excel through a supportive learning environment that promotes their leadership skills, social/emotional health and specific academic content through engaging instruction designed for the 21st century learner.

Vision

Our students will display **CHARGER PRIDE**.

Preparedness

Respect

Integrity

Determination

Excellence

Values

Integrity - Inspiration - Inclusiveness - Innovation

Focus

Students are the primary focus of the RISD staff, and staff is the primary focus of the administration.

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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 all students have a school/home connection (club, extra curricular, activity, an adult at school).











Evaluation Data Sources: Student, Parent, and Staff surveys

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p>Strategy 1: Increase opportunities for student engagement through campus extracurricular activities by making daily announcements with club meeting information, information in the newsletter and recruiting during the school day. These activities include athletics, band, orchestra, choir, theatre, art, Art Club, Drama Club, DnD Club, TOPS, Culture Club, NJHS, Yearbook and Student Council.</p> <p>Strategy's Expected Result/Impact: Increased school & home connection</p> <p>Staff Responsible for Monitoring: Staff/Teacher Sponsors Administrators</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>				
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Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth








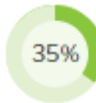

Performance Objective 2: Title 1 Funding to be spent based on needs assessment

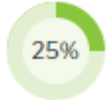


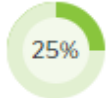


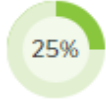






Evaluation Data Sources: Student and teacher feedback and data

Strategy 1 Details	Reviews			
Strategy 1: Purchasing cross curricular instructional materials, digital subscriptions, professional development, and intervention for student growth Strategy's Expected Result/Impact: Increase in school morale, student performance, staff growth, and an increase in instructional rigor Staff Responsible for Monitoring: Teachers Instructional Coaches Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: State Compe Ed will be utilized to purchase paper products for instructional materials	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

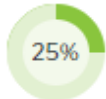








Performance Objective 3: Clear and consistent implementation of discipline management plan; strategies to inform staff of discipline process




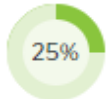


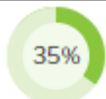
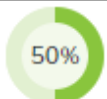
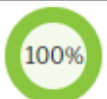
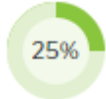


Strategy 1 Details	Reviews			
Strategy 1: Incorporate Charger PRIDE by implementing PBIS and CHAMPS structures that will facilitate a culture of schoolwide PRIDE. Develop culturally relevant SEL lessons and activities taught during Advisory in order to improve the culture and environment at FMJH. The PBIS committee collects data based on campus survey results Strategy's Expected Result/Impact: An increase in positive behaviors and a decrease in suspensions with evidence of alternative discipline actions Staff Responsible for Monitoring: Antonio Miller (Administrator) PBIS Committee Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Promote positive behavior, using PBIS model in the classrooms and in the common campus areas at FMJH, and continue to reduce discipline referrals and overall number of ISS/OSS placements by implementing character, bullying, harassment and dating violence education through Advisory Lessons, hallway duty spots, Crises Counselor, peer mediators and monitoring students during breakfast, lunch and passing periods and school release time. Promote culture awareness and diversity through various lessons in Advisory throughout the year Strategy's Expected Result/Impact: Increase in student and teacher morale, Decrease in student referrals and ISS/OSS placements. Staff Responsible for Monitoring: Antonio Miller PBIS Committee Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Utilize the positive referral system to highlight the excellent behavior of our students. Strategy's Expected Result/Impact: Increase in morale among students, increase in positive relationships between teachers and students and a decrease in ISS/OSS. Staff Responsible for Monitoring: All teachers Administrators Counselors	Formative			Summative
	Nov	Jan	Mar	June
				














Strategy 4 Details	Reviews			
Strategy 4: Incorporate SEL strategies to assist students with mental health, social skills and academic achievement. Strategy's Expected Result/Impact: Long term success of all students Staff Responsible for Monitoring: Counselors Administrators Dr. Gibbins and Team ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Implement campus wide behavior flow chart and train teachers on how to implement it into their classrooms Strategy's Expected Result/Impact: Decrease in the number of campus referrals for ISS, OSS, and DAEP. Increase in the amount of instructional time on task Staff Responsible for Monitoring: Administrators Campus PBIS Committee	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Development of a campus Charger Student of the Month program - Nominate 7th and one 8th grade students who display traits of the monthly characteristic. Strategy's Expected Result/Impact: Increase in student buy in of campus PBIS and an increase in positive student behavior. Staff Responsible for Monitoring: Administrators Teachers Campus PBIS Committee ESF Levers: Lever 3: Positive School Culture	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 4: Implementation of strategies for school safety, emergency response and the prevention of suicide, bullying, harassment and dating violence.








Strategy 1 Details	Reviews			
Strategy 1: Teachers will participate in suicide, substance abuse and bullying prevention and intervention training. The TEEN Screen program will be used for students at 7th grade level. Strategy's Expected Result/Impact: Implementation of TEEN Screen and teacher participation Staff Responsible for Monitoring: Counselors Administrators Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize technology and internet safety education in the classroom. Strategy's Expected Result/Impact: Increased proficiency in the use of technology programs and walk-throughs. Staff Responsible for Monitoring: Emily Northcutt, Digital Coach Denise Brewer, LITE Anna Coutant, AP	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Continue to monitor student data reports in an effort to monitor immunization compliance and communicable disease of the student body Strategy's Expected Result/Impact: Complete and up to date immunization records for all students Staff Responsible for Monitoring: Nurse, Krista Riley Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Implement state required bullying prevention requirements consistent with Board policies and procedures. See Appendix A. Strategy's Expected Result/Impact: Lower bullying incidents Staff Responsible for Monitoring: Administrators Counselors Special Student Services ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Parents will receive communication regarding bullying incidents through phone calls and/or in person meetings Strategy's Expected Result/Impact: An increased awareness of bullying incidents and a decrease in overall bullying numbers Staff Responsible for Monitoring: All staff Administrators Title I: 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Create a campus emergency response team (ERT) that will conduct a round table table drill in the fall and an all campus AED drill in February to coincide with heart month. This is an effort to be prepared to respond quickly quickly if a cardiac event should occur on campus. Strategy's Expected Result/Impact: Increased awareness and rate of response time of any and all emergency events on campus. Staff Responsible for Monitoring: Nurse, Krista Riley ERT	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 7 Details	Reviews			
Strategy 7: Monitor student absence information in order to monitor communicable disease issues on the campus. Strategy's Expected Result/Impact: Safe environment will be created through consistent monitoring of communicable disease issues on the campus Staff Responsible for Monitoring: Nurse, Krista Riley Administrators Counselors Attendance Clerk	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 8 Details	Reviews			
Strategy 8: Continue to monitor student data reports in an effort to monitor immunization compliance and communicable disease of the student body Strategy's Expected Result/Impact: Complete and up to date immunization records for all students Staff Responsible for Monitoring: Nurse, Krista Riley Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Form Campus Threat Assessment Team and complete training as specified in Texas Education Code 37.115 Strategy's Expected Result/Impact: Administrators are trained according to Texas Education Code 37.115 Staff Responsible for Monitoring: Administrators Dr. Spiller	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Teachers will participate in suicide, substance abuse and bullying prevention and intervention training. The TEEN Screen program will be used for students at 7th grade level. Strategy's Expected Result/Impact: Students will go through lessons in their advisories or with counselors that address substance use prevention Staff Responsible for Monitoring: Counselors Administrators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
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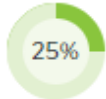
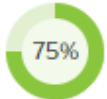




Goal 1: We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

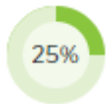


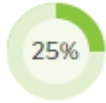









Performance Objective 5: Increase of the attendance rate by 2% in the 23-24 school year

Strategy 1 Details	Reviews			
Strategy 1: Create an environment where students feel a part of the school community through the continual monitoring of attendance using A2A. Schedule parent and student conferences when students accumulate multiple absences. Strategy's Expected Result/Impact: Increase in graduation rates Decrease in recidivism Staff Responsible for Monitoring: Administrators Counselors Attendance Clerk	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></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 6: We will ensure that we have diverse and engaging programs and learning opportunities to meet the expectations of the graduate profile.

Strategy 1 Details	Reviews			
Strategy 1: Administer MAP growth diagnostics to 95% of all eligible students in Reading and Mathematics at BOY, MOY, & EOY Strategy's Expected Result/Impact: Gaining data to inform intervention programs and needs Staff Responsible for Monitoring: Instructional Coaches Teachers Administrators TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading and Mathematics Strategy's Expected Result/Impact: Increase in student performance Staff Responsible for Monitoring: Instructional Coaches Teachers Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Address student groups for Targeted support or additional targeted support once we receive the accountability ratings Strategy's Expected Result/Impact: Creation of student groups based on data for intervention utilizing data from STAAR and MAP Growth Staff Responsible for Monitoring: Instructional Coaches Teachers Administrators Title I: 2.4		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 4 Details		Reviews			
Strategy 4: Identify and progress monitor secondary students who are In need of support using defined parameters for attendance, behavior, reading and math intensive courses, and course failures using Branching Minds Strategy's Expected Result/Impact: Increase in student growth on student identified needs Staff Responsible for Monitoring: Instructional Coaches Teachers Administrators Title I: 2.6		Formative			Summative
		Nov	Jan	Mar	June
					
Strategy 5 Details		Reviews			
Strategy 5: Campuses will identify students in need of accelerated learning and intensive intervention, utilize High Quality Instructional Materials as determined by the district and monitor progress in Branching Minds Strategy's Expected Result/Impact: Increase in student growth based on student identified needs Staff Responsible for Monitoring: Instructional Coaches Teachers Administrators Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative			Summative
		Nov	Jan	Mar	June
					
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Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 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: On campus staff professional development implemented and provided by campus leaders and staff Strategy's Expected Result/Impact: Convenient opportunities for educators to gain professional growth Staff Responsible for Monitoring: Teachers Central Admin Instructional Coaches Administrators TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing		Formative			Summative
		Nov	Jan	Mar	June
		<div><div></div></div> 25%	<div><div></div></div> 75%	<div><div></div></div> 85%	
<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 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.

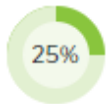


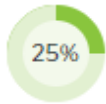


Evaluation Data Sources: New hire data

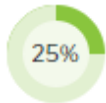


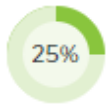

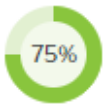
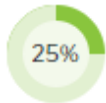

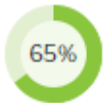




Strategy 1 Details	Reviews			
Strategy 1: Provide strategic professional development and PBIS opportunities to reward staff Strategy's Expected Result/Impact: Increase in teacher retention Staff Responsible for Monitoring: Administrators	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div></div> 25%	<div><div></div></div> 75%	<div><div></div></div> 75%	
<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: Regular PLCs to align instructional framework Strategy's Expected Result/Impact: Students will develop competencies to prepare for success in high school. Teachers follow the district pacing calendar to align instruction and assessment. Staff Responsible for Monitoring: Administration, Instructional Coaches, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Embed Lead4ward and ELLevation strategies into regular classroom instruction. Teachers and Instructional Coaches collaborate with district specialists to effectively implement Lead4ward and ELLevation strategies into classroom instruction. Strategy's Expected Result/Impact: Students will feel supported through structured activities to engage and participate in classroom instruction. This support will result in increased achievement aligned with FMJH performance growth goals. Staff Responsible for Monitoring: Instructional Coaches, Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				

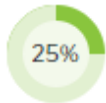

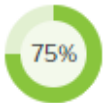
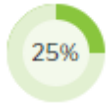

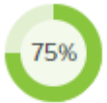
Strategy 3 Details	Reviews			
Strategy 3: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum. Strategy's Expected Result/Impact: Teachers meet in regular PLCs to align instruction with district curriculum. Students will receive structured and aligned Tier 1 instruction. Staff Responsible for Monitoring: Instructional Coaches, Teachers, and administrators Title I: 2.4, 2.5, 2.6	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Embed enrichment and extension activities for G/T students that aligns with district curriculum. Collaborate with district specialists to effectively challenge and engage G/T students in the classroom. Utilize depth and complexity in Tier 1 classroom instruction. Implement small group instruction for G/T student enrichment and extension. Strategy's Expected Result/Impact: G/T students will receive differentiated instruction that extends their learning without simply adding more work. Staff Responsible for Monitoring: Instructional Coaches, Teachers Title I: 2.4	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Utilize ALEKS program and district provided resources implement high quality instructional materials in Pre-Algebra and Algebra I. Strategy's Expected Result/Impact: Students receive individualized instruction plans through ALEKS to elevate their learning and close achievement gaps. Staff Responsible for Monitoring: Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
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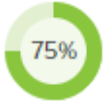



Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.








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: Focused professional development on understanding and using learner experiences in daily instruction. Creation of on campus professional development led by staff leaders Strategy's Expected Result/Impact: Staff will receive intentional professional learning that is tailored to their needs. Students will develop skills to feel confident approaching new learning opportunities. Teachers will receive the support, training, and materials necessary to implement the Learner Growth Experience in the classroom. Staff Responsible for Monitoring: Administration, Instructional Coaches Title I: 2.4, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: 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: Teachers will receive the support, training, and materials necessary to implement the Learner Growth Experience in the classroom. Staff Responsible for Monitoring: Administration, Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Focused professional development on understanding and using learner experiences in daily instruction. Conduct needs assessments through surveys and observations to determine professional learning needs among staff regarding learner experiences. Implement regular and focused campus-based professional learning opportunities for employees to learn from district professionals, campus professionals, and their peers. Send teachers to relevant conferences and outside professional development opportunities suited to their content areas. Strategy's Expected Result/Impact: Teachers will receive focused professional development from a variety of sources to provide a well-rounded learning experience to bring back to the classroom. Staff Responsible for Monitoring: Administration, Instructional Coaches Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Plan for at least three days of iTeam support facilitating learning with technology in support of the Learning Framework. Digital coach and iTeam collaborate to determine technology learning needs for FMJH. Conduct needs assessments for support and training in learning with technology through surveys, observations, and feedback and create focused training with iTeam designed to fit those needs. Strategy's Expected Result/Impact: Teachers will feel confident teaching with technology and students will feel confident learning with technology. Staff Responsible for Monitoring: iTeam, Digital Coach Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				

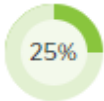





Strategy 5 Details	Reviews			
Strategy 5: Plan for iTeam on campus support and professional learning in identified areas of growth in the BrightBytes Survey. Collaborate with administration, iTeam, and Digital Coach to design focused learning opportunities for teachers. Digital Coach and iTeam create regular learning opportunities for teachers to effectively implement technology in the classroom. Strategy's Expected Result/Impact: Teachers will know who to contact regarding instructional technology support. Staff Responsible for Monitoring: iTeam, Digital Coach, Administration Title I: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Conduct needs assessments through surveys and observations to determine professional learning needs among staff. Implement regular campus-based professional learning opportunities for employees to learn from district professionals, campus professionals, and their peers. Provide learning opportunities for students through advisory lessons to explore new learning platforms and expand their SEL competencies. Send teachers to relevant and timely professional development conferences and networking events.	Formative			Summative
	Nov	Jan	Mar	June
				

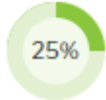









Strategy 7 Details	Reviews			
Strategy 7: All teachers of advanced courses will complete the required 30 hours of GT Foundations or the required GT Update on Depth & Complexity by December 2023 Strategy's Expected Result/Impact: Teachers will be trained and qualified for GT courses Staff Responsible for Monitoring: Teachers Instructional Coaches Administrators Title I: 2.5 - TEA Priorities: Connect high school to career and college - 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: Provide students varying opportunities to earn college credit hours through Advanced Placement (AP) Strategy's Expected Result/Impact: Students earning college credit Staff Responsible for Monitoring: Testing Coordinator AP Teacher Advanced Learning Department Title I: 2.5 - TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide opportunities to increase retention of CTE students, and work to realign the industry based certification calendar to match TEA's phase in of completion status.	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Increase P-TECH student enrollment and retention numbers by promoting programs and communicating with stakeholders of opportunities Strategy's Expected Result/Impact: Students and parents are more aware of P TECH opportunities within the school Staff Responsible for Monitoring: P TECH Teachers Administrators Counselors Title I: 2.5, 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Provide opportunities to increase retention of CTE students, and work to realign the industry based certification calendar to match TEA's phase in of completer status. Strategy's Expected Result/Impact: Students get real world experiences for CTE opportunities Staff Responsible for Monitoring: P TECH Teachers Administrators Counselors	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: Identify instructional opportunities in teacher created classroom experiences for the defined priority goal strands for staff and students.










Evaluation Data Sources: Staff and student surveys

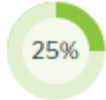




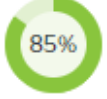




Strategy 1 Details	Reviews			
Strategy 1: Perform walkthroughs and observations by evaluators, instructional coaches, and peers Strategy's Expected Result/Impact: Provide feedback to teachers on areas in need of growth Staff Responsible for Monitoring: Admin, Instructional Coaches, Teachers	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div>25%</div>	<div><div></div>70%</div>	<div><div></div>100%</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 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.

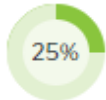












Evaluation Data Sources: Family Engagement, Volunteer Engagement including Voly data, Community Engagement including increase in partner outreach efforts and programs.

Strategy 1 Details	Reviews			
Strategy 1: Communication strategies for supporting increased engagement with the school community and parents by connecting with Homeowners associations, community organizations. (Community outreach and Communications) Strategy's Expected Result/Impact: Leverage school community and parental involvement to increase student engagement and academic outcomes. Staff Responsible for Monitoring: Susan Burt, Anna Coutant, Megan Martin, Antonio Miller, Emily Wrigley.	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Updated teacher websites for teacher, student and family communication Strategy's Expected Result/Impact: An increase of communication between home and school Staff Responsible for Monitoring: Teachers Administrators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: PBIS website updates, Wyldlife mentors, AVID tutors. (Student behavior supports, Social Emotional Engagement, College Readiness) Strategy's Expected Result/Impact: Student behavior supports, Social Emotional Engagement, College Readiness: utilize PBIS strategies, mentors, and AVID tutors to foster a culture of positive interactions between student and campus staff. Staff Responsible for Monitoring: Student behavior supports, Social Emotional Engagement, College Readiness: Antonio Miller, Chelsea Alvarado, Mrs. Coy, Megan Martin ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Focus notifications, Smore Newsletter, PTA Meetings, School Marquee, School Website. Strategy's Expected Result/Impact: Community outreach and Communications: build strategic collaborative relationships that support the goals of the school community and promotes student academic, social and emotional growth. Staff Responsible for Monitoring: Susan Burt Emily Dragoo Wrigley Emily Northcutt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Curriculum Fair, Charger Roundup, and End of Year Student Celebrations will be planned and communicated in advance to the community Strategy's Expected Result/Impact: Build strategic collaborative relationships that support the goals of the school community and promotes student academic, social and emotional growth. Staff Responsible for Monitoring: Administrators Instructional Coaches Teachers 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: Collaborate with Facility Services and the Energy & Sustainability Department to optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption.

Strategy 1 Details	Reviews			
Strategy 1: Ensure operations are conducted in a financially efficient and effective manner. Strategy's Expected Result/Impact: Increase impact on energy conservation and sustainability of scarce resources. Staff Responsible for Monitoring: Susan Burt	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide a safe, comfortable, and well-maintained environment at all campuses. Strategy's Expected Result/Impact: Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses Staff Responsible for Monitoring: School maintenance	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations. Strategy's Expected Result/Impact: Expect a 95% or better positive response on the district climate survey. Move from Advanced to Exemplary in the area of Technology Support (Environment) on the BrightBytes Survey. Staff Responsible for Monitoring: iTeam Emily Northcutt Administrators	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				