

Richardson Independent School District

Parkhill Junior High School

2023-2024 Campus Improvement Plan



Board Approval Date: October 12, 2023

Mission Statement

To teach, engage, and motivate so that every student, teacher, and leader will meet and/or exceed their academic growth goals.

Vision

Every child, every teacher, every leader, every day.

Value Statement

Beliefs:

To ensure the academic success of for all students, we believe...

In creating a safe learning environment that empowers every student in RISD to take risks, be creative, find acceptance and grow.

That education is an effective tool that can prepare every student in RISD for life after high school, including teaching life skills.

Every student in RISD will have the capability and desire to learn and rise to the level of expectations for individual success.

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Comprehensive Needs Assessment

Student Learning

Student Learning Summary

Parkhill is committed to supporting all students growing and achieving high levels of success. We use multiple data points in order to determine the best course of action to help support student growth and learning needs.

2022-2023 Map Data for our campus shows:

7th Grade MAP Reading, Spring 2023: 316 Students, 218.20 RIT Score, 54.43 Achievement Percentile, 50.95% Met Growth
8th Grade MAP Reading, Spring 2023: 308 Students, 220.33 RIT Score, 51.81 Achievement Percentile, 51.3% Met Growth
7th Grade MAP Math, Spring 2023: 312 Students, 227.21 RIT Score, 51.91 Achievement Percentile, 26.6% Met Growth
7th Grade MAP Algebra 1, Spring 2023: 5 Students, 252.20 RIT Score, 71 Achievement Percentile, 60% Met Growth
8th Grade MAP Algebra I, Spring 2023: 261 Students, 242.95 RIT Score, 57.56 Achievement Percentile, 60.15% Met Growth
8th Grade MAP Math, Spring 2023: 45 Students, 198.71 RIT Score, 11.93 Achievement Percentile, 20% Met Growth
8th Grade MAP Algebra 2, Spring 2023: 1 Student, 217 RIT Score, 6 Achievement Percentile, 0% Met Growth

2023 STAAR Early Guidance Results

2023 Reading, Grade 7: 318 Students, 75.79% Likely Passed, 15.72% Zone of Uncertainty
2023 Reading, Grade 8: 309 Students, 72.17% Likely Passed, 19.74% Zone of Uncertainty
2023 Algebra I EOC, Grade 8: 266 Students, 72.18% Likely Passed, 25.94% Zone of Uncertainty
2023 Math, Grade 8: 365 Students, 47.95% Likely Passed, 39.18% Zone of Uncertainty
2023 Science, Grade 8: 307 Students, 72.31% Likely Passed, 21.82% Zone of Uncertainty
2023 Social Studies, Grade 8: 304 Students, 56.25% Likely Passed, 24.67% Zone of Uncertainty

Student Learning Strengths

- 51% of 7th and 8th grade students met projected growth in reading and 60% of 7th and 8th grade Algebra I students met projected growth in math from fall 2022 to spring 2023 on NWEA MAP assessments
- Over 72% of students in 7th/8th Grade Reading, 8th Grade Algebra I and Science are projected to pass the 2023 STAAR based upon early guidance data.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Only 27% of 7th Grade Math students are meeting projected growth in NWEA MAP. **Root Cause:** Engagement in MAP assessments

Problem Statement 2: Only 48% of students who took the 8th Grade Math STAAR are likely to pass based upon early guidance **Root Cause:** 7th graders are testing above grade level.

School Processes & Programs

School Processes & Programs Summary

Parkhill teachers are highly qualified professionals who are committed to teach, engage, and motivate every student, every teacher, every leader, every day.

We believe in fostering opportunities for growth for each child and offer intervention and extensions both during the school day and before/after school to promote student success.

Parkhill offers a variety of student programs and services to support student learning, well rounded education, and a safe and healthy learning environment. Those programs include but are not limited to:

- Advanced Academics
- Athletics
- Career and Technical Education,
- Dyslexia Services
- Equity, Diversity, and Inclusion
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- Multilingual Services
- Response to Intervention
- Special Education Services
- Student Services

School Processes & Programs Strengths

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

Our schedule offer opportunities for teachers and staff to work collaboratively to meet the needs of students

Our campus culture supports a positive learning environment where students academic as well as social and emotional needs are met.

A culture of high expectations and positive attitudes among the staff have created a supportive and collaborative culture that encourages the growth of all on our campus.

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

Problem Statements Identifying School Processes & Programs Needs

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

Root Cause: Funding and resources.

Perceptions

Perceptions Summary

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

Perceptions Strengths

Parkhill teachers understand their role in implementing our school's key actions. Our campus bases its action on the core beliefs of the district

Problem Statements Identifying Perceptions Needs

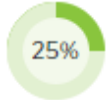

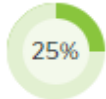

Problem Statement 1: Not all demographic populations have achieved their full potential academically or behaviorally.












Priority Problem Statements

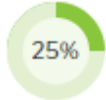




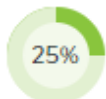

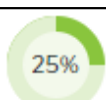
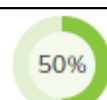
Goals










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

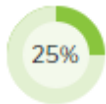

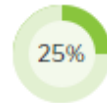
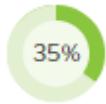
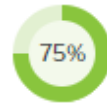

Performance Objective 1: Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.

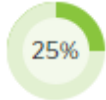








Strategy 1 Details	Reviews			
Strategy 1: Identify students in need of accelerated learning and intensive intervention, utilize High Quality Instructional Materials as determined by the district and monitor progress in Branching Minds. Strategy's Expected Result/Impact: Achieve student growth Staff Responsible for Monitoring: All teachers, Instructional Coaches, and administration TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement all Substance Use Prevention Lessons through advisory and administrators verify that they are taught with fidelity. Strategy's Expected Result/Impact: Decrease in substance abuse. Increase student awareness of dangers of substance abuse. Staff Responsible for Monitoring: Advisory teachers Instructional coaches Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Create a club flyer to hand out at schedule pick up to inform students and parents about activities/clubs on campus. Strategy's Expected Result/Impact: Increase in number of students participating in extracurricular activities Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Utilize advisory period to include coordinated school health plan, bullying, harassment, dating violence and internet safety. Strategy's Expected Result/Impact: Increase in positive self worth and ability to advocate Staff Responsible for Monitoring: All staff ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
Strategy 5: Increase awareness of expanded anti-bullying strategies (including communication to parents) and internet safety through first day orientation (Amazing Race). Strategy's Expected Result/Impact: Faculty and student participation Decrease in bullying incidents Staff Responsible for Monitoring: All staff ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 6 Details	Reviews			
Strategy 6: Implement state required bullying prevention requirements consistent with Board policies and goals. See Appendix A. Strategy's Expected Result/Impact: Decrease in bullying incidents Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 7 Details	Reviews			
Strategy 7: Monitor student data reports in order to track immunization compliance of the student body. Strategy's Expected Result/Impact: Feedback from the nurse Staff Responsible for Monitoring: Katie Katz All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 8 Details	Reviews			
Strategy 8: Monitor student attendance data in order to track at risk students and communicable health concerns. Strategy's Expected Result/Impact: Increase in attendance Increase in student performance Staff Responsible for Monitoring: Katie Katz Mary Hoff Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 9 Details	Reviews			
Strategy 9: Communicate directly with parents regarding bullying incidents. Strategy's Expected Result/Impact: Decrease in bullying incidents Staff Responsible for Monitoring: Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 10 Details	Reviews			
Strategy 10: Introduce and reenergize PBIS as a campus approach to recognize positive student and teacher behaviors on both campus and in classrooms for a clear campus wide discipline management plan. Strategy's Expected Result/Impact: Documentation of positive behavior Decrease in office referrals Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 11 Details	Reviews			
Strategy 11: Utilize technology systems for teachers to set and track goals. Strategy's Expected Result/Impact: Increase in staff growth Staff Responsible for Monitoring: All teachers	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 12 Details	Reviews			
Strategy 12: Campus Emergency Response Team (CERT) will conduct a round table drill in the fall and an all campus AED drill in February to coincide with heart month. Strategy's Expected Result/Impact: Staff will be prepared to respond if a cardiac event happens on campus Staff Responsible for Monitoring: Katie Katz Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 13 Details	Reviews			
Strategy 13: Administer MAP growth diagnostics to 95% of all eligible students in Reading and Math at BOY, MOY ad EOY. Strategy's Expected Result/Impact: Increase in student growth Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 14 Details	Reviews			
Strategy 14: 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 students meeting or exceeding growth goals Staff Responsible for Monitoring: RLA Teachers Math Teachers Instructional Coaches Administration	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 15 Details	Reviews			
Strategy 15: Identify and progress monitor 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 attendance Increase in desired student behaviors Increase in student growth for math and reading Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 16 Details	Reviews			
Strategy 16: Monitor special education students academic improvement and discipline through communication with general education, special education teachers and administrators. Strategy's Expected Result/Impact: Increase in grades, assessments and STAAR scores Staff Responsible for Monitoring: All teachers Administrators	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 17 Details	Reviews			
Strategy 17: Monitor emerging bilinguals progress through FOCUS, tracking sheets and Elevation to successfully exit 50% of students from program. Strategy's Expected Result/Impact: Increase in number of students exited from ESL program Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 18 Details	Reviews			
Strategy 18: Schedule a minimum of 6 Saturday schools with a focus on STAAR 2.0 readiness. Subject areas will include math, reading, writing, science and social studies. EB and special education teacher support will be provided. Strategy's Expected Result/Impact: Increase in STAAR scores Pass/failure rates Increase in EOC scores Increase in assessment scores Staff Responsible for Monitoring: All core teachers ESL teachers Special education teachers Instructional coaches Administration	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 19 Details	Reviews			
Strategy 19: Identify students utilizing STAAR scores and teacher approval to place students in advanced classes. Strategy's Expected Result/Impact: Increase in enrollment and retention in advanced classes Staff Responsible for Monitoring: Administration Core Teachers Instructional Coaches Counselors	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 20 Details	Reviews			
Strategy 20: Collaborate with elementary schools to identify 6th graders for advanced classes. Meet with the students and communicate selections with parents. Strategy's Expected Result/Impact: Increase in underrepresented incoming 7th graders Staff Responsible for Monitoring: Administration Counselors	Formative			Summative
	Nov	Jan	Mar	June
	N/A			







Strategy 21 Details	Reviews			
Strategy 21: Form Campus Threat Assessment Team and complete training as specified in Texas Education Code 37.115. Strategy's Expected Result/Impact: Increase in safety on campus Staff Responsible for Monitoring: Administration SRO All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 22 Details	Reviews			
Strategy 22: Continue Operation Spot Em and Got Em with all feeder elementary schools (Pathway to Equity Plan) Strategy's Expected Result/Impact: Increase in the number of under represented students in advanced classes Staff Responsible for Monitoring: Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: 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 and supplement the district mentoring program to support new staff. Strategy's Expected Result/Impact: Increase in teacher retention Increase in positive feedback on district survey Staff Responsible for Monitoring: Instructional Coaches Mentors Administration TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Organize monthly celebrations to encourage positivity throughout the staff. Strategy's Expected Result/Impact: Increase teacher morale Staff Responsible for Monitoring: All staff TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement monthly employee appreciation snacks. Strategy's Expected Result/Impact: Increase in faculty relations on survey Staff Responsible for Monitoring: Administration Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



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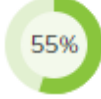








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Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

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 interview process that is equitable to all cultural and ethnic backgrounds. Strategy's Expected Result/Impact: Increase in diversity in staff Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement, recruit and hire high performing staff that meets RISD high standards and expectations. Strategy's Expected Result/Impact: Increase in teacher retention Increase in positive feedback on campus survey Staff Responsible for Monitoring: Administration	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: Increase in campus goals and vision Staff Responsible for Monitoring: Administration Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue the TTESS walkthrough form with an emphasis on teacher feedback and professional growth goal. Strategy's Expected Result/Impact: Increase in student growth Staff Responsible for Monitoring: Administration Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 5 Details	Reviews			
Strategy 5: Utilize TTESS to support teachers with choice professional development opportunities to support knowledge in identified areas of growth through self-assessment or data analysis. Strategy's Expected Result/Impact: Increase in growth goals Staff Responsible for Monitoring: All staff	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 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: Utilize the RISD playbook to support teachers incorporating district learning framework and the graduate profile into student learning experiences. Strategy's Expected Result/Impact: Increase in engaging learning experiences Increase in student growth Staff Responsible for Monitoring: All teachers Instructional Coaches Administration TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, 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: Increase in teacher growth Staff Responsible for Monitoring: Administration Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Focus professional development on understanding and using learner experiences in daily instruction. Strategy's Expected Result/Impact: Increase in staff and student growth Staff Responsible for Monitoring: Administration Instructional Coaches	Formative			Summative
	Nov	Jan	Mar	June
				







Strategy 4 Details	Reviews			
Strategy 4: Identify instructional opportunities for the defined priority standards through PLCs, professional development and faculty meetings. Strategy's Expected Result/Impact: Increase in staff and student growth Staff Responsible for Monitoring: All teachers Instructional coaches Administration	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 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: Train, implement and monitor Lead4ward and ELlevation strategies into all classroom instruction. Strategy's Expected Result/Impact: Increase in student engagement Increased student growth Staff Responsible for Monitoring: All teachers Instructional Coaches Administration TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum. Strategy's Expected Result/Impact: Increase in student growth Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: 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 goals. Strategy's Expected Result/Impact: Increase in teacher and growth goals Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				







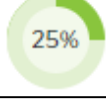

Strategy 4 Details	Reviews			
Strategy 4: Retain 90% of students enrolled in the GT-sheltered courses between 7th and 8th grade. Strategy's Expected Result/Impact: Increase in GT-sheltered course retention Staff Responsible for Monitoring: GT teachers Administration	Formative			Summative
	Nov	Jan	Mar	June
	 50%	 85%		
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







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

Performance Objective 3: 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)

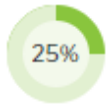

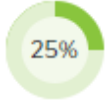


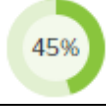

Strategy 1 Details	Reviews			
Strategy 1: Educate the community about CTE, encourage participation in CTE classes and support students obtaining CTE licensing and certification. Strategy's Expected Result/Impact: Increase in CTE enrollment Increase in CTE certification/licensure Staff Responsible for Monitoring: CTE teachers Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Offer events and activities that encourage parents and students to enroll in P-TECH courses - Open House, Technology Night and Parkhill Preview. Strategy's Expected Result/Impact: Increase in P-TECH enrollment Increase in P-TECH retention Staff Responsible for Monitoring: CTE teachers Counselors Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Create advisory lessons that support TCCR skills and 21st century learning. Strategy's Expected Result/Impact: Increase in BrightBytes survey Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
Strategy 4: Create 3 professional development trainings in support of the Learning Framework that will be supported by iTeam facilitating the implementation of technology. Strategy's Expected Result/Impact: Increase in student engagement Staff Responsible for Monitoring: Administration Instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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

Performance Objective 1: 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: Utilize Blackboard and monthly S'more in students' home language to keep parents informed of Parkhill events. Strategy's Expected Result/Impact: Increase parent engagement Staff Responsible for Monitoring: Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize Twitter and Facebook to inform the community and students of school events and positive "shout outs" for teachers and students. Strategy's Expected Result/Impact: Increase in community engagement Staff Responsible for Monitoring: Digital Coach ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
Strategy 3: Utilize Blackboard to contact parents of student who need to attend after school tutoring and Saturday school. Strategy's Expected Result/Impact: Attendance records Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Offer events and activities that encourage parental involvement 0 Back to school Picnic, Open House, Fine Arts Night, Parkhill Preview, Technology Night and Parent Education Nights. Strategy's Expected Result/Impact: Increase in attendance of activities Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished











Continue/Modify



Discontinue

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

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

Strategy 1 Details	Reviews			
Strategy 1: Train all staff on proper money handling procedures. Strategy's Expected Result/Impact: Increase in following district expectations Staff Responsible for Monitoring: Campus Exec Principal ESF Levers: Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize yearly budget audit recommendations to ensure efficient spending and adherence to district, state and federal spending guidelines Strategy's Expected Result/Impact: Compliance with district, state and federal guidelines Staff Responsible for Monitoring: Executive Assistant Principal ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Provide training and support for all staff processing POs, sub payment, etc to ensure staff are following proper policies and procedures. Strategy's Expected Result/Impact: District policies and procedures are followed Staff Responsible for Monitoring: Farrah Smock Cindy Rieder	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Continue to identify and apply for grants that support campus goals. Strategy's Expected Result/Impact: Increase in grant funding Staff Responsible for Monitoring: Administration Instructional coaches	Formative			Summative
	Nov	Jan	Mar	June
	N/A	N/A		



No Progress



Accomplished



Continue/Modify



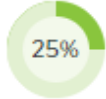














Discontinue

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

Performance Objective 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: Implement "I know what to do day" in October, December, February and April to continue to communicate safety protocols to students and staff. Strategy's Expected Result/Impact: Increase in student and staff awareness Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Continue monthly safety drills and communicate via blackboard with parents after safety drills. Strategy's Expected Result/Impact: Increase in student and staff awareness Parent awareness of safety protocols Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Implement Safety Week by participating in evacuate, hold and secure, lockdown, shelter in place and fire drills. Strategy's Expected Result/Impact: Increase in all students and staff understanding drills and expectations Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Implement safety procedures to ensure that all visitors are Raptor'd. Strategy's Expected Result/Impact: Increase in campus safety Staff Responsible for Monitoring: All staff	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 5 Details	Reviews			
Strategy 5: Implement weekly door checks per TEA guidelines. Strategy's Expected Result/Impact: Increased safety and security Awareness of potential door issues, damages/repairs Staff Responsible for Monitoring: Administration	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 3: Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

Evaluation Data Sources: Expect a 95% or better positive response on the district climate survey. Move from Advanced to Exemplary in the area of Technology Support (Environment) on the BrightBytes Survey.

Strategy 1 Details	Reviews			
Strategy 1: Utilize digital coach to incorporate SAMR method into PLC planning. Strategy's Expected Result/Impact: Increase in technology use Classroom observations Staff Responsible for Monitoring: Digital Coach All teachers Instructional coaches Administration	Formative			Summative
	Nov	Jan	Mar	June
	<div><div></div><div>25%</div></div>	<div><div></div><div>70%</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>				