

# **Richardson Independent School District**

## **District Improvement Plan**

### **2016-2017 Goals/Performance Objectives/Strategies**

**Accountability Rating: Met Standard**



# **Mission Statement**

*To serve and prepare all students for their global future*

## **Vision**

*RISD - Where all students learn, grow, and succeed*

## **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: Students are highly engaged in their educational life.

**Performance Objective 1:** Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences

**Summative Evaluation:** 100% of RISD Campuses Meet Standard

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 1) Monitor strategies to promote continuous improvement in Special Education, Dyslexia, and ELL programs	2, 9	Executive Director Special Student Services Director Dyslexia Programming ELL Director	Directors will meet with Assistant Superintendent every nine weeks to review student performance data. Data will include district designed assessment results.  Performance Growth Goals  Board Update February 2017				
				Funding Sources: 199 - General Fund, 199 - State Compensatory Education			
2) Implement and monitor the plan to improve instruction for secondary gifted and talented students.	1, 2, 3, 9	Executive Director for College & Career Readiness	Student performance data will be reviewed once every 9 weeks and reported to the Deputy Superintendent.  Performance Growth Goals  Board Update February 2017				
				Funding Sources: 199 - General Fund			
3) Continue to implement Differentiated Instruction (DI) strategies at all levels district-wide to support an enhance student engagement	2, 3, 9	Deputy Superintendent Assistant Superintendent & Executive Directors Elementary & Secondary	Review campus student performance data each 9 weeks.  Review campus student performance data by teacher each 9 weeks.  Performance Growth Goals				
				Funding Sources: 199 - General Fund			





4) Implement Non-traditional Choice High School	2, 4, 6, 9	Deputy Superintendents Assistant Superintendent & Executive Directors Secondary	Implementation Plan & Timeline				
			Total number of credits earned				
			Number of Graduates				
			Number of students enrolled				
			Attendance Rate				
Funding Sources: 199 - General Fund							
5) 100% of students will be connected at school via clubs, extracurricular activities, etc.	2, 6	Assistant Superintendent Executive Directors & Campus Principals Secondary	Participation Increase Overall from previous year				
			Report by student groups				
Funding Sources: 199 - General Fund							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 1:** Students are highly engaged in their educational life.

**Performance Objective 2:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

**Summative Evaluation:** Move as a district from Emerging to Proficient in overall measurement in the area of classroom on the BrightBytes Survey. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue to utilize the Technology Advisory Committee (TAC) to provide needs assessment, research, and action items for Technology to implement in accordance with the Technology Plan	1, 2, 4, 6, 8, 9, 10	Assistant Superintendent Technology	Research & Planning Documentation				
			Bright Bytes Survey Results				
Funding Sources: 199 - General Fund							
2) Fully implement and monitor the district's model for technology integration, including further training, communication, and development of strategies and tools, including readiness as the district transitions to more student devices.	1, 2, 3, 4, 8, 9, 10	Assistant Superintendent Technology	Student use of technology				
			Training evaluations Implementation and results Walkthrough Analysis BrightBytes Survey Results				
3) Enhance access to technology with increased number of devices to students.	2, 6, 9, 10	Assistant Superintendent Technology Campus Administrators/Staff	Increased devices available				
			Student usage				
Funding Sources: 199 - General Fund							
4) Implement a new program for credit recovery to support non-traditional and other credit recovery needs	2, 3, 4, 6, 8, 9, 10	Assistant Superintendent Secondary Deputy Superintendent Campus Administrators and Staff	Implementation timeline and plan				
			# credits recovered				
Funding Sources: 199 - General Fund							
5) Broaden the opportunities for students to take an on-line learning course.	2, 6, 8, 9, 10	Campus Administrators/Staff	# courses taken				
			# courses offered				
Funding Sources: 199 - General Fund							

 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue


**Goal 1:** Students are highly engaged in their educational life.

**Performance Objective 3:** Increase links between home and school by providing systemic opportunities for parent engagement

**Summative Evaluation:** Increase in positive response rate by parent/community in focus groups meetings and/or survey results

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Promote positive parent relations and maintain parent engagement at or greater than 85%	1, 2, 6, 10	Superintendent's Advisory Council Campus Administrators	Parent Survey Results Greater than or equal to 85% Responses (Strongly Agree/Agree)				
				Funding Sources: 199 - General Fund			
2) Continue partnership with Council of PTAs to support parent engagement through the PTA membership drive	1, 2, 6, 10	Executive Director College & Career Readiness reports to Deputy Superintendent	End of Year Membership Report				
				Funding Sources: 199 - General Fund			
3) Use the Multiracial Advisory Committee (MRAC) to advise the Superintendent on matters relating to diversity and racial harmony	1, 2, 6, 9, 10	Deputy Superintendent Assistant Superintendent Secondary Coordinating Director Special Projects	MRAC Report Increase in hiring diverse staff Decrease in student discipline placements of discretionary placements, ISS and OSS.				
				Funding Sources: 199 - General Fund			
4) Continue to operate the district-wide translator/interpreter program to provide support to non-English speaking parents	1, 2, 6, 9, 10	General Counsel	Program Report				
				Funding Sources: 199 - General Fund			
5) Continue to provide parent informational sessions at elementary and junior highs to enhance smooth transition from elementary to junior high and from junior high to high school	1, 2, 6, 7, 9, 10	Executive Directors College & Career Readiness Elementary & Secondary Executive Directors report agenda results to Deputy Superintendent	Results of Agenda topics				
				Funding Sources: 199 - General Fund			



6) Provide parent informational sessions on the State and Federal Accountability models to include: a. Student Assessment B. Assessment Timeline C. Accountability Reporting	1, 6, 8, 9, 10	Deputy Superintendent Assistant Superintendents Elementary & Secondary Executive Directors Elementary & Secondary Campus Principals	Sessions Conducted				
Funding Sources: 199 - General Fund							
7) Continue to provide programs at the Family Literacy Center. A. Adult Education Classes B. HIPPY and PAT programs for at risk preschool students.	6, 7, 9, 10	Executive Director of Grants & Entitlements	Program Evaluation Student success upon entering regular classrooms				
Funding Sources: 211 - Title I, Part A - \$368298.00							
8) Curate and share best practices in increasing parent engagement	1, 6, 8, 9, 10	Deputy Superintendent Assistant Superintendents Elementary & Secondary Executive Directors Elementary & Secondary Campus Principals	Evidence of Clearinghouse List of Best Practices Increase in positive response by parents in focus group meetings and/or survey results				
Funding Sources: 199 - General Fund							
							

## Goal 2: Profound curriculum is the foundation for learning.






**Performance Objective 1:** Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas

**Summative Evaluation:** 100% of RISD Campuses Meet Standard

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Implement the comprehensive plan to direct the design, implementation, monitoring, evaluation, and revision of curriculum in the district	1, 2, 3, 4, 5, 8, 9, 10	Deputy Superintendent Curriculum Directors Assistant Superintendents Elementary & Secondary	Comprehensive Plan included in the Instructional Operating Guide (IOG)  Performance Growth Goals				
				Funding Sources: 199 - General Fund			
2) Implement the comprehensive student assessment and program evaluation plan that clarifies collection methods, includes formative and summative data, and addresses expectations for data reporting and use	1, 2, 4, 8, 9, 10	Deputy Superintendent Elementary & Secondary Curriculum Directors	Comprehensive Plan included in the Instructional Operating Guide (IOG)  Performance Growth Goals				
				Funding Sources: 199 - General Fund			
3) Implement the comprehensive student intervention plan that includes all elements of intervention program criteria and includes monitoring, assessment, and feedback about results of program interventions	1, 2, 3, 4, 7, 8, 9, 10	Deputy Superintendent Elementary & Secondary Curriculum Directors	Comprehensive Plan included in the Instructional Operating Guide (IOG)  Performance Growth Goals				
				Funding Sources: 199 - General Fund			

4) Refine mathematics curriculum, grades 9-12, to align with state standards	1, 2, 3, 4, 8, 9	Deputy Superintendent Assistant Superintendent Secondary Secondary Curriculum Director Director, Secondary Math  Student Performance results reviewed by Directors and reported to Assistant Superintendent and Deputy Superintendent every 9 weeks	Revised Curriculum Student Performance results each 9 weeks Performance Growth Goals				
5) Continue to refine curriculum for elementary/secondary language arts	1, 2, 3, 4, 8, 9	Deputy Superintendent Assistant Superintendent Elementary Elementary Curriculum Director Director, Elementary Language Arts  Directors will review student performance data every 9 weeks and report to Assistant Superintendent and Deputy Superintendent	Revised Curriculum Student Performance Data every 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund							

6) Refine curriculum for students served in bilingual education in grades K-6	1, 2, 3, 4, 8, 9	Deputy Superintendent Assistant Superintendent Elementary Elementary Curriculum Director Director, Elementary Bilingual/ESL  Directors will review student performance data every 9 weeks and report to Assistant Superintendent and Deputy Superintendent	Revised Curriculum Student Performance data every 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund							
7) Refine curriculum and strategies for students served in classes for English Language Learners	1, 2, 3, 4, 8, 9	Deputy Superintendent Assistant Superintendents Elementary & Secondary Elementary & Secondary Curriculum Directors Director, Bilingual/ESL, Secondary ESL  Directors review student performance data and report results to Assistant Superintendents and Deputy Superintendent every 9 weeks	Revised Curriculum Student Performance data every 9 weeks  Performance Growth Goals TELPAS Scores AYP Results				
Funding Sources: 199 - General Fund							


8) Provide guidance through the curriculum document the "best" resource/s to use. "Best"=aligned to the SE and correct rigor level	1, 2, 3, 4, 8, 9, 10 Deputy Superintendent Assistant Superintendents Elementary and Secondary Curriculum Division	Student performance results each 9 weeks Revised curriculum document Performance Growth Goals				
Funding Sources: 199 - General Fund						
9) RISD Curriculum is a "work in progress" to provide a document that allows ALL students to be successful on state mandated tests. Continue to use data, the current vetting process, and exemplar lessons to build a strong curriculum	1, 2, 3, 4, 8, 9, 10 Deputy Superintendent Assistant Superintendents Elementary and Secondary Curriculum Division	Student performance results each 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund						
<p style="text-align: center;"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> 10) Provide guidance in curriculum modifications and strategies that address the needs of Special Education students	1, 2, 3, 4, 8, 9, 10 Deputy Superintendent Assistant Superintendent Elementary and Secondary Executive Director Special Programs Special Education Division Regular Education Instructional and Curriculum Division	Student performance results each 9 weeks Performance Growth Goals				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 2:** Profound curriculum is the foundation for learning.

**Performance Objective 2:** Integrate 21st Century learning and Texas College & Career Readiness (TCCR) skills and strategies into curriculum PK-12

**Summative Evaluation:** % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal); Brightbytes Survey Results (Identified Area of Increase)


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) CCR Become a district where every student graduates with three college credits or a CTE certification or license a. Continue to increase opportunities for students to earn college credit through dual credit; increasing dual enrollment b. Continue to increase opportunities for students to earn college credit through AP c. Continue to increase opportunities for students to earn licenses and certifications after completing a sequence of courses d. Create additional CCR communication tools to assist students and parents in making educational decisions and to showcase district resources	2, 3, 4, 6, 8, 9, 10	Deputy Superintendent Assistant Superintendent Executive Director College & Career Readiness Assistant Superintendent Technology  Executive Director College & Career Readiness will submit a report to Assistant Superintendents twice a year, December and June	Career Path Awareness Activities Conducted Plan for Graduates Strategic Relationships & Partnerships # of dual credit courses attained # of students with 3, 4 or 5 on AP exams # of licenses # of certifications Total # of students graduating with dual-credit, AP hours, license or certification.				
				Funding Sources: 199 - General Fund			
2) Continue to increase opportunities to increase career path awareness in elementary and junior high schools to promote college-going culture	2, 6, 8, 9, 10	Assistant Superintendent Technology, Secondary & Elementary	List of New Certifications/License Opportunities  Action Plan(s) to address student, parent & teacher awareness in understanding pathway options.  # of students declaring each endorsement in 4 year graduation plans				
				Funding Sources: 199 - General Fund			

3) Continue to monitor National Clearinghouse data for college enrollment and completion.	1, 2, 6, 8, 9, 10	Executive Director College & Career Readiness	Annual Report October 2016 73% of RISD students enrolled in college at any time during the first year after high school graduation.				
Funding Sources: 199 - General Fund							
4) Assess students for college readiness at district expense as follows: a. Grade 10 PSAT b. Grade 10 TSI c. Grade 11 ACT d. Grade 8/9 PSAT	6, 8, 9	Deputy Superintendent Assistant Superintendent Secondary Executive Director College & Career Readiness  Yearly report submitted to Deputy Superintendent	Student results and analysis  Performance Growth Goals				
Funding Sources: 199 - General Fund							
5) Develop and implement a strategic walk-through system (electronic system with monitoring feature) to assist campus administrators in assessing the delivery of curriculum with 21st century, engaging student lessons	1, 2, 3	Deputy Superintendent Assistant Superintendents Elementary & Secondary Campus Administrators	Walk-through Documents District Monitoring Data Student Satisfaction/Engagement Survey				
Funding Sources: 199 - General Fund							
							

**Goal 2:** Profound curriculum is the foundation for learning.

**Performance Objective 3:** Enhance Career & Technical (CTE) opportunities for students

**Summative Evaluation:** % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal)

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Implement Year 3 of the 5-Year CTE Strategic Plan a. Cultivate relationships with additional partners b. Enhance CTE curriculum in priority clusters as well as updating all CTE curriculum as per TEA mandates by 2017-18 c. Ensure facilities support goals of the CTE programs with emphasis on priority clusters d. Continue to build course sequences that align with certification and/or license requirements e. Continue collaboration with Human Resources to improved recruiting, screening, hiring, and retention of qualified industry certified CTE teachers f. Continue collaboration with Counseling and College Career Readiness Departments to promote career exploration as well as Develop Individual student 6 year plans and transitions to Higher Education programs after graduation for all students grades 6-12	1, 2, 3, 4, 5, 6, 8, 9, 10	Assistant Superintendents Technology, Secondary, Facilities, Human Resources  Report "Evidence that Demonstrates Success" to Deputy Superintendent twice a year, December and June	Strategic Relationships & Partnerships CTE Curriculum Enhancements New Certifications & Licenses Available CTE, Hiring/Retention information # of students graduating in each endorsement				
Funding Sources: 199 - General Fund							
							



**Goal 2:** Profound curriculum is the foundation for learning.

**Performance Objective 4:** Develop a K-12 Literacy focus.

**Summative Evaluation:** 100% of RISD Campuses Meet Standard  
 % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 1) Define Literacy	1, 2, 3, 4, 9	Assistant Superintendents of Elementary and Secondary, Executive Directors of Elementary and Secondary Curriculum & Instruction	Definition Performance Growth Goals				
				Funding Sources: 199 - General Fund			
2) Identify best practices to support literacy across the curriculum	1, 2, 3, 4, 9	Assistant Superintendents of Elementary and Secondary, Executive Directors of Elementary and Secondary Curriculum & Instruction	List of best practices Walkthrough Analysis Performance Growth Goals Notice and Note Signpost & Non-fiction writing PD sign-in sheets and teacher reflection				
				Funding Sources: 199 - General Fund			
3) Develop professional development workshops for district wide day and after school professional development to support literacy across the curriculum	1, 2, 3, 4, 9	Executive Directors of Elementary and Secondary Curriculum & Instruction, Elementary and Secondary Curriculum Directors, Executive Director of Professional Learning	Professional Development Catalog Record of Attendance Workshop Feedback Walkthrough Analysis Performance Growth Goals				
				Funding Sources: 199 - General Fund			






4) Provide on-going effective professional development to principals to support literacy across the curriculum	1, 2, 3, 4, 9	Assistant Superintendents of Elementary and Secondary, Executive Directors of Elementary and Secondary	Professional Development Catalog Record of Attendance Workshop Feedback Walkthrough Analysis Performance Growth Goals				
Funding Sources: 199 - General Fund							
5) Create a curated resource center to support literacy across the curriculum, including digital literacy.	1, 2, 3, 4, 9	Assistant Superintendents of Elementary, Secondary and Technology, Executive Directors of Elementary and Secondary Curriculum & Instruction	Curated Resource Center # of teachers accessing resource center Walkthrough Analysis Performance Growth Goals				
Funding Sources: 199 - General Fund							

### Goal 3: RISD has high performing, student focused teachers.

**Performance Objective 1:** Hire certified, qualified and dedicated staff from different cultural and ethnic backgrounds

**Summative Evaluation:** Increase in diverse demographic representation in RISD hiring






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) RISD Employer of Choice Recruit, develop and retain high-performing employees who learn, grow and succeed a. Develop criteria to clearly define "employer of choice" b. Develop criteria to clearly define "high performing" (Based on the new state teacher appraisal, T-TESS) c. Develop a tiered compensation plan based on high performance criteria d. Define and communicate career pathways with commensurate compensation e. Develop marketing strategies to highlight employment opportunities f. Provide professional development that increases capacity of personnel g. Provide direction in coordination with the Human Resources Advisory Committee (HRAC) to increase retention of high-performing staff and implement Phase 1 Recommendations h. Enhance mentoring program for teachers new to RISD	1, 2, 3, 4, 5, 10	Deputy Superintendent Assistant Superintendent Human Resources Superintendent's Advisory Council	Criteria Developed Tiered Compensation Proposal Marketing Strategies # of teachers that leave district & reasons for leaving Retention rates # of applicants for open positions				
				Funding Sources: 199 - General Fund			
2) Benchmark the following HR data against comparison districts during the spring semester for use in budget planning: a. Teacher Starting Salary b. Average Teacher Salary c. Critical Needs Stipends d. Yearly Salary Increases e. Campus Administrator Compensation f. Health Insurance Benefits g. Average Home Price Information	1, 3, 5	Assistant Superintendent Human Resources Director Insurance & Benefits	Benchmarking Analysis & Recommendations Retention Rates Staff Survey				
				Funding Sources: 199 - General Fund			
3) Maintain new teacher starting salary, critical needs stipends, and Health Insurance benefits paid by district at or above midpoint of benchmark districts (dependent upon state funding)	1, 3, 5	Assistant Superintendents Human Resources & Finance	Benchmarking Documents & Recommendations Retention Rates Staff Survey				
				Funding Sources: 199 - General Fund			

4) Provide training and support to principals and organizational managers regarding staff performance evaluations	1, 3, 5	Assistant Superintendent Human Resources & General Counsel Executive Directors Elementary	Training Participants & Protocols				
5) Continue to implement the McREL Balanced Leadership model	2, 3, 4	Assistant Superintendents & Executive Directors Human Resources	Principals and assistant principals share at principal meetings and in conferences with their supervisors how they are continuing to focus on the 21 Leadership Responsibilities				
		Assistant Superintendents & Executive Directors of Elementary and Secondary	Components of the 21 Leadership Responsibilities included in TPESS orientation and review				
Funding Sources: 199 - General Fund							
6) Implement the new Texas Teacher Evaluation & Support System (TTESS) that incorporates student performance/growth as required by the state	1, 2, 3, 4, 5, 10	Assistant Superintendents & Executive Directors Human Resources, Elementary, Secondary	Review of student performance data by teacher each 9 weeks  Walkthrough data analysis  Staff Survey/Formative Feedback  TTESS Final Evaluations  Goal Attainment				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** RISD has high performing, student focused teachers.

**Performance Objective 2:** Seek employee input and feedback

**Summative Evaluation:** Increase in positive response rate of staff in focus group response and/or staff survey responses

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Continue to seek employee input via Staff Climate Survey and maintain greater than or equal to 85% participation rate	1, 5	Assistant Superintendent Human Resources Executive Director Accountability & Continuous Improvement	Staff Climate Survey Results Greater than or equal to 85% Participation Rate				
Funding Sources: 199 - General Fund							
2) Provide support to campuses as they engage in activities designed to address topics specific to campus needs based on survey data to maintain positive staff perception in the following areas: 2015 Campus Climate Survey Climate Dimension School Leadership Faculty Relations & Support Parent Engagement School Operations	1, 2, 3, 4, 5, 10	Assistant Superintendents Human Resources, Elementary & Secondary Executive Director Accountability & Continuous Improvement	Staff Climate Survey Results 2016 Perceptions greater than or equal to 85% Positive Response (Strongly Agree/Agree)				
Funding Sources: 199 - General Fund							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 3:** RISD has high performing, student focused teachers.

**Performance Objective 3:** Provide necessary professional development to successfully implement the 2020 Vision

**Summative Evaluation:** Increase in positive response rate by staff on professional development session evaluation responses (True North Logic Evaluation)

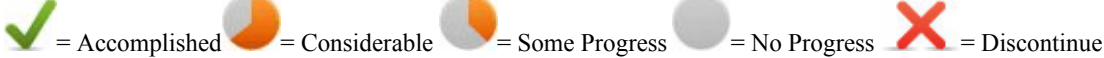
Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Implement a comprehensive professional development program/plan in coordination with the curriculum management plan	2, 3, 4, 5, 10	Deputy Superintendent Assistant Superintendents Elementary & Secondary Coordinating Director Professional Development	Professional Development Plan				
Funding Sources: 199 - General Fund							
2) Continue to provide professional development in all curricular areas to enhance instructional strategies	2, 3, 4, 5, 10	Assistant Superintendents Elementary & Secondary Directors Curriculum & Instruction Elementary & Secondary	Number of Sessions & Participants Student Performance results each 9 weeks Performance Growth Goals				
3) Continue to provide professional development for instructional staff to support ELL students	2, 3, 4, 5, 10	Directors Elementary & Secondary ESL	Number of Sessions & Participants TELPAS results Student performance each 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund							
4) Continue to provide professional development for instructional staff on dyslexia and present Dyslexia Modules to all new employees	2, 3, 4, 5, 10	Director Dyslexia Programming Campus Administrators	Number of sessions and Participants Student performance results each 9 weeks				
Funding Sources: 199 - General Fund							
5) Continue to provide professional development for instructional staff to support students with disabilities	2, 3, 4, 5, 10	Executive Director Special Student Services	Number of Sessions & Participants Student performance results each 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund							

6) Ensure all G/T teachers complete required G/T training	3, 4, 5, 10	Executive Director College & Career Readiness Director Advanced Academic Studies	G/T Training Documentation				
7) Continue to provide professional development to support the following district initiatives: a. Differentiated Instruction (DI) b. School Wide Enrichment (SEM) c. Technology Integration (TI) d. Professional Learning Communities (PLC)	2, 3, 4, 5, 10	Directors Curriculum & Instruction Elementary & Secondary Campus Administrators Directors Technology	Number of Sessions & Participants Review of student performance each 9 weeks Walkthrough data analysis				
Funding Sources: 199 - General Fund, 211 - Title I, Part A							
8) Assess effectiveness of individual professional development sessions to ensure that sessions meet the needs of at least 90% of participants	1, 3, 4, 5, 10	Coordinating Director Staff Development	Professional Development Evaluation Results reported to appropriate Assistant Superintendent each 9 weeks				
Funding Sources: 199 - General Fund							

## Goal 4: RISD ensures excellence in operations.

**Performance Objective 1:** Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

**Summative Evaluation:** Maintain district FIRST rating; maintain district bond rating


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Benchmark cost per pupil by function with select districts to compare efficiency of current allocation of resources	1, 3, 4, 5, 6, 10	Deputy Superintendent Finance	Analysis of Benchmark Data				
Funding Sources: 199 - General Fund							
2) Maintain Multi-Year Financial Plan to project future needs	1, 10	Deputy Superintendent Finance	Maintenance of Multi-Year Financial Plan				
Funding Sources: 199 - General Fund							
3) Seek stakeholder input regarding budget recommendations at least once per year	1, 6	Deputy Superintendent Finance	Budget Review Team (BRT) Meeting & Recommendations				
Funding Sources: 199 - General Fund							
4) Communicate the 2016-17 budget planning timeline		Deputy Superintendent Finance	Timeline, communications				
Funding Sources: 199 - General Fund							
5) Recommend district operating budget for approval in June		Deputy Superintendent Finance	Approval of Budget				
Funding Sources: 199 - General Fund							
6) Manage Bond 2016 expenditures & Create and communicate calendar for bond expenditures		Deputy Superintendent Finance	Completion of Scheduled Bond Projects				
Funding Sources: 199 - General Fund							
							



**Goal 4:** RISD ensures excellence in operations.

**Performance Objective 2:** Create a long-term facilities plan to address elementary and secondary enrollment growth

**Summative Evaluation:** Long term facilities plan and identified funding sources to support long term plan






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Identify a strategic planning support service to facilitate long-term facilities planning process		Deputy Superintendent	Strategic planning service identified				
	Funding Sources: 199 - General Fund						
2) Create an RISD committee composed of internal and external stakeholders to serve on long-term strategic facilities plan, create plan and monitor plan		Deputy Superintendent	Committee established				
	Funding Sources: 199 - General Fund						
3) Communicate long-term facilities plan		Deputy Superintendent Executive Director of Communications	Communication plan completed Published information on website				
	Funding Sources: 199 - General Fund						
4) Monitor and adjust long-term facilities plan		Deputy Superintendent	Community feedback Parent and staff focus group/survey input				
							

**Goal 4:** RISD ensures excellence in operations.

**Performance Objective 3:** Provide a safe, comfortable, and well-maintained environment at all campuses

**Summative Evaluation:** Increased positive response rate from internal and external stakeholders in focus group and/or survey responses; decrease in # of campus referrals for ISS, OSS and DAEP


Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Monitor effectiveness of security systems and processes on all campuses on a continual basis throughout year	1	District Safety Officer Campus Administrators Facilities Services	Completion of Yearly Review				
2) Perform safety audits on campuses on three-year-cycle (or as necessary based on changing circumstances); Develop, implement, and report recommendations for improvement based on audit results	1	District Safety Office Campus Administrators Elementary & Secondary Executive Directors	Annual Audits & Recommendations				
3) Maintain District Crisis Plan on-line with yearly training for campus administrators during July and August	1	Student Services	Annual Training Dates & Protocols				
4) Provide periodic practice of emergency procedures at all campuses		Assistant Superintendent Secondary	Emergency Drills & Recommendations				
5) Maintain facilities based on long-range facilities audit and update campus information as facilities are renovated or expanded		Executive Director Facilities Services	Updates to Facilities Information				
6) Maintain a high level of facilities managements and consistency in facilities learning environment		Executive Director of Facilities Services	Increase of positive response on staff and student climate survey regarding quality of learning environment				

7) Maintain policies and procedures and provide regular training and assistance to staff and students to promote student safety, health, and welfare including: safety planning, discipline management, bullying and harassment, suicide prevention, dating violence, and sexual abuse and other maltreatment of children	1, 4, 6, 10	Deputy Superintendent General Counsel Assistant Superintendents Elementary & Secondary	Inclusion in Campus Administrator Checklists & in Campus Improvement Plans				
Funding Sources: 199 - General Fund							
8) Provide training in order to implement PBIS at elementary and secondary levels	2, 3, 4, 8, 9, 10	Deputy Superintendent Assistant Superintendents Elementary and Secondary Executive Directors Elementary and Secondary Executive Director Staff Development Campus Administrators	# discipline referrals decrease Student Performance each 9 weeks Attendance rate				
Funding Sources: 199 - General Fund							
9) Provide training to secondary campuses on restorative practices to implement in 2017-18.	2, 3, 4, 6, 8, 9, 10	Assistant Superintendent Secondary Executive Directors Secondary	Survey Results/Feedback from Professional Development Professional Development Sign-In Sheets				
Funding Sources: 199 - General Fund							
10) Create a district-wide referral management system and data tracking system (PBMAS)	2	Executive Director Student Services Campus Administrators	# of referrals Attendance rate # Discretionary Placements Quarterly report card				
Funding Sources: 199 - General Fund							
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue							

**Goal 4:** RISD ensures excellence in operations.

**Performance Objective 4:** Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system


**Summative Evaluation:** Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Expand community partnerships in support of students and initiatives	1, 2, 6, 9, 10	Executive Director Communications	Compilation of New Partnerships with New Partners Highlighted				
Funding Sources: 199 - General Fund							
2) Inform and educate the community on timely topics of interest, such as: a. RISD Vision 2020 b. Accountability/Community & Student Engagement Accountability System (CSEAS) c. School Finance d. Legislative Issues e. Breaking News	1, 2, 3, 4, 6, 9, 10	Executive Director Communications	Compilation of Webpage Hits, Twitter Followers, Facebook Fans, Newsletter Subscribers				
Funding Sources: 199 - General Fund							
3) Provide on-going opportunities for stakeholder input to improve on communications practices	1, 2, 6, 10	Executive Director Communications	Stakeholder Recommendations				
Funding Sources: 199 - General Fund							
4) Continue to enhance district and campus communications tools such as websites, automated phone calls, and social media	1, 2, 6, 10	Executive Director Communications	Enhanced Communication Tools				
Funding Sources: 199 - General Fund							
5) Continue offering opportunities for stakeholders to learn more about RISD by participating in Inside RISD	1, 2, 6, 10	Executive Director Communications	Participation in Inside RISD & Other Activities				
Funding Sources: 199 - General Fund							
6) Maintain positive and proactive communication with English and Spanish media outlets	1, 2, 6, 9, 10	Executive Director Communications	Media Highlights for 2016-17				
Funding Sources: 199 - General Fund							
							

**Goal 4:** RISD ensures excellence in operations.

**Performance Objective 5:** Survey parents every other year to obtain input and feedback. Utilize feedback to improve parent perceptions

**Summative Evaluation:** Increase of positive response rate from parents in identified areas of growth

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Using the results of the 2015-16 Parent Climate survey, determine areas to address district-wide and on campuses; Positive responses greater than or equal to 80%	1, 2, 6, 10	Deputy Superintendent Assistant Superintendents Elementary & Secondary Executive Directors Elementary & Secondary Campus Administrators	Campus Improvement Plans Parent Climate Survey Results 2016-17 Greater than or equal to 80% Positive Responses (Strongly Agree/Agree) All Domains				
Funding Sources: 199 - General Fund							
							

## Goal 5: Student Performance

**Performance Objective 1:** Improve student performance and ensure 100% of campuses are rated "Met Standard"

**Summative Evaluation:** 100% of campuses meet standard; meet or exceed district performance growth goals






Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>1) Professional Development</p> <p>Provide relevant training to ensure proficiency of the TEKS for all core teachers</p>	2, 3, 4, 7, 8, 9	District Instructional Division	<p>STAAR State Assessment Results</p> <p>Review of student performance each 9 weeks</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>2) Design and deliver content specific professional learning aligned with district identified needs</p>	1, 2, 3, 4, 5, 7, 8, 9	District Instructional Division	<p>Professional Development Evaluation Results</p> <p>Review of student performance each 9 weeks</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p>3) Provide principals, assistant principals, instructional coaches, and department chairs with training to ensure instructional support for teachers</p>	1, 2, 3, 4, 9, 10	District and Campus Staff	<p>Professional Development Evaluation Results</p> <p>Review of student performance each 9 weeks</p>				
Funding Sources: 199 - General Fund							
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>4) Utilize district-wide professional development days to support and train teachers how to analyze data to inform instructional decisions in the classroom</p>	1, 2, 3, 4, 7, 8, 9	District and Campus Staff	<p>Professional Development Evaluation Results</p> <p>Inclusion of strategies in Campus Plan based on data</p> <p>Monitoring of use of strategies through walk throughs</p> <p>Review of student performance each 9 weeks</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>5) Provide teachers with choice professional development opportunities to support their knowledge in identified areas of growth either through self-assessment or data analysis</p>	1, 2, 3, 4, 5	District and Campus Staff	<p>TTESS Refinement Activities</p> <p>Professional Development Evaluation Results</p> <p>Review of student performance each 9 weeks</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>6) Provide professional development to teachers on intervention strategies</p>	1, 2, 3, 4, 6, 7, 8, 9, 10	District and Campus Staff	<p>Professional Development Evaluation Results</p> <p>Inclusion of strategies in Campus Plan</p> <p>Monitoring of strategies implemented through walk-throughs</p> <p>Review of student performance each 9 weeks</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							

7) Provide training on Performance Matters to ensure implementation across the district	1, 2, 3, 4, 6, 8, 9 Deputy Superintendent Executive Director Staff Development Executive Director Accountability Assistant Superintendent Elementary and Secondary Executive Directors Elementary and Secondary	Professional Development Evaluation Results/End of Year Review Data Meetings as scheduled by Central Office Staff Student Performance Review each 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund						
8) Train all principals and assistant principals on effective use of data and monitoring to guide instruction	1, 2, 4, 9, 10 District and Campus Staff	Professional Development Evaluation Results Data Meetings as scheduled by Central Office Staff Student Performance Data Review each 9 weeks Plans devised and implemented as a result of the review of data Performance Growth Goals				
Funding Sources: 199 - General Fund						
<p style="text-align: center;"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> 9) Provide "priority/IRR campuses" with additional professional development as directed by the District Improvement Team and campus data	1, 2, 3, 4, 5, 6, 8, 9, 10 District (Assistant Superintendent Elementary, Executive Directors Elementary) and Campus Staff	TAIS (Texas Accountability Intervention System) Data Meetings as scheduled by Central Office Staff Student Performance Data Review each 9 weeks Plans devised and implemented as a result of the review of data Performance Growth Goals				
Funding Sources: 199 - General Fund						
10) Provide professional development opportunities for new teachers regarding the RISD model of instruction	1, 2, 3, 4, 7, 8, 9 District and Campus Staff	ALL new teachers fill out a Professional Development Evaluation; results aggregated Implementation of model monitored through walk-throughs TTESS				
Funding Sources: 199 - General Fund						
11) Instructional Delivery/Curriculum Refinement  Continue to refine curriculum to assure tight alignment with the written, taught, and tested curriculum	1, 2, 4, 9 Curriculum Directors and Specialists	Review of item analysis of district assessments administered each 9 weeks Continue vetting process for curriculum as established STAAR results Performance Growth Goals				
Funding Sources: 199 - General Fund						

<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 12) Deploy specialist support to meet the varying needs of campuses across the district	1, 2, 3, 4, 7, 8, 9, 10	Elementary and Secondary Assistant Superintendents Elementary & Secondary Curriculum Directors	District Intervention Team will identify IR and Priority Campus needs, create a plan for support, and implement plan, adjust plan as needed Review of student performance data each 9 weeks Performance Growth Goals				
	Funding Sources: 199 - General Fund						
13) Ensure that Title I campuses are using all funding sources to support the school-wide instructional program	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	District and Campus Staff	Title I Evaluation Review of documentation and budget line items spent to implement program activities				
	Funding Sources: 211 - Title I, Part A						
14) Assure that all teachers are teaching the "essential content"-the knowledge and skills that students need to know, understand, and be able to do in order to succeed in school	1, 2, 3, 4, 7, 9	District and Campus Staff	Student Performance results reviewed each 9 weeks Data Meetings scheduled by Central Office Staff TTESS results Student performance results by teacher reviewed each 9 weeks Performance Growth Goals				
	Funding Sources: 199 - General Fund						
15) Enhance professional learning communities where teachers, administrators, and support specialists are continually talking about data, instruction, and best practices to improve student performance	1, 2, 3, 4, 5, 7, 8, 9, 10	District and Campus Staff	PLC agenda, minutes Implementation of decisions monitored by campus principals Data Analysis completed Performance Growth Goals				
	Funding Sources: 199 - General Fund						
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 16) Ensure that assessment data is guiding instructional practices in all core content areas	2, 3, 4, 7, 8, 9	District and Campus Staff	Review of student performance data each 9 weeks PLC agenda items and decisions Implementation of plan Strategies included in Campus Plan STAAR results Performance Growth Goals				
	Funding Sources: 199 - General Fund						
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 17) Monitoring/Accountability  Evaluate and monitor all student groups measured for accountability	1	District and Campus Staff	Improved Student Performance on state required assessments (STAAR, TELPAS) Review of student performance data by student groups each 9 weeks Review of student performance data by student groups by teacher each 9 weeks Data Meetings as called by Central Office Staff Performance Growth Goals				
	Funding Sources: 199 - General Fund						



<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>18) Monitor special programs such as BE/ESL, CTE, NCLB, and Special Education</p>	1	District and Campus Staff	<p>Improved Student Performance on TELPAS and STAAR</p> <p>Review student group performance by 9 weeks</p> <p>Review of student performance data by student groups by teacher each 9 weeks</p> <p>Item analysis review each 9 weeks</p> <p>Data Meetings as called by Central Office Staff</p> <p>Performance Growth Goals</p> <p>PBMAS Action Plan</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - State Compensatory Education, 211 - Title I, Part A, 199 - General Fund							
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>19) Review state assessment results and identify instructional strengths and weaknesses</p>	1	District and Campus Staff	<p>Implementation Plan &amp; Results</p> <p>Review of student performance data each 9 weeks</p> <p>Review of item analysis each 9 weeks</p> <p>Review of student group performance each 9 weeks</p> <p>Review of student group performance by teacher each 9 weeks</p> <p>TTESS refinement activities</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund, 211 - Title I, Part A, 199 - State Compensatory Education							
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>20) Evaluate ARD, LPAC, 504, and other district leadership committee decisions concerning state assessments and interventions</p>	1	District and Campus Staff	<p>Implementation Plan &amp; Results</p> <p>Student use of technology programs (Usage report)</p> <p>Intervention calendar, students attending, review of student progress</p> <p>Consistent bank of resources to be used across district</p> <p>Monitoring of plan implemented at the campus level by District Staff</p> <p>Data Meetings as called by Central Office Staff</p> <p>Student Success on individual plan created by campus committees each 9 weeks</p> <p>PBMAS Action Plan</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund, 199 - State Compensatory Education, 211 - Title I, Part A							
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>21) Develop and monitor action plans to ensure accountability at all campuses</p> <p>All campuses will develop growth goals by subtracting student performance rate from 100% and dividing by 5 to establish the growth needed to meet 100% RISD being successful on state mandated tests by 2021-22.</p>	1	Deputy Superintendent Assistant Superintendents Elementary & Secondary Executive Directors Elementary & Secondary	<p>Review of student performance data at data meetings as established:</p> <p>IR campuses/weekly</p> <p>Priority campuses/every 3 weeks</p> <p>All campuses/1 scheduled meeting and others as scheduled by Central Office Staff</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							

22) Use walkthrough collection methods to ensure consistent delivery of district curriculum	1	District and Campus Staff	Walk-through Documents District Monitoring Data TTESS Performance Growth Goals				
Funding Sources: 199 - General Fund							
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>23) Target missed state system safeguards in the following areas: a. Special Education Reading, Math, Science, Social Studies, Writing b. ELL Writing, Reading, Social Studies c. Special Education and ELL Graduation Rates</p>	1, 2, 3, 4, 9	District & Campus staff	<p>Implementation/Monitoring of strategies as provided through professional development; content vocabulary strategies will be included in professional development</p> <p>Implementation results of ELL writing each 9 weeks; professional development on content vocabulary strategies--monitoring by campus administrators</p> <p>Review success of State Compensatory programs and their success rates</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund, 199 - State Compensatory Education							
<p align="center"><b>Federal System Safeguard Strategy</b></p> <p>24) Target missed federal system safeguards in the following areas: a. Reading: All Students, American Indian, Asian, African American, Hispanic, Pacific Islander, Multiracial, Economically Disadvantaged, ELL, SPED b. Math: All Students, American Indian, African American, Hispanic, Pacific Islander, Multiracial, Economically Disadvantaged, ELL, SPED c. Graduation Rates?</p>	1, 2, 3, 4, 5, 7, 8, 9, 10	District and Campus Staff Elementary Curriculum Director Executive Directors Elementary Assistant Superintendent Elementary	<p>Continue implementation of Primary Reading Initiative, all NEW teachers and ALL Campus Administrators, Executive Directors, and Assistant Superintendent will receive the professional Development; review of student performance each 9 weeks</p> <p>Review of student performance data each 9 weeks; Data Meetings as called by Central Office Staff</p> <p>Review of success of State Compensatory programs and their success rates; attendance review weekly</p> <p>Performance Growth Goals</p>				
Funding Sources: 199 - General Fund, 199 - State Compensatory Education, 211 - Title I, Part A							
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

**Goal 5: Student Performance**

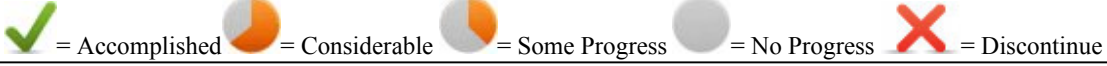
**Performance Objective 2: Increase District Graduation Rate from 88.3% to 92%**

**Summative Evaluation:** District graduation rate meets or exceeds district performance growth goal

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide teachers and administrators who have not had professional development on the social-emotional development students: a. Cultural awareness/Proficiency b. Understanding Poverty training	2, 3, 4, 6, 7, 9, 10	Deputy Superintendent Assistant Superintendent Elementary & Secondary Executive Directors Elementary and Secondary Campus Administrators	Implementation Plan and Timeline Dropout Rate Graduation Rate Student Survey Results Performance Growth Goals				
Funding Sources: 199 - General Fund							
2) Provide teachers with professional development on positive behavior intervention supports (PBIS)	1, 2, 3, 4, 6, 7, 9, 10	District and Campus Staff	# of discipline referrals Implementation Plan and Timeline Focus data analysis (Triggers & Interventions)				
Funding Sources: 199 - General Fund							
3) Provide professional development on Restorative Practices	1, 2, 4, 6, 9, 10	District and Campus Staff	Professional Development Evaluation Results # of discipline referrals				
Funding Sources: 199 - General Fund							
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 4) Provide teachers with professional development on research-based Response to Intervention strategies (RTI)	1, 2, 3, 4, 6, 7, 9, 10	Assistant Superintendents Elementary and Secondary Campus Administrators/Staff	RTI services implemented Student performance results Review of student performance each 9 weeks Performance Growth Goals				
<b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 5) Provide teachers with training on how graduation rates impact state accountability ratings	2, 4	District and Campus Staff	Professional Development Evaluation Results Graduation Rates Student Performance review each 9 weeks Increase in attendance rates Performance Growth Goals				
Funding Sources: 199 - General Fund							

6) Provide teachers professional development on utilizing Edgenuity for credit recovery in grades 7-12	2, 3, 4, 6, 9, 10	Deputy Superintendent Assistant Superintendent Secondary Executive Directors Secondary Staff Development Executive Director	# credits recovered End of Course results Student Performance review each 9 weeks				
				Funding Sources: 199 - General Fund			
7) Provide information sessions for parents in their home environment (apartments, churches, etc.)	1, 6, 10	District and Campus Staff	Implementation Plan and Timeline				
				Funding Sources: 199 - General Fund			
8) Instructional Delivery  Utilize Edgenuity on all campuses	2, 3, 6, 9	Deputy Superintendent Assistant Superintendent Secondary Executive Directors Secondary Campus Administrators	End of Course results Student Performance review each 9 weeks # credits recovered Performance Growth Goals				
				Funding Sources: 199 - General Fund			
9) Expand the Non -Traditional School to a.m. and p.m. sessions	1, 2, 9, 10	District and Campus Staff	Implementation Plan and Results # of Credits Earned Attendance Rate # of Graduates Performance Growth Goals				
				Funding Sources: 199 - General Fund			
10) Provide additional Credit-by-Exam (CBE) opportunities for Languages Other Than English (LOTE) credit in their home language	2, 9	District and Campus Staff	Student Results and Analysis				
				Funding Sources: 199 - General Fund			
11) Ensure 100% of students are connected in the school environment (Fine arts, clubs, co-curricular, service learning, athletics, etc.)	2, 6, 10	Campus Administrators/Staff Executive Directors Secondary Assistant Superintendent Secondary	Student Results and Analysis				
				Funding Sources: 199 - General Fund			

12) Research and develop alternative educational opportunities for students (Choice programs, acceleration, etc.)	1, 9, 10	Assistant Superintendent Secondary Executive Directors Secondary Campus Administrators/Staff	Implementation Plan and Timeline				
Funding Sources: 199 - General Fund							
13) Strengthen school to work programs and participation through CTE pathways	2, 6, 9, 10	District and Campus Staff	Implementation Plan and Timeline # of students participating in work programs				
14) Monitoring/Accountability  Implement campus level credit checks each nine weeks	1, 9	District and Campus Staff	Credits earned Performance Growth Goals				
Funding Sources: 199 - General Fund							
15) Implement a graduation task force at each campus to develop specific action steps to address how students will be encouraged to get involved	1, 2, 9	Assistant Superintendent Secondary Executive Directors Secondary Campus Administrators	Implementation of Plan Graduation rates/Performance Growth Goals				
Funding Sources: 199 - General Fund							
16) Ensure monitoring of students at risk of losing credits	1, 9	Campus Administrators/Staff Executive Directors Secondary Assistant Superintendent Secondary Deputy Superintendent	End of Course Results Review of Student Performance each 9 weeks Meeting to discuss status of students				
Funding Sources: 199 - General Fund							
17) Create central level graduation task force by feeder patterns a. (Grades 6-12) b. Identify drop-outs c. Home visits d. Individualized graduation plans	1, 6, 9, 10	District and Campus Staff	Implementation Plan and Timeline Performance Growth Goals				
Funding Sources: 199 - General Fund							
18) Monitor special populations through: a. Red Folders b. Quarterly Reports	1, 9	District and Campus Staff	District Monitoring Data Performance Growth Goals				
Funding Sources: 199 - General Fund							

19) Submit quarterly reports to be reviewed by Executive Directors and curriculum instructional team a. Discipline b. Attendance c. Grades/Credits	1, 9	District and Campus Staff	District Monitoring Data				
	Performance Growth Goals						
Funding Sources: 199 - General Fund							
							

**Goal 5: Student Performance**

**Performance Objective 3: Maintain ACT percentage at 25%**


**Summative Evaluation:** District ACT performance meets or exceeds district performance growth goal

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Utilize district-wide professional development days for ACT support specialists to train identified secondary teachers on how to analyze ACT data and instructional strategies to improve student performance	3, 4, 8, 9	District and Campus Staff	ACT results review Professional Development Evaluation Results Performance Growth Goals				
2) Utilize ACT's "Twenty Non-Negotiable Characteristics of Higher Performing School Districts"	1, 2, 9	District and Campus Staff	Implementation Plan and Timeline Performance Growth Goals				
3) Provide professional development regarding aligned college and career readiness curriculum, tools and instructional strategies	2, 3, 4, 9, 10	Curriculum Department Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary	Professional Development Evaluation Results STAAR/EOC results Walk-through observation data TTESS refinement activities Performance Growth Goals				
4) Provide secondary principals, curriculum directors, specialists and instructional coaches training on ACT data analysis and what to look for in ACT targeted classrooms	1, 4, 9, 10	District and Campus Staff Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary	Professional Development Evaluation Results Walk-through observation data Performance Growth Goals				
5) Work with Secondary content directors to embed and formalize ACT standards into RISD curriculum	2, 3, 4, 8, 9	District and Campus Staff	Curriculum Review Performance Growth Goals				

<p>6) Instructional Delivery</p> <p>Student Learning: Expectations &amp; Goals</p> <p>Conduct a review of the current curriculum and instructional resources to ensure alignment with college and career readiness standards</p>	1, 2, 10	District and Campus Staff	Curriculum Review Performance Growth Goals				
<p>Funding Sources: 199 - General Fund</p>							
<p>7) Revise district curriculum to ensure alignment to college and career readiness standards</p>	1, 2, 9, 10	Curriculum Department Assistant Superintendent Secondary Executive Directors Secondary Campus Staff	Curriculum Review Item analysis of STAAR and EOC results Item analysis review each 9 weeks of student performance Performance Growth Goals				
<p>Funding Sources: 199 - General Fund</p>							
<p>8) Provide detailed curriculum resources aligned with college and career readiness standards to secondary campuses</p>	2, 3, 9	District and Campus Staff	Curriculum Review Performance Growth Goals				
<p>Funding Sources: 199 - General Fund</p>							
<p>9) Support teachers with implementation of strategies to support college and career readiness standards</p>	2, 3, 4, 8, 9	Executive Director College and Career Readiness Instructional Specialists Campus Administrators/Staff Executive Directors Secondary Assistant Superintendent Secondary	Implementation Plan and Timeline Review of Student Performance each 9 weeks Walk-through data Performance Growth Goals				
<p>Funding Sources: 199 - General Fund</p>							
<p>10) Instructional Tools: Programs &amp; Strategies</p> <p>Identify and align instructional strategies and tools to the rigor of the assessment</p>	2, 3, 4, 8, 9	Campus Administrators Curriculum Department Executive Directors Secondary Assistant Superintendent Secondary	Curriculum Review TTESS Walk-through data Student Performance review each 9 weeks Performance Growth Goals				
<p>Funding Sources: 199 - General Fund</p>							



11) Create a culture of academic rigor for all students	2, 3, 9	Deputy Superintendent Assistant Superintendent Secondary Executive Directors Secondary Campus Administrators/Staff	TTESS Student Performance review each 9 weeks				
12) Recognition, Intervention, and Adjustment  Motivate students through immediate and individualized responses to learning needs as identified by curriculum assessment and January simulation	1, 2, 9	District and Campus Staff	Review of Student Performance each 9 weeks Interventions provided/student success Performance Growth Goals				
13) Provide strategic menu of responses designed to increase learning for all students	2, 9	District and Campus Staff	Curriculum Review Performance Growth Goals				
14) Monitoring/Accountability  Monitoring, Compilation, Analysis, and use of Data  Analyze student data to drive curricular and instructional decisions (embedded in PLC process)	1, 9	Campus Administrators/Staff Curriculum Division Executive Directors Secondary Assistant Superintendent Secondary	Student Performance review each 9 weeks STAAR results/EOC results/TELPAS results PLC agendas, minutes  Performance Growth Goals				
15) Create a student conferencing system related to college and career readiness	2, 9	District and Campus Staff	Conferences held Student performance review each 9 weeks # of students graduating with each endorsement Performance Growth Goals				
16) Use calibrated walk-throughs to ensure implementation of the written curriculum and that the instruction aligns with the rigor of college and career readiness standards	1, 3, 9	Campus Administrators Executive Directors Secondary Assistant Superintendent Secondary	Walk-through data TTESS Performance Growth Goals				

17) Research and collaborate with ACT high performing districts (Coppell, Phoenix, Irving, Cy-Fair, LaJoya)	1, 9, 10	Executive Director College and Career Readiness Assistant Superintendent Secondary	Implementation Plan and Timeline Performance Growth Goals				
Funding Sources: 199 - General Fund							
							






**Goal 5: Student Performance**

**Performance Objective 4:** Maintain student performance on SAT and remain above state and nation as we transition into the new SAT

**Summative Evaluation:** District SAT performance meets or exceeds district performance growth goals

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Train Secondary content directors on the new SAT standards	4	District and Campus Staff SAT Support Specialists	Professional Development Evaluation Results SAT results Performance Growth Goals				
				Funding Sources: 199 - General Fund			
2) Provide awareness sessions for teachers regarding the new SAT assessment	4	Executive Director College and Career Readiness Executive Directors Secondary Assistant Superintendent Secondary Campus Administrators/Staff	Professional Development Evaluation results SAT results Performance Growth Goals				
				Funding Sources: 199 - General Fund			
3) Provide professional development regarding aligned college and career readiness curriculum, tools and instructional strategies	2, 3, 4, 8, 9	District and Campus Staff	Professional Development Evaluation results SAT results Walk-through observation data				
				Funding Sources: 199 - General Fund			
4) Provide secondary principals, curriculum directors, specialists and instructional coaches training on the new SAT	4, 9	Executive Director College and Career Readiness Campus Administrators	Implementation Plan and Results Performance Growth Goals				
				Funding Sources: 199 - General Fund			

<p>5) Increase National Merit Finalists:          Provide National Merit information sessions for parents regarding benefits          Provide training for counselors, teachers and administrators          a. on the National Merit System and student outreach strategies</p>	<p>4, 6</p>	<p>Executive Director          College and Career          Readiness          Campus          Administrators/Staff          Executive Directors          Secondary          Assistant          Superintendent          Secondary</p>	<p>National Merit Finalist Reporting          Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p>6) Instructional Delivery           Provide SAT test prep opportunities internally for all RISD students in the Fall and redesign the program to fit the needs of students in the Fall of 2016 to support the redesigned test</p>	<p>9</p>	<p>Executive Director          College and Career          Readiness          Campus          Administrators/Staff          Executive Directors          Secondary          Assistant          Superintendent          Secondary</p>	<p>Implementation Plan and Results          Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p>7) Audit instructional practices to ensure alignment with the new SAT</p>	<p>1</p>	<p>Executive Director of          College and Career          Readiness</p>	<p>Walk-through observation data          Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p>8) Increase National Merit Finalists:          a. Identify Duke TIP scholars (7th grade)          b. Provide PSAT 8/9 for all 8th grade          c. Continue to offer PSAT for all 10th grade students          d. Implement Superintendent Scholar Program (Summer enrichment, test prep elective course, Grades 7-12)</p>	<p>9</p>	<p>Executive Director of          College and Career          Readiness          Campus          Administrators/Staff          Executive Directors          Secondary          Assistant          Superintendent          Secondary</p>	<p>National Merit Finalist Reporting          Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							

<p>9) Monitoring/Accountability</p> <p>Monitor and analyze SAT data Analyze student data to drive curricular and instructional decisions (embed in PLC process)</p>	1, 9	<p>Campus Administrators/Staff Executive Directors Secondary Executive Director College and Career Readiness Assistant Superintendent Secondary</p>	<p>Student results and analysis Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p>10) Implement a system that assists students in determining which National CCR assessment is the best match for their competencies</p>	2, 9	<p>Campus Administrators/Staff Executive Director College and Career Executive Directors Secondary Assistant Superintendent Secondary</p>	<p>Implementation Plan and results Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p>11) Evaluate the TSI and identify areas of concern for students</p>	9	<p>Executive Director College and Career Readiness Campus Administrators/Staff Assistant Superintendent Secondary Executive Directors Secondary</p>	<p>TSI Evaluation and Results Performance Growth Goals # of students qualified for Dual-Credit Courses w/out Remediation</p>				
Funding Sources: 199 - General Fund							
<p>12) Use calibrated walk-through to ensure implementation of the written curriculum and instruction aligns with the rigor of college and career readiness standards</p>	1, 2, 3	<p>Campus Administrators Executive Directors Secondary Executive Director College and Career Readiness Assistant Superintendent Secondary</p>	<p>Walkthrough Analysis and Results Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p style="text-align: center;">  = Accomplished          = Considerable          = Some Progress          = No Progress          = Discontinue       </p>							


**Goal 5: Student Performance**

**Performance Objective 5:** Increase AP Participation to 94% and AP passing rate to 60%

**Summative Evaluation:** % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal); District will meet or exceed district performance growth goal

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Provide districtwide professional development on district-wide definition of Pre-AP and anchoring philosophy to all internal and external stakeholders	2, 3, 4, 9	Campus Administrators/Staff Executive Director College and Career Readiness Executive Directors Secondary Assistant Superintendent Secondary	Professional Development Evaluation Results Performance Growth Goals				
				Funding Sources: 199 - General Fund			
2) Require all AP and Pre-AP teachers to attend College Board Summer Training at least once every four years	3, 4	Executive Director College and Career Readiness Campus Administrators Executive Directors Secondary Assistant Superintendent Secondary	Professional Development Evaluation Results Student Performance review each 9 weeks Performance Growth Goals				
				Funding Sources: 199 - General Fund			
3) Require all new teachers to attend College Board Summer Training	3, 4	Campus Administrators Executive Director College and Career Readiness Assistant Superintendent Secondary	Professional Development Evaluation Results Performance Growth Goals				
				Funding Sources: 199 - General Fund			

4) Provide teachers, principals, counselors and parents with informational sessions regarding AP potential	3, 4, 6, 10	Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary	Implementation plan and timeline Performance Growth Goals				
Funding Sources: 199 - General Fund							
5) Develop a parent outreach within feeder patterns	6, 9	Deputy Superintendent Assistant Superintendent Elementary and Secondary Executive Directors Elementary and Secondary Campus Administrators	Implementation Plan and Timeline				
Funding Sources: 199 - General Fund							
6) Continue to conduct RISD-sponsored conference	3, 4	District and Campus Staff	Implementation Plan and Results # of teachers attend Conference Evaluation Performance Growth Goals				
Funding Sources: 199 - General Fund							
7) Utilize the Learning Design Framework (LDP) in the lesson planning process	4, 9	District and Campus Staff	Lesson plan review at regular intervals Walkthrough Analysis Performance Growth Goals				
Funding Sources: 199 - General Fund							
8) Develop a district-wide aligned AP scope and sequence and curriculum-based assessments	2, 9	Curriculum/Assessment Department Campus Administrators/Staff Executive Directors Secondary Assistant Superintendent Secondary	Implementation Plan and Results Performance Growth Goals				
Funding Sources: 199 - General Fund							
9) Embed AVID/WICOR strategies in the Learning Design Framework (LDP)	3, 4, 9	Campus Administrators/Staff Executive Director College and Career Readiness Executive Directors Secondary Assistant Superintendent Secondary	Revised Framework Performance Growth Goals				
Funding Sources: 199 - General Fund							

10) Research College Board's new "All-in" program for potential implementation for 2016-17	1, 10	Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary	Implementation Plan and Timeline Performance Growth Goals				
Funding Sources: 199 - General Fund							
11) Analyze student AP data to drive curricular and instructional decisions (embedded within PLC's)	1	Campus Administrators/Teachers Executive Directors Secondary Assistant Superintendent Secondary	Student Performance review each 9 weeks Performance Growth Goals				
Funding Sources: 199 - General Fund							
12) Utilize calibrated walkthroughs to ensure implementation of the College Board Curriculum	3	Campus Administrators Executive Directors Secondary	Walk-through documents and data Performance Growth Goals				
Funding Sources: 199 - General Fund							
13) Research and collaborate with Cobb County, Orange County, Fulton County, Jefferson County, and San Diego Unified School district for best practices and ways to increase AP Participation	1, 2, 10	Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary	Implementation Plan and Timeline Performance Growth Goals				
Funding Sources: 199 - General Fund							
14) Implement unit assessments/benchmarks to provide formative feedback to teachers, campus and district support personnel	1, 8, 9	Deputy Superintendent Assistant Superintendent Secondary Executive Directors Secondary	Student performance review each 9 weeks Item analysis STAAR results TELPAS results Performance Growth Goals				
Funding Sources: 199 - General Fund							
							



**Goal 5: Student Performance**


**Performance Objective 6: Increase Dual Credit Enrollment**

**Summative Evaluation:** % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal); District will meet or exceed district performance growth goal

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
1) Professional Development  Provide training for counselors, teachers and principals on the new design of dual credit offerings	3, 4, 9	Executive Director of College and Career Readiness Campus Administrators Executive Directors Secondary Assistant Superintendent Secondary	Professional Development Evaluation Results Performance Growth Goals				
Funding Sources: 199 - General Fund							
2) Communicate with parents and students the design of the new dual credit program a. Benefits of dual credit b. Qualifications for dual credit c. Process for enrollment into dual credit	4, 6, 9, 10	Campus Administrators/Staff Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary	Implementation Plan and Results Performance Growth Goals				
Funding Sources: 199 - General Fund							

3) Establish a district-wide understanding of the CCR philosophy and scope of opportunities	2, 3, 9, 10	Deputy Superintendent Assistant Superintendent Secondary Executive Directors Secondary Executive Director College and Career Readiness Campus Administrators	Implementation Plan and Results Performance Growth Goals Survey Results Focus Group Results				
Funding Sources: 199 - General Fund							
4) Create professional development in support for dual credit and OnRamps (University of Texas Blended dual-credit courses) for teachers	3, 4, 10	Executive Director College and Career Readiness Assistant Superintendent Secondary Executive Directors Secondary Campus Administrators	Professional Development Evaluation Results % of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal)				
Funding Sources: 199 - General Fund							
5) Strengthen and establish new partnerships with Higher Ed partners including Richland, UTD, and UT	10	Executive Director College and Career Readiness Assistant Superintendent Secondary	Implementation Plan and Results Performance Growth Goals				
Funding Sources: 199 - General Fund							
6) Develop parent information and marketing resource center at each high school campus for all advanced academics offerings	6, 10	Executive Director College and Career Readiness Campus Administrators/Staff Assistant Superintendent Secondary Executive Directors Secondary	Implementation Plan and Results Performance Growth Goal				
Funding Sources: 199 - General Fund							

<p>7) Instructional Delivery Provide a comprehensive catalog of all dual-credit courses available to high school students</p>	6, 10	<p>Campus Administrators/Staff Executive Directors Secondary Assistant Superintendent Secondary Deputy Superintendent Executive Director College and Career Readiness</p>	<p>Implementation Plan and Timeline Catalog of dual-credit courses Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p>8) Revise master scheduling process and FTE allocations</p>		<p>Assistant Superintendent Secondary Assistant Superintendent Human Relations Executive Directors Secondary</p>	<p>Implementation Plan and Results Master Schedule Analysis/Class Counts</p>				
Funding Sources: 199 - General Fund							
<p>9) Administer TSI to all 10th grade students</p>	8, 9	<p>Executive Director College and Career Readiness Assistant Superintendent Secondary Campus Administrators</p>	<p>Implementation Plan and Results Performance Growth Goals</p>				
Funding Sources: 199 - General Fund							
<p>10) Monitoring/Accountability  Develop regularly scheduled meetings between RISD and Higher Ed partners to determine metrics of success</p>	1, 10	<p>Executive Director College and Career Readiness Deputy Superintendent Assistant Superintendent Secondary</p>	<p>Implementation Plan and Timeline # of Partnerships Established</p>				
Funding Sources: 199 - General Fund							

11) Benchmark all 2016-17 students meeting CCR goal	1, 9	Executive Director College and Career Readiness Assistant Superintendent Secondary Deputy Superintendent Executive Directors Secondary	Dual Credit Data Analysis Performance Growth Goals				
Funding Sources: 199 - General Fund							
							

**Goal 5: Student Performance**

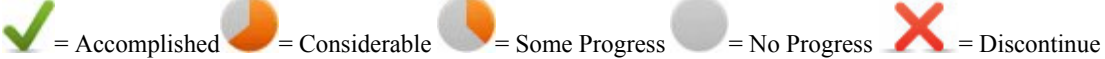
**Performance Objective 7: Increase Monitoring and ensure consistency across all campuses and disciplines**

**Summative Evaluation:** 100% of RISD Campuses Meet Standard; District will meet or exceed district performance growth goals

Strategy Description	Title I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	June
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>1) Professional development with TEKS/SE depending on grade level; content taught and modeled, follow up with implementation in classroom and student success on unit assessment</p> <p>Utilize PLCs or grade level meetings to discuss the concept, what should be included in the instruction, and what resources are appropriate to use</p>	1, 2, 3, 4, 8, 9	Curriculum department, instructional coaches, content specialists, campus administrators, Executive Directors Elementary & Secondary, Assistant Superintendents Elementary & Secondary	Student Performance Review each 9 weeks STAAR TELPAS Performance Growth Goals				
				Funding Sources: 199 - General Fund			
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>2) Provide guidance through the curriculum document the "best" resource/s to use. "Best"=aligned to the SE and correct rigor level</p>	3, 4	Curriculum department, instructional coaches, content specialist, administrators, teachers	Student performance review each 9 weeks TTESS Walk-through observation data Performance Growth Goals				
				Funding Sources: 199 - General Fund			
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> <p>3) Have ALL campuses turn in students who are participating in intervention time, group students according to needs so that teachers can focus on smaller groups and not as many SEs. Student usage reports of computer programs being used should be included in Data Meetings</p>	1, 9	Executive Directors Elementary & Secondary Assistant Superintendents Elementary & Secondary Campus Principals	Student Performance Review each 9 weeks Data Meetings as called by Central Office STAAR, TELPAS results Performance Growth Goals				
				Funding Sources: 199 - General Fund			
<p>4) All Lesson Plans should be written on the enrolled grade level, intervention time must be utilized for filling in gaps, off grade level SEs can be scaffolded in to grade level instruction</p>	9	Curriculum department, campus instructional personnel, teachers, campus administration, Executive Directors Elementary & Secondary, Assistant Superintendents Elementary & Secondary	Student Performance Review each 9 weeks Data Meetings as called by Central Office STAAR, TELPAS results Performance Growth Goals				
				Funding Sources: 199 - General Fund			

5) Design a RISD Elementary lesson plan template to be used across the district for 2017-18		Curriculum department, Elementary Executive Director, Asst. Superintendent Elementary, campus principals, teachers	Developed template and implementation plans Focus Group Input				
Funding Sources: 199 - General Fund							
6) Define assessments to be used at K-2 to measure literacy growth and mathematics knowledge; define how the data is to be used and how often it is to be collected	1, 2, 7, 8, 9	Curriculum Department, Executive Directors Elementary, Asst. Supt. Elementary, Principals, Teachers	Student performance on district-wide measures Performance Growth Goals				
Funding Sources: 199 - General Fund							
7) Provide administrative staff development on data analysis. Include in the training campus trends, teacher trends, item analysis, using data to determine teachers in need of assistance, re-teach, professional development needs, accountability, etc.	1, 4	Professional development/Accountability professionals, Executive Directors, Assistant Superintendents, Deputy Superintendent	Campus Improvement Plans, Intervention Plans Student Performance Review each 9 weeks STAAR results TELPAS results Subgroup performance results Performance Growth Goals				
Funding Sources: 199 - General Fund							
8) Provide professional development that explains the Texas Accountability System and how subgroups impact affect ratings, PBMAS, AMAOs, etc.	1, 4	PD and Accountability professionals, Executive Directors Elementary and Secondary, Assistant Superintendents Elementary and Secondary Deputy Superintendent	District and Campus ratings Professional Development Catalog # of teachers attended Workshop Feedback				
Funding Sources: 199 - General Fund							
<p align="center"><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b></p> 9) Conduct data meetings at the beginning of the year with all campuses--include the most current student performance assessment data, classroom teacher results, grade level strengths/weaknesses, and plan to impact student learning. In addition to the above, IR campuses should be monitored weekly Priority campuses should be monitored every 3 weeks Other campus data meetings should be called as a result of the student performance review each 9 weeks	1	Campus principal Executive Directors Elementary & Secondary Assistant Superintendents Elementary & Secondary	Student Performance results each 9 weeks Data meetings Performance Growth Goals				
Funding Sources: 199 - General Fund							

<p>10) Research has shown that the root cause for low performance in schools are rooted in the following: Academic Performance, Teacher Quality, School Climate, leadership Effectiveness, Use of Quality Data to Drive Instruction, Parent/Community Involvement, Amount of Learning Time</p>	1, 9	<p>Campus Principal Executive Directors Elementary &amp; Secondary Assistant Superintendents Elementary &amp; Secondary</p>	<p>Student Performance review each 9 weeks TTESS STAAR results TELPAS results Performance Growth Goals</p>				
<p>The use of a root cause analysis should be conducted to determine the root cause for low performance</p>							
<p>11) RISD Curriculum is a "work in progress" to provide a document that allows ALL students to be successful on state mandated tests. Continue to use data, your vetting process, and exemplar lessons to build a strong curriculum</p>	1, 9	<p>Curriculum Department, Campus Principals, Teachers</p>	<p>Student Performance review each 9 weeks STAAR results TELPAS results Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p>12) ALL current teachers and campus administrators who work with K-2 students are required to be trained in the Literacy initiative, Growing Readers</p>	2, 3, 4, 9	<p>Curriculum Department, Executive Directors Elementary Assistant Superintendent Elementary</p>	<p>Student performance on district-wide identified assessments for K-2 Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 13) Implement the Reading/Writing Literacy Across All Content Areas initiative throughout the district</p>	2, 3, 4, 9	<p>Deputy Superintendent Assistant Superintendent Secondary Assistant Superintendent Elementary Executive Directors Elementary and Secondary Campus Administrators</p>	<p>Student Performance review each 9 weeks STAAR results TELPAS results Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p><b>State System Safeguard Strategy</b> <b>Federal System Safeguard Strategy</b> 14) Provide Professional Development on Content Vocabulary, implement strategies into classroom lessons</p>	2, 3, 4, 9	<p>Deputy Superintendent Assistant Superintendents Elementary and Secondary Executive Directors Elementary and Secondary Campus Administrators Executive Director Staff Development</p>	<p>Walkthrough Data collected by Campus Administrators Student Performance review each 9 weeks STAAR results TELPAS results Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							
<p><b>State System Safeguard Strategy</b> 15) Implement TELPAS Writing each 9 weeks</p>	2, 9	<p>Deputy Superintendent Assistant Superintendents Elementary &amp; Secondary Executive Directors Elementary &amp; Secondary Campus Administrators ESL/Bilingual Department</p>	<p>Student Performance review each 9 weeks STAAR results TELPAS results Performance Growth Goals</p>				
<p>Funding Sources: 199 - General Fund</p>							

<b>State System Safeguard Strategy</b> 16) Provide Professional Development on using the Linguistic Instructional Alignment Guide	2, 3, 4, 9	Deputy Superintendent Assistant Superintendent Elementary and Secondary Executive Directors Elementary and Secondary Campus Administrators ESL/Bilingual Department	Student Performance review each 9 weeks STAAR results TELPAS results Performance Growth Goals				
	Funding Sources: 199 - General Fund						
17) Double block ELAR at Jr. Highs		Deputy Superintendent Assistant Superintendent Secondary Executive Directors Secondary Campus Administrators	Student Performance Review each 9 weeks STAAR results TELPAS results Performance Growth Goals Teacher Talks Focus Group Results				
	Funding Sources: 199 - General Fund						
							



# State System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Monitor strategies to promote continuous improvement in Special Education, Dyslexia, and ELL programs
2	1	10	Provide guidance in curriculum modifications and strategies that address the needs of Special Education students
2	4	1	Define Literacy
3	3	2	Continue to provide professional development in all curricular areas to enhance instructional strategies
3	3	3	Continue to provide professional development for instructional staff to support ELL students
3	3	5	Continue to provide professional development for instructional staff to support students with disabilities
5	1	1	Professional Development Provide relevant training to ensure proficiency of the TEKS for all core teachers
5	1	2	Design and deliver content specific professional learning aligned with district identified needs
5	1	4	Utilize district-wide professional development days to support and train teachers how to analyze data to inform instructional decisions in the classroom
5	1	5	Provide teachers with choice professional development opportunities to support their knowledge in identified areas of growth either through self-assessment or data analysis
5	1	6	Provide professional development to teachers on intervention strategies
5	1	9	Provide "priority/IRR campuses" with additional professional development as directed by the District Improvement Team and campus data
5	1	12	Deploy specialist support to meet the varying needs of campuses across the district
5	1	16	Ensure that assessment data is guiding instructional practices in all core content areas
5	1	17	Monitoring/Accountability Evaluate and monitor all student groups measured for accountability
5	1	18	Monitor special programs such as BE/ESL, CTE, NCLB, and Special Education
5	1	19	Review state assessment results and identify instructional strengths and weaknesses
5	1	20	Evaluate ARD, LPAC, 504, and other district leadership committee decisions concerning state assessments and interventions
5	1	21	Develop and monitor action plans to ensure accountability at all campuses All campuses will develop growth goals by subtracting student performance rate from 100% and dividing by 5 to establish the growth needed to meet 100% RISD being successful on state mandated tests by 2021-22.
5	1	23	Target missed state system safeguards in the following areas: a. Special Education Reading, Math, Science, Social Studies, Writing b. ELL Writing, Reading, Social Studies c. Special Education and ELL Graduation Rates

Goal	Objective	Strategy	Description
5	2	4	Provide teachers with professional development on research-based Response to Intervention strategies (RTI)
5	2	5	Provide teachers with training on how graduation rates impact state accountability ratings
5	7	1	Professional development with TEKS/SE depending on grade level; content taught and modeled, follow up with implementation in classroom and student success on unit assessment Utilize PLCs or grade level meetings to discuss the concept, what should be included in the instruction, and what resources are appropriate to use
5	7	2	Provide guidance through the curriculum document the "best" resource/s to use. "Best"=aligned to the SE and correct rigor level
5	7	3	Have ALL campuses turn in students who are participating in intervention time, group students according to needs so that teachers can focus on smaller groups and not as many SEs. Student usage reports of computer programs being used should be included in Data Meetings
5	7	9	Conduct data meetings at the beginning of the year with all campuses--include the most current student performance assessment data, classroom teacher results, grade level strengths/weaknesses, and plan to impact student learning. In addition to the above, IR campuses should be monitored weekly Priority campuses should be monitored every 3 weeks Other campus data meetings should be called as a result of the student performance review each 9 weeks
5	7	13	Implement the Reading/Writing Literacy Across All Content Areas initiative throughout the district
5	7	14	Provide Professional Development on Content Vocabulary, implement strategies into classroom lessons
5	7	15	Implement TELPAS Writing each 9 weeks
5	7	16	Provide Professional Development on using the Linguistic Instructional Alignment Guide

## Federal System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Monitor strategies to promote continuous improvement in Special Education, Dyslexia, and ELL programs
2	1	10	Provide guidance in curriculum modifications and strategies that address the needs of Special Education students
2	4	1	Define Literacy
3	3	2	Continue to provide professional development in all curricular areas to enhance instructional strategies
3	3	3	Continue to provide professional development for instructional staff to support ELL students
3	3	5	Continue to provide professional development for instructional staff to support students with disabilities
5	1	1	Professional Development Provide relevant training to ensure proficiency of the TEKS for all core teachers
5	1	2	Design and deliver content specific professional learning aligned with district identified needs
5	1	4	Utilize district-wide professional development days to support and train teachers how to analyze data to inform instructional decisions in the classroom
5	1	5	Provide teachers with choice professional development opportunities to support their knowledge in identified areas of growth either through self-assessment or data analysis
5	1	6	Provide professional development to teachers on intervention strategies
5	1	9	Provide "priority/IRR campuses" with additional professional development as directed by the District Improvement Team and campus data
5	1	12	Deploy specialist support to meet the varying needs of campuses across the district
5	1	16	Ensure that assessment data is guiding instructional practices in all core content areas
5	1	17	Monitoring/Accountability Evaluate and monitor all student groups measured for accountability
5	1	18	Monitor special programs such as BE/ESL, CTE, NCLB, and Special Education
5	1	19	Review state assessment results and identify instructional strengths and weaknesses
5	1	20	Evaluate ARD, LPAC, 504, and other district leadership committee decisions concerning state assessments and interventions
5	1	21	Develop and monitor action plans to ensure accountability at all campuses All campuses will develop growth goals by subtracting student performance rate from 100% and dividing by 5 to establish the growth needed to meet 100% RISD being successful on state mandated tests by 2021-22.
5	1	23	Target missed state system safeguards in the following areas: a. Special Education Reading, Math, Science, Social Studies, Writing b. ELL Writing, Reading, Social Studies c. Special Education and ELL Graduation Rates

Goal	Objective	Strategy	Description
5	1	24	Target missed federal system safeguards in the following areas: a. Reading: All Students, American Indian, Asian, African American, Hispanic, Pacific Islander, Multiracial, Economically Disadvantaged, ELL, SPED b. Math: All Students, American Indian, African American, Hispanic, Pacific Islander, Multiracial, Economically Disadvantaged, ELL, SPED c. Graduation Rates?
5	2	4	Provide teachers with professional development on research-based Response to Intervention strategies (RTI)
5	2	5	Provide teachers with training on how graduation rates impact state accountability ratings
5	7	1	Professional development with TEKS/SE depending on grade level; content taught and modeled, follow up with implementation in classroom and student success on unit assessment Utilize PLCs or grade level meetings to discuss the concept, what should be included in the instruction, and what resources are appropriate to use
5	7	2	Provide guidance through the curriculum document the "best" resource/s to use. "Best"=aligned to the SE and correct rigor level
5	7	3	Have ALL campuses turn in students who are participating in intervention time, group students according to needs so that teachers can focus on smaller groups and not as many SEs. Student usage reports of computer programs being used should be included in Data Meetings
5	7	9	Conduct data meetings at the beginning of the year with all campuses--include the most current student performance assessment data, classroom teacher results, grade level strengths/weaknesses, and plan to impact student learning. In addition to the above, IR campuses should be monitored weekly Priority campuses should be monitored every 3 weeks Other campus data meetings should be called as a result of the student performance review each 9 weeks
5	7	13	Implement the Reading/Writing Literacy Across All Content Areas initiative throughout the district
5	7	14	Provide Professional Development on Content Vocabulary, implement strategies into classroom lessons