

VISION | RISD - WHERE ALL STUDENTS LEARN, GROW, AND SUCCEED



DISTRICT IMPROVEMENT PLAN
2011-2012

Richardson Independent School District

BOARD OF TRUSTEES

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RICHARDSON SCHOOLS

SENIOR HIGH SCHOOLS

L.V. Berkner

J.J. Pearce

Lake Highlands

Richardson

Lake Highlands Freshman Center

Christa McAuliffe Learning Center

JUNIOR HIGH SCHOOLS

Apollo

Forest Meadow

Lake Highlands

Liberty

Parkhill

Richardson North

Richardson West Visual Arts & Technology Magnet

Westwood Math, Science & Leadership Magnet



Dear RISD Staff & Community:

The Richardson Independent School District has a legacy of excellence in education. Teachers have designed robust instructional activities for all students, and students have achieved high standards for many years. The RISD Board of Trustees, with the *2020 Vision*, set the bar even higher for RISD students – to be prepared for their global future.

Strategic planning is key to student success in the RISD. Planning for the 2010-2011 school year was especially important given the District's new direction and strong emphasis on *student engagement, profound curriculum, high performing/student-focused teachers, and excellence in operations.*

Development of the District Improvement Plan for 2010-2011 began with the work of four *2020 Vision Teams* whose charge was to expand the four District goals and to research best practices. After the teams completed their work, both short and long term recommendations were presented to Trustees. Additional feedback was solicited from campus representatives during the Summer Leadership Conference. The District Planning Committee also provided direction.

This District Improvement Plan continues to evolve and reflect the best thinking of many members of the RISD family. It is a document that will direct our work with students throughout the year. Thanks to all who contributed.

Sincerely,

Kay Waggoner, Ph.D.
Superintendent of Schools

ELEMENTARY SCHOOLS

Aikin

Arapaho Classical Magnet

Audelia Creek

Big Springs

Bowie

Brentfield

Canyon Creek

Carolyn G. Bukhair

Dartmouth

Dobie Primary

Dover

Forest Lane Academy of Arts & Communication

Forestridge

Greenwood Hills

Hamilton Park Pacesetter Magnet

Jess Harben

Lake Highlands

Mark Twain

Math/Science/Technology Magnet

Merriman Park

Mohawk

Moss Haven

Northlake

Northrich

Northwood Hills

O. Henry

Prairie Creek

Prestonwood

Richardson Heights

Richardson Terrace

Richland

RISD Academy

Skyview

Spring Creek

Spring Valley

Springridge

Stults Road

Thurgood Marshall

Wallace

White Rock

Yale

DISTRICT SHARED DECISION-MAKING PLANNING COMMITTEE

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PARENT REPRESENTATIVES

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Kathy Cook
Liz Harling
Dee Olson
Tony Reynolds

STAFF REPRESENTATIVES

Shawn Strait (JJ Pearce HS)	Shelly Burrow (MST Magnet)
Eroleta Piasczyk (Christa McAuliffe LC)	Gail Kowalski (Mark Twain)
Erin Chesal (Lake Highlands FC)	Zahra Ukani (Merriman Park)
Kari Gilberston (Forest Meadow JH)	Ashley Rich (Moss Haven)
Alan Lowman (Liberty JH)	Jennifer Blanton (Northlake)
Josie Sullivan (Parkhill JH)	DJ Geldert (O. Henry)
Gina Bennett (Lake Highlands JH)	Alisha Burrell (Prairie Creek)
Happy Schwieterman (Arapaho Cl. Magnet)	Stephanie Saunders (Prestonwood)
Jill Thomas (Bowie)	Maria Alvarado (RISD Academy)
Kristin Bridges (Brentfield)	Bobbie Escher (Richland)
Erin Little (Bukhair)	Lindsey Chaco-Paz (Spring Valley)
Elizabeth Fuentes (Dover)	Ashley Reynolds (Springridge)
Krystle Haynes (Forest Lane Academy)	LaToya Dansby (Thurgood Marshall)
Kay Marshall (Jess Harben)	Helena Tongkeamha (White Rock)
Brandi Blankenship (Hamilton Park Magnet)	Jackie Sprunck (Yale)

ADMINISTRATORS

Dr. Kay Waggoner, Superintendent
Patti Kieker, Deputy Superintendent
Bob DeVoll, Assistant Superintendent, Secondary
Joyce Wilson, Assistant Superintendent, Elementary
Tony Harkleroad, Assistant Superintendent, Finance & Support Services
Karen Neal, Assistant to the Superintendent
Vicki McIntosh, Coordinating Director, Professional Development
Dr. Barbara Baird, Executive Director, Grants & Entitlements
Rita Latimer, Executive Director, Elementary Curriculum & Instruction
Dr. Terry Harris, Executive Director, Secondary Curriculum & Instruction
Debbie Deaton, Executive Director, Secondary Curriculum & Instruction
Duana Kindle, Executive Director, Special Student Services
Jennie Moore, Executive Director, Communications
Sandra Hayes, Executive Director, Instructional Technology
Brenda Payne, Executive Director Operations, Elementary Cluster 1
John Feekin, Executive Director Operations, Elementary Cluster 2
Chris Goodson, Executive Director Operations, Elementary Cluster 3

V I S I O N

RISD - Where all students learn, grow, and succeed

M I S S I O N

To serve and prepare all students for their global future

V A L U E S

Integrity – Inspiration – Inclusiveness - Innovation

F O C U S

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

Vision | RISD - WHERE ALL STUDENTS LEARN, GROW, AND SUCCEED

GOAL 1

Students are highly engaged in their educational life.

GOAL 2

Profound curriculum is the foundation for learning.

GOAL 3

RISD has high performing, student focused teachers.

GOAL 4

RISD ensures excellence in operations.

GOAL 1

GOAL 2

GOAL 3

GOAL 4

STUDENTS ARE HIGHLY ENGAGED IN THEIR EDUCATIONAL LIFE.	PROFOUND CURRICULUM IS THE FOUNDATION FOR LEARNING.	RISD HAS HIGH PERFORMING, STUDENT FOCUSED TEACHERS.	RISD ENSURES EXCELLENCE IN OPERATIONS.
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OBJECTIVE 1

Deliver a rigorous and relevant curriculum using instructional strategies designed to engage learners in meaningful learning experiences.

OBJECTIVE 1

Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas.

OBJECTIVE 1

Hire certified, qualified and dedicated staff from different cultural and ethnic backgrounds.

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.

OBJECTIVE 2

Provide necessary Professional Development to successfully implement the 2020 Vision.

OBJECTIVE 2

Integrate 21st Century learning skills and strategies for student engagement into RISD curriculum PK-12.

OBJECTIVE 2

Expand elements of Professional Learning Communities to campuses.

OBJECTIVE 2

Provide a safe, comfortable, and well-maintained environment at all campuses.

OBJECTIVE 3

Increase authentic classroom instruction by incorporating real world experiences.

OBJECTIVE 3

Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system.

OBJECTIVE 4

Provide adequate technology infrastructure to meet the needs of students and staff.



STUDENT PERFORMANCE

Improve instructional effectiveness and student performance to prepare all students for their global future.

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

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

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Continue implementation of the plan for improved student engagement (SE) district-wide.	Curriculum & Instruction (C&I); Campus Administrators	On-going	Elementary & Secondary SE Plans with Results	C&I Budget	
2. Continue to solicit student feedback via the Student Engagement Survey.	C&I; Campus Administrators	School Year 2011-2012	Summary -Survey Results	C&I Budget	
3. Develop and implement a comprehensive plan to accelerate differentiated instructional strategies at elementary and secondary levels.	C&I; Campus Administrators	School Year 2011-2012	Plan Documents with Results	District Budget	
4. Include project-based learning strategies in RISD curricula for further implementation in day-to-day lessons.	Secondary C&I; Campus Administrators; Teachers	On-going	Executive Summary Training Protocols	District Budget	
5. Increase general education opportunities for students requiring special education and English Language Learner (ELL) services.	C&I; Campus Administrators	School Year 2011-2012	Plan Documents; Training Protocols	District Budget Title I Budget	
6. Continue to enhance opportunities for students to participate in extracurricular activities at the secondary level.	Asst. Supt. Secondary; Campus Administrators	On-going	Extracurricular Improvement Plan & Annual Report	District Budget Title I Budget	
7. Create a RISD clearing house of best practices designed to promote parent engagement with emphasis on parents of students at risk.	C&I; Campus Administrators	School Year 2011-2012	Document – List of Best Practices	C&I Budget	
8. Continue the Graduation Task Force to review graduation requirements, to study 7-period day for junior and senior students, and to review Rank and GPA.	Director of Guidance & Counseling; Secondary Leadership Team	School Year 2011-2012	Recommendations from Committee	C&I Budget	

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OBJECTIVE 2: Provide necessary Professional Development to successfully implement the 2020 Vision.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Provide on-going staff development in all core areas including support strategies for English Language Learners (ELL) and students requiring special education.	C&I; Campus Administrators	On-going	Staff Development Records	District Budget Title I Budget	
2. Provide on-going staff development to promote student engagement: <ul style="list-style-type: none"> a. Differentiated Instruction b. Project Based Learning c. Schoolwide Enrichment d. Real World Application e. 21st Century Skills 	C&I; Campus Administrators	On-going	Staff Development Records	District Budget	
3. Provide staff development on current and emergent technologies designed to meet the demands students will face in the 21 st Century workforce.	Technology Department; C&I	On-going	Staff Development Records	Technology Budget; C&I Budget	
4. Provide on-going training for technology integration in all curricular areas.	Technology Department; C&I	On-going	Staff Development Records	District Budget	
5. Provide appropriate training to enable teachers to set an example of technology literacy by using technology tools in teaching strategies and other daily operations.	Technology; C&I	On-going	Staff Development Records	District Budget	
6. Provide training to ensure student success on the new state-wide assessment – STAAR.	C&I	School Year 2011-2012	Staff Development Records	District Budget Title I Budget	
7. Provide staff development for all instructional staff on Response to Intervention (RtI).	Special Student Services; C&I	School Year 2011-2012	Staff Development Records	District Budget Title I Budget	
8. Provide staff development to ensure that student performance meets the Federal requirement for Adequate Yearly Progress (AYP).	C&I	School Year 2011-2012	Staff Development Records	District Budget Title I Budget	
9. Provide ongoing training and support for Professional Learning Communities and instructional coaching aligned with the staff development standards of <i>Learning Forward</i> (Formerly National Staff Development Council).	Staff Development Department	On-going	Staff Development Records	Staff Development Budget	

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

OBJECTIVE 1: Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Review and revise RISD curriculum (regular, Pre AP, AP) on a curriculum review cycle or as changes in state curriculum (<i>Texas Essential Knowledge and Skills - TEKS</i>) occur. Utilize the District adopted process for review and alignment of curriculum (<i>Fenwick English Model</i>).	C&I; Campus Administrators; Teachers	On-going	Annual List of Curricula Reviewed	C&I Budget; Title I Budget	
2. Continue to implement a transition plan to align elementary curriculum to ensure student success on the new state accountability model – STAAR.	Elementary C&I; Elementary Campus Administrators	School Year 2011-2012	Plan Document	C&I Budget	
3. Continue to implement a transition plan to align secondary curriculum to ensure student success on STAAR End-of-Course exams.	Secondary C&I; Secondary Campus Administrators	School Year 2011-2012	Plan Document	C&I Budget	
4. Continue to enhance secondary curriculum to include strategies that address skills needed for success on the SAT and ACT.	Asst. to the Supt.; C&I; Secondary Leadership; Secondary Administrators	On-going	Curriculum Samples	C&I Budget	
5. Continue to enhance Pre AP and AP curricula.	Asst. to the Supt.; C&I; Secondary Leadership; Secondary Administrators	On-going	Curriculum Samples	C&I Budget	
6. Maintain RISD curricula online with suggested teaching strategies in an accessible format for teachers.	Technology Department; C&I	On-going	Curriculum Samples	Technology Budget; C&I Budget	

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OBJECTIVE 2: Integrate 21st Century learning skills and strategies for student engagement into RISD curriculum PK-12.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Continue implementation of the plan for Post Secondary Readiness that addresses: <ul style="list-style-type: none"> a. College and Career Readiness b. Pre AP & AP c. Dual Credit d. ACT and SAT e. 21st Century Learning Skills (<i>Communication, Collaboration, Work Habits, Problem-Solving/Critical Thinking, Digital Literacy, Global Viewpoint</i>) f. AVID 	Asst. to the Supt.; Secondary C&I; Secondary Campus Administrators	On-going	Plan Document	C&I Budget	
2. Continue monitoring and tracking RISD graduates attending college.	Asst. to the Supt.	On-going	Annual Report	District Budget	
3. Implement Campus <i>College & Career Centers</i> to provide college and career counseling to students at all four high schools.	Asst. to Supt.; Secondary Leadership Team	School Year 2011-2012	Executive Summary Report	District Budget	
4. Continue embedding 21 st Century Skills in District grading rubrics.	Secondary Leadership Team	On-going	Rubric Samples	District Budget	

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OBJECTIVE 3: Increase authentic classroom instruction by incorporating real world experiences.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1 . Utilize parent and community talent to enhance student learning.	Campus Administrators; Community Relations Coordinator	On-going	Sample Campus Improvement Plans	District Budget; Campus Budgets	
2 . Provide opportunities for students to interact with the global community through use of technology tools such as online learning and social media.	Instructional Technology; C&I; Campus Administrators	On-going	Summary of Opportunities Offered	Technology Budget	
3. Monitor and evaluate CTE (<i>Career and Technology Education</i>) offerings to expand student opportunities in popular CTE courses and access for licenses and certifications.	Instructional Technology; Secondary Leadership Teams; Campus Administrators	On-going	Annual CTE Report	District Budget Technology Budget	

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OBJECTIVE 1: Hire certified, qualified and dedicated staff from different cultural and ethnic backgrounds.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Utilize the Profile of a RISD Teacher to communicate expectations (to applicants) and to make hiring decisions by principals and supervisors.	Human Resources	On-going	Recruiting Materials Website; Information from Campus Administrators	Human Resources Budget	
2. Implement the applicant prescreener for teachers and classified staff in the structured interview process.	Human Resources	On-going	Survey of Stakeholders	Human Resources Budget	
3. Implement a web-based applicant tracking and recruiting system to identify and hire the best candidates and to maintain information required by the district, state, and the Federal Department of Education.	Human Resources	On-going	Survey of Stakeholders	Human Resources Budget	
4. Benchmark the following HR information against RISD current list of benchmark districts: a. Compensation b. Teacher Turn-Over c. Minority Hiring	Deputy Superintendent	School Year 2011-2012	Benchmark Documents	Human Resources Budget	
5. Continue in-district programs to “grow our own”: a. Teachers b. Paraprofessionals c. Administrators	Human Resources	On-going	Annual Report	Human Resources Budget	

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OBJECTIVE 2: Expand elements of Professional Learning Communities to campuses.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Continue implementation of Professional Learning Communities at additional elementary campuses.	Elementary Campus Administrators; C&I; Coordinating Director of Staff Development	School Year 2011-2012	Campus Plans; Staff Development Records	Campus Budgets; Staff Development Budget; C&I Budget	
2. Implement Professional Learning Communities at selected secondary campuses.	Secondary Campus Administrators; C&I; Coordinating Director of Staff Development	School Year 2011-2012	Campus Plans; Staff Development Records	Campus Budgets; Staff Development Budget; C&I Budget	
3. Model Professional Learning Community strategies at the central administration level.	Deputy Superintendent; Coordinating Director of Staff Development	On-going	Central PLC Plan; Staff Development Records	District Budget	

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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.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Benchmark cost per pupil by function to compare efficiency of current allocation of resources with select districts. Utilize data to appropriately allocate resources.	Assistant Superintendent Finance	School Year 2011-2012	Benchmark Document	District Budget	
2. Maintain the Multi-Year Financial Plan to project future needs.	Assistant Superintendent Finance	School Year 2011-2012	Multi-Year Financial Plan Document	District Budget	
3. Seek stakeholder input regarding the budget.	Assistant Superintendent Finance	School Year 2011-2012	Budget Review Team Agenda(s) and Recommendations	District Budget	
4. Update demographic study when necessary to ensure enrollment projections are current.	Assistant Superintendent Finance	On-going	Demographic Update	District Budget	
5. Implement, manage, and monitor BOND 2011 expenditures.	Assistant Superintendent Finance	On-going	Bond Report	Bond Budget	

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OBJECTIVE 2: Provide a safe, comfortable, and well-maintained environment at all campuses.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Monitor effectiveness of security systems and processes on all campuses to reflect best practices, and adjust as necessary.	District Safety Officer; Campus Administrators; Facilities Services	School Year 2011-2012	Yearly Review	District Budget	
2. Perform safety audits on campuses on a three-year cycle (or as necessary based on changing circumstances). Develop and implement recommendations based on audit results.	District Safety Officer; Campus Administrators	School Year 2011-2012	Audits & Recommendations	Safety & Security Budget	
3. Maintain the District Crisis Plan with yearly training for campus administrators.	District Safety Officer; Student Services; Campus Administrators	School Year 2011-2012	Training Dates & Agendas	Safety & Security Budget	
4. Provide periodic practice of emergency procedures at campuses.	Assistant Superintendent Secondary	School Year 2011-2012	Documentation of Emergency Practices	District Staff & Budget	
5. Maintain facilities based on the long-range facilities audit.	Executive Director Facilities Services	On-going	District Project Overview	Maintenance & Operations Budget	
6. Maintain policies, campus plans, and strategies to address student bullying.	Director – Student Assistance Programs	On-going	Campus Plans	Student Assistance & Campus Budgets	

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OBJECTIVE 3: Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Implement an annual Communication Plan that is dynamic and effectively reaches all stakeholders.	Executive Director of Communications	School Year 2011-2012	Communication Plan with Results	Communications Budget	
2. Improve communications via a notification system and campus web sites.	Executive Director of Communications	On-going	Sample Web Pages Sample Notifications	District budget	
3. Inform and educate the community on timely topics of interest, such as: <ul style="list-style-type: none"> a. School Finance b. New State Accountability Model c. RISD 2020 Vision d. Bond 2011 e. Legislative Issues 	Executive Director of Communications	On-going	Communications Documents	Communications Budget	
4. Increase community partnerships.	Executive Director of Communications	On-going	List of Partnerships with New Partnerships Highlighted	Communications Budget	
5. Expand community participation in <i>Inside RISD</i> and strengthen follow-up with class alumni.	Executive Director of Communications	On-going	Annual <i>Inside RISD</i> Participants and Agendas	Communications Budget	

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OBJECTIVE 4: Provide adequate technology infrastructure to meet the needs of students and staff.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Implement a robust Technology Plan.	Executive Director of Instructional Technology	School Year 2011-2012	Technology Plan with Results	Technology Budget; 2011 Bond Budget	
2. Increase wireless coverage to provide additional connectivity on campuses.	Executive Director of Instructional Technology	School Year 2011-2012 2012-2013	Technology Plan with Results	2011 Bond Budget	
3. Maintain and update the Enterprise Software System including: a. Student Information System b. Telephony System c. Enterprise Resource System (HR & Finance)	Executive Director of Instructional Technology	On-going	Technology Plan with Results	2011 Bond Budget	
4. Refresh technology devices on 5-year cycle.	Executive Director of Instructional Technology	On-going	Technology Plan with Results	2011 Bond Budget	
5. Pilot technology devices and software to determine efficacy with 2020 Vision.	Executive Director of Instructional Technology	On-going	Technology Plan with Results	2011 Bond Budget District Budget	
6. Continue to evaluate the one-to-one initiative.	Executive Director of Instructional Technology	School Year 2011-12	Summary and Recommendations	2011 Bond Budget District Budget	
7. Commission a technology audit that evaluates plans, processes, and procedures in the Technology Department.	Executive Director of Instructional Technology	School Year 2011-2012	Audit Report and Plan to Implement Recommendations	District Budget	

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STUDENT PERFORMANCE SECTION

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STUDENT PERFORMANCE

Improve instructional effectiveness and student performance to prepare all students for their global future.

ACTION	STAFF	TIMELINE	EVALUATION	RESOURCES	RESULTS
1. Evaluate student performance on TAKS and on the new state accountability model – STAAR.	Campus Administrators; Teachers; C&I	School Year 2011-2012	Student Performance TAKS; STAAR	District Budget	
2. Meet state and federal requirements and improve performance on: a. Student Completion Rate b. Grades (7-9) Drop-Out Rate c. Adequate Yearly Progress	Campus Administrators; Teachers; C&I Executive Director of Data Analysis	On-going	Summary of RISD Performance Report on Additional Indicators	District Budget	
3. Improve student performance on SAT and ACT.	Campus Administrators; Assistant to the Superintendent; Secondary Leadership Team	On-going	Student Performance on SAT and ACT	District Budget	
4. Improve student participation in Pre AP and AP courses.	Campus Administrators; Assistant to the Superintendent; Secondary Leadership Team	On-going	AP Participation Data – 3 Year Comparison	District Budget	
5. Improve student performance on AP Exams.	Campus Administrators; Assistant to the Superintendent; Secondary Leadership Team	On-going	AP Student Performance – 3 Year Comparison	District Budget	
6. Increase the number of National Merit Scholars.	Campus Administrators; Assistant to the Superintendent; Secondary Leadership Team	On-going	<i>National Merit Report</i> – 3 Year Comparison	District Budget	

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Student Performance Action 2 (a): Meet state and federal requirements and improve performance for Student Completion Rate

BERKNER HS	COMPLETION RATE (Minimum of 75%)				COMPLETION RATE	
	Class of 2009		Class of 2010		Class of 2011	
	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts
Completion Rate	90.1	16	93.0	14		
Student Group						
Afr. American	90.1	16	93.0	14		
Hispanic	90.8	11	95.6	6		
White	94.7	13	96.6	8		
Ec. Dis.	91.6	15	95.8	11		
All Students	92.6	47	95.7	30		

RICHARDSON HS	COMPLETION RATE (Minimum of 75%)				COMPLETION RATE	
	Class of 2009		Class of 2010		Class of 2011	
	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts
Completion Rate	96.0	4	97.7	8		
Student Group						
Afr. American	96.0	4	97.7	8		
Hispanic	95.5	7	96.7	5		
White	97.1	6	100	0		
Ec. Dis.	96.4	6	96.6	7		
All Students	96.6	17	97.2	13		

LAKE HIGHLANDS HS	COMPLETION RATE (Minimum of 75%)				COMPLETION RATE	
	Class of 2009		Class of 2010		Class of 2011	
	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts
Completion Rate	92.9	13	89.9	19		
Student Group						
Afr. American	92.9	13	89.9	19		
Hispanic	87.4	12	90.3	10		
White	97.7	5	97.5	5		
Ec. Dis.	90.7	15	93.0	12		
All Students	94.1	30	92.9	36		

RICHARDSON ISD	COMPLETION RATE (Minimum of 75%)					COMPLETION RATE		
	Class of 2009		Class of 2010		Class of 2011		Class of 2011	
	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts	Comp Rate	Dropouts	Comp Rate	Dropouts
Completion Rate	91.5	40	91.6	45	93.0	37		
Student Group					Goal ▼	Goal ▼	Results ▼	Results ▼
Afr. American	91.5	40	91.6	45	93.0	37		
Hispanic	91.6	38	95.1	26	95.0	27	OR	
White	97.1	29	98.4	14	97.0	27		OR
Ec. Dis.	92.7	42	95.4	33	95.0	39		
All Students	94.6	114	95.8	89	95.0	108		

PEARCE HS	COMPLETION RATE (Minimum of 75%)				COMPLETION RATE	
	Class of 2009		Class of 2010		Class of 2011	
	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts	Comp Rate	# of Dropouts
Completion Rate	95.5	1	96.0	0		
Student Group						
Afr. American	95.5	1	96.0	0		
Hispanic	92.8	6	97.9	2		
White	98.4	5	99.7	1		
Ec. Dis.	93.8	4	98.7	1		
All Students	97.3	12	99.1	3		

PROGRESS TOWARDS GOALS
COMPLETION OR DROPOUT

Goal for Current Year

Exemplary (95% or less than 5 dropouts)
 Recognized (85% or less than 5 Dropouts)
 Acceptable (75% or less than 5 Dropouts)
 Unacceptable (Less than 75%)

of Goals Met: _____

of Goals Not Met: _____

Percent at Goal: _____

Data Produced by the Department of Data Analysis and Reporting (8/18/10)

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Student Performance Action 2: Meet state and federal requirements and improve performance for (b) Grades (7-9) Drop-Out Rate, and (c) Adequate Yearly Progress (AYP).

Dropout Rate	ANNUAL DROPOUT RATE GRADES 7-8 (1.6% or less)			2010-2011 Rate - Results
	2008-2009 Rate	2009-2010 Rate	2010-2011 *Goal ▼	
RICHARDSON ISD				
Afr. American	0.6	0.2	≤ 1.6 %	
Hispanic	0.0	0.1	≤ 1.6%	
White	0.0	0.2	≤ 1.6%	
Ec. Dis.	0.1	0.1	≤ 1.6%	
All Students	0.1	0.1	≤ 1.6%	



Goal for
Current Year

PROGRESS TOWARDS GOAL

of Goals Met: _____

of Goals Not Met: _____

Percent at Goal: _____

ADEQUATE YEARLY PROGRESS (AYP)

RICHARDSON ISD	Attainment of AYP
2007	Missed AYP
2008	Met AYP
2009	Met AYP
2010	Missed AYP
2011	Missed AYP
Goal 2012	Meet AYP

PROGRESS
AYP 2012

*Goal: Maintain a Dropout Rate of Less Than 1.6%

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Student Performance Action 3: Improve student performance on SAT and ACT.

BERKNER HS	SAT MEAN SCORES			
Subtests	2009	2010	2011	2012
Critical Reading	471	481	473	
Mathematics	525	520	521	
Writing	460	462	452	
Combined Score	1456	1463	1446	
Percent Tested	56%	61%	68%	

RICHARDSON ISD	SAT MEAN SCORES			2012	
Subtests	2009	2010	2011	Goal ▼	Results
Critical Reading	509	505	501	501	
Mathematics	545	538	536	536	
Writing	494	487	483	483	
Combined Score	1548	1530	1520	1520	
Percent Tested	57%	63%	68%	71%	

BERKNER HS	ACT MEAN SCORES			
Subtests	2009	2010	2011	2012
English	20.5	20.0	18.8	
Mathematics	22.5	23.4	22.4	
Reading	21.1	21.3	20.1	
Science	21.2	21.6	20.6	
Composite	21.5	21.7	20.6	
Percent Tested	30%	32%	43%	

LAKE HIGHLANDS HS	SAT MEAN SCORES			
Subtests	2009	2010	2011	2012
Critical Reading	512	496	494	
Mathematics	530	528	531	
Writing	500	485	479	
Combined Score	1542	1509	1504	
Percent Tested	54%	60%	70%	

RICHARDSON ISD	ACT MEAN SCORES			2012	
Subtests	2009	2010	2011	Goal ▼	Results
English	21.6	21.5	21.0	21.0	
Mathematics	22.9	23.6	23.2	23.2	
Reading	22.4	22.4	21.9	22.0	
Science	22.1	22.5	22.0	22.0	
Composite	22.4	22.6	22.2	22.2	
Percent Tested	38%	41%	43%	44%	

LAKE HIGHLANDS HS	2009	2010	2011	2012
English	21.2	20.6	20.2	
Mathematics	21.9	22.4	22.7	
Reading	22.0	21.2	21.3	
Science	21.4	21.0	21.3	
Composite	21.7	21.5	21.5	
Percent Tested	38%	44%	42%	

PEARCE HS	SAT MEAN SCORES			
Subtests	2009	2010	2011	2012
Critical Reading	547	539	541	
Mathematics	585	579	576	
Writing	529	525	526	
Combined Score	1661	1643	1643	
Percent Tested	63%	68%	72%	

PEARCE HS	2009	2010	2011	2012
English	23.4	23.6	24.3	
Mathematics	24.5	25.1	25.3	
Reading	24.0	23.9	24.6	
Science	23.4	24.0	24.4	
Composite	23.9	24.3	24.7	
Percent Tested	52%	52%	53%	

RICHARDSON HS	SAT MEAN SCORES			
Subtests	2009	2010	2011	2012
Critical Reading	514	510	502	
Mathematics	539	531	522	
Writing	492	485	484	
Combined Score	1545	1526	1508	
Percent Tested	56%	66%	64%	

PROGRESS TOWARDS GOAL: **SAT** **ACT**

of Goals Met: _____

of Goals Not Met: _____

Percent at Goal: _____

RICHARDSON HS	2009	2010	2011	2012
English	20.9	21.6	20.6	
Mathematics	22.3	23.5	22.4	
Reading	21.8	23.2	21.6	
Science	21.7	23.4	21.8	
Composite	21.8	23.0	21.7	
Percent Tested	33%	41%	35%	

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Student Performance Actions 4-5: Improve student participation in AP courses and improve performance on AP Exams; and Increase the number of National Merit Scholars district-wide.

BERKNER HS	AP EXAMS: % TESTED				AP EXAMS: % SCORES ≥ 3			
	2009	2010	2011	2012	2009	2010	2011	2012
<i>Student Group</i>								
White	77.0	84.0	80.0		59.0	61.0	64.0	
Afr. American	66.0	66.0	74.0		41.0	40.0	31.0	
Hispanic	60.0	74.0	84.0		39.0	40.0	33.0	
Ec. Disadvantaged	74.0	80.0	83.0		40.0	48.0	38.0	
All Students	77.0	83.0	84.0		54.0	55.0	47.0	

RICHARDSON ISD	AP EXAMS: % TESTED			2012		AP EXAMS: % SCORES ≥ 3			2012	
	2009	2010	2011	Goal ▼	Results	2009	2010	2011	Goal ▼	Results
<i>Student Group</i>										
White	83.0	88.0	87.0	88		59.0	64.0	66.0	68	
Afr. American	64.0	72.0	77.0	80		38.0	38.0	31.0	33	
Hispanic	68.0	76.0	88.0	89		37.0	43.0	41.0	43	
Ec. Disadvantaged	74.0	79.0	87.0	89		42.0	44.0	40.0	42	
All Students	80.0	85.0	87.0	89		55.0	58.0	56.0	58	

LAKE HIGHLANDS HS	AP EXAMS: % TESTED				AP EXAMS: % SCORES ≥ 3			
	2009	2010	2011	2012	2009	2010	2011	2012
<i>Student Group</i>								
White	80.0	87.0	93.0		52.0	60.0	63.0	
Afr. American	46.0	67.0	81.0		32.0	37.0	27.0	
Hispanic	50.0	66.0	78.0		48.0	51.0	40.0	
Ec. Disadvantaged	50.0	67.0	81.0		33.0	36.0	24.0	
All Students	71.0	82.0	89.0		50.0	55.0	54.0	

AP ENROLLMENT

RICHARDSON ISD	AP % Enrolled			
<i>*Student Group</i>	2009	2010	2011	2012
White	53	49	50	
Afr. American	20	19	20	
Hispanic	26	20	22	
Ec. Disadvantaged	25	22	22	
All Students	39	35	36	

PROGRESS TOWARDS AP GOAL

of Goals Met _____

of Goals Not Met: _____

Percent at Goal: _____

*Count includes unique students enrolled in one or more AP courses

PEARCE HS	AP EXAMS: % TESTED				AP EXAMS: % SCORES ≥ 3			
	2009	2010	2011	2012	2009	2010	2011	2012
<i>Student Group</i>								
White	86.0	90.0	87.0		66.0	71.0	73.0	
Afr. American	59.0	65.0	70.0		60.0	40.0	70.0	
Hispanic	81.0	75.0	75.0		34.0	49.0	49.0	
Ec. Disadvantaged	87.0	74.0	67.0		54.0	52.0	47.0	
All Students	85.0	87.0	85.0		65.0	68.0	69.0	

NATIONAL MERIT SCHOLARSHIP PROGRAM (Based on PSAT Results)

RICHARDSON ISD	SCHOLARSHIP QUALIFIERS BY YEAR					
	2007	2008	2009	2010	2011	2012
<i>Award Categories</i>						
National Merit Finalists	16	16	7	13		
National Merit Semi-Finalists	16	17	9	16	6	
National Hispanic Scholars	7	8	0	10		
National Hispanic Honorable Mention	0	0	4	2		
National Achievement Finalists	0	0	1	2		
National Achievement Semi-Finalists	3	0	3	3		
National Achievement Outstanding Participants	0	0	2	5		
Commended	48	53	31	37		

RICHARDSON HS	AP EXAMS: % TESTED				AP EXAMS: % SCORES ≥ 3			
	2009	2010	2011	2012	2009	2010	2011	2012
<i>Student Group</i>								
White	86.0	90.0	88.0		56.0	62.0	58.0	
Afr. American	78.0	82.0	78.0		36.0	36.0	27.0	
Hispanic	75.0	82.0	79.0		34.0	40.0	40.0	
Ec. Disadvantaged	81.0	83.0	84.0		42.0	41.0	44.0	
All Students	85.0	88.0	85.0		49.0	53.0	51.0	

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Student Performance Action 1: Improve student performance on the Texas Assessment of Knowledge and Skills exams.

(Goals are based on recovering half of the students not passing/commended, but who are projected to pass or be commended)

TAKS READING / ELA (Minimum of 70%)								
READING / ELA	2010	2010	2011 % P		2010	2010	2011 % Com	
Student Group	% PASS	% P + TPM	Goal ▼	Results	% COM	% C + TPM	Goal ▼	Results
Afr. American	92%	96%	94%	91%	29%	31%	30%	28%
Hispanic	91%	96%	94%	90%	28%	31%	30%	28%
White	99%	99%	99%	98%	62%	68%	65%	61%
Ec. Dis.	91%	96%	94%	90%	28%	32%	30%	27%
All Students	94%	98%	96%	94%	41%	46%	44%	40%

TAKS MATHEMATICS (Minimum of 65%)								
MATHEMATICS	2010	2010	2011 % P		2010	2010	2011 % Com	
Student Group	% PASS	% P + TPM	Goal ▼	Results	% COM	% C + TPM	Goal ▼	Results
Afr. American	86%	92%	89%	86%	28%	29%	29%	26%
Hispanic	90%	95%	93%	91%	35%	37%	36%	35%
White	98%	99%	99%	98%	64%	67%	66%	63%
Ec. Dis.	89%	94%	92%	89%	34%	36%	35%	33%
All Students	92%	96%	94%	92%	45%	48%	47%	44%

TAKS WRITING (Minimum of 70%)								
WRITING	2010	2010	2011 % P		2010	2010	2011 % Com	
Student Group	% PASS	% P + TPM	Goal ▼	Results	% COM	% C + TPM	Goal ▼	Results
Afr. American	94%	95%	95%	94%	25%	36%	31%	22%
Hispanic	95%	97%	96%	93%	21%	34%	28%	21%
White	98%	99%	99%	99%	58%	71%	65%	55%
Ec. Dis.	94%	96%	95%	93%	22%	35%	29%	20%
All Students	96%	97%	97%	95%	36%	49%	43%	33%

TAKS SCIENCE (Minimum of 60%)								
SCIENCE	2010	2010	2011 % P		2010	2010	2011 % Com	
Student Group	% PASS	% P + TPM	Goal ▼	Results	% COM	% C + TPM	Goal ▼	Results
Afr. American	84%	92%	88%	83%	23%	23%	24%	25%
Hispanic	85%	93%	89%	86%	30%	31%	31%	32%
White	98%	99%	99%	98%	60%	61%	61%	67%
Ec. Dis.	84%	92%	88%	85%	29%	30%	30%	30%
All Students	90%	95%	93%	91%	41%	42%	42%	45%

TAKS SOCIAL STUDIES (Minimum of 70%)								
SOCIAL STUDIES	2010	2010	2011 % P		2010	2010	2011 % Com	
Student Group	% PASS	% P + TPM	Goal ▼	Results	% COM	% C + TPM	Goal ▼	Results
Afr. American	95%	97%	96%	96%	41%	48%	45%	46%
Hispanic	96%	98%	97%	97%	49%	55%	52%	52%
White	99%	100%	99%	100%	84%	88%	86%	85%
Ec. Dis.	95%	97%	96%	96%	45%	51%	48%	49%
All Students	97%	98%	98%	98%	63%	68%	66%	65%

PROGRESS TOWARDS GOAL

COMMENDED

of Goals Met: 8

of Goals Not Met: 17

Percent at Goal: 32%

Goal for Current Year

Exemplary (90% Pass & 25% Com.)
Recognized (80% Pass & 15% Com.)
Academically Acceptable
Academically Unacceptable

NOTE: All data and goals are based on 2011 Accountability

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DIP Year-to-Year Comparison

DIP 2010-2011	DIP 2011-2012
PAGE #	COMMENT / EXPLANATION
2	<i>The DIP must have input from the District Planning Committee (DPC). Due to the new planning cycle in RISD, the same DPC has worked on the 2010-11 DIP and the 2011-12 DIP.</i>
5	<i>The DIP goals and objectives are listed on this page for quick reference. The goals have not changed. All of the professional development actions have been moved to Goal 1, Objective 2, thus eliminating Objective 2 under Goal 2. Objective 1 under Goal 3 was revised to read Hire certified qualified and dedicated staff from different cultural <u>and ethnic backgrounds</u>.</i>
6	Goal 1, Objective 1 – <i>The first 4 actions were completed and dropped from the 2011-2012 DIP plan. The 8 actions begin where the 2010-2011 plan ended and include actions to address differentiated instructional strategies, PBL, extracurricular, parent engagement.</i>
7	Goal 1, Objective 2 – <i>Increased to 10 actions to address new requirements—STAAR, RtI (Response to Intervention), AYP, technology— and because we moved all professional development was moved to this objective.</i>
8	Goal 2, Objective 1 – <i>Increased to 6 actions to address curriculum as related to the changes in the state’s accountability model at the elementary and secondary levels. Enhancing curriculum to improve student performance on AP, SAT, and ACT exams also is included.</i>
9	Goal 2, Objective 2 – <i>Three actions were completed. Other actions enhance work done in 2010-2011.</i>
10	Goal 2, Objective 3 – <i>Dropped to three actions because professional development actions were moved to Goal 1, Objective 2.</i>
11	Goal 3, Objective 1 – <i>The RISD Teacher Profile was developed, a new interview process and applicant tracker was selected. New actions address implementation.</i>
12	Goal 3, Objective 2 – <i>This objective was dropped from the new DIP because all professional development actions were moved to Goal 1, Objective 2.</i>
13	Goal 3, Objective 3 – <i>Two actions were completed and dropped from the new DIP.</i>
14	Goal 4, Objective 1 – <i>Actions remained the same with only a change to manage Bond 2011 instead of coordinate Bond 2011.</i>
15	Goal 4, Objective 2 – <i>Action added to address student bullying</i>
17	Goal 4, Objective 3 – <i>Added action to implement a technology plan and to commission a technology audit.</i>
19	Student Performance – <i>Included an action to address STAAR.</i>
20	Student Completion Rate – <i>Same as 2010-2011 DIP.</i>
21	Annual Dropout Rate & AYP – <i>Same as 2010-2011 DIP.</i>
22	SAT & ACT – <i>Same as 2010-2011 DIP.</i>
23	AP Participation and Exams – <i>Same as 2010-2011 DIP.</i>
24	TAKS Data – <i>Will only include TAKS at grade 10 and exit level due to the change to STAAR. Will likely add charts for elementary STAAR and EOCs (grade 9) when more information is available from the state.</i>

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PRELIMINARY RESULTS: STAAR 2012 Assessments, Grades 3-9

Student Performance Action 1: Improve student performance on the State of Texas Assessments of Academic Readiness (STAAR™) for grades 3-8, and on end-of-course (EOC) assessments for grades 9-12. (Goals are pending based on establishment of passing and commended standards for the new assessments in grades 3-9—in spring 2012 STAAR will only be administered to students in grades 3-9.)

GRADES 3-9		STAAR READING /ELA (Minimum of ___%)				2013 % Level III	
READING / ELA	2012	2012	2013	2013			
Student Group	Mean Score	Mean % Corr.	% Level II	% Level III	Goal ▼	Results	
Afr. American							
Hispanic							
White							
Ec. Dis.							
All Students							

GRADES 3-9		STAAR MATHEMATICS (Minimum of ___%)				2013 % Level III	
MATHEMATICS	2012	2012	2013	2013			
Mean Score	Mean Score	Mean % Corr.	% Level II	% Level III	Goal ▼	Results	
Afr. American							
Hispanic							
White							
Ec. Dis.							
All Students							

GRADES 3-9		STAAR WRITING (Minimum of ___%)				2013 % Level III	
WRITING	2012	2012	2013	2013			
Student Group	Mean Score	Mean % Corr.	% Level II	% Level III	Goal ▼	Results	
Afr. American							
Hispanic							
White							
Ec. Dis.							
All Students							

GRADES 3-9		STAAR SCIENCE (Minimum of ___%)				2013 % Level III	
SCIENCE	2012	2012	2013	2013			
Mean Score	Mean Score	Mean % Corr.	% Level II	% Level III	Goal ▼	Results	
Afr. American							
Hispanic							
White							
Ec. Dis.							
All Students							

GRADES 3-9		STAAR SOCIAL STUDIES (Minimum of ___%)				2013 % Level III	
SOCIAL STUDIES	2012	2012	2013	2013			
Student Group	Mean Score	Mean % Corr.	% Level II	% Level III	Goal ▼	Results	
Afr. American							
Hispanic							
White							
Ec. Dis.							
All Students							

PROGRESS TOWARDS GOAL

at Level III

Goal for Current Year

of Goals Met: _____

Level III Advanced Performance

of Goals Not Met: _____

Level II Satisfactory Performance

Level I: Unsatisfactory Performance

Percent at Goal: _____