STRATEGIC PLAN 2017

Overview

In September 2017, RISD began the process of creating a Strategic Plan to guide the district into the next decade. Throughout the next seven months, design and action teams of 300 community members, parents, staff and students worked more than 100 hours to develop six strategic goals to pursue over the next five years.

In April 2018, Trustees voted unanimously to accept the 27 recommended strategic action items from RISD's Strategic Plan 2017 as Board President Justin Bono read a resolution supporting the direction set forward by Superintendent Dr. Jeannie Stone.

Beliefs

We believe that...

- It is necessary to meet all basic needs.
- All people have immeasurable value and deserve respect.
- All people have something unique to contribute.
- All people have the freedom to choose their path.
- Embracing our differences strengthens us, and leveraging our differences propels us.
- All people need meaningful relationships to build valuable connections and inspire a sense of community.
- Serving others strengthens our local and global communities.
- All people can continuously learn, adapt, and grow.
- Failures are valuable opportunities to explore, learn, and succeed.
- We strengthen our future by nurturing and preparing all children and youth.

Vision - Richardson ISD – Where all students connect, learn, grow and succeed

Mission - The mission of Richardson Independent School District is to ensure that ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by:

- a welcoming and accepting climate
- a safe, innovative, and adaptive environment
- a supportive, collaborative, and invested culture among students, staff, families, and community

Student Learning Design

We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of ALL our students.

- Design and implement flexible and inclusive learning environments to ensure ALL student groups maximize their success through evidence-based practices and quality instruction.
- Create, support, and assess personalized learning pathways to maximize student potential and respond to student choice, resulting in mastery-based academic and affective growth, and preparing ALL students for global citizenship.
- Ensure acquisition of workforce credentials aligned with dynamic regional job market demands for success for ALL students post-graduation.
- Establish and implement unique programming to meeting the needs of ALL students, including underserved populations such as SES, LEP students, and the highly and profoundly gifted.

Educational Equity

We will guarantee that ALL students will perform at or above grade level.

- Develop a comprehensive incentive plan for high needs campuses.
- Ensure ALL students have access to high quality summer programs that reduce summer learning loss and close the achievement gap.
- Create an evidence-based reading program PK-12.
- Create an evidence-based early literacy program that ensures ALL student are reading at or above grade level by third grade.
- Ensure ALL students have equitable access to high quality, effective Pre-K programming.
- Ensure that our curriculum is culturally inclusive and addresses the social and emotional needs for ALL PK-12 students.
- Ensure ALL students and their families from different cultural experiences and backgrounds will be embraced, served, and supported.
- Develop and implement a system that values and communicates growth and responds to the needs of ALL students.

Revenue and Finance

We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

- Establish the capacity to sustainably fund the district's mission through state and local revenue.
- Establish the capacity to sustainably fund the district's mission through alternative funding sources.
- Maximize the community's investment in RISD through alignment of resources with the district's mission.

Community Engagement

We will ensure that all families, businesses, and community partners are fully engaged in the mission of our district.

- Establish the necessary communications tools to inspire and expedite connections within the engagement and cultural components of district students, parents, community and businesses.
- Establish a creative culture that invites and inspires authentic engagement from district students, parents, community members and businesses.
- Establish engagement opportunities for connections both within and beyond standard groups of parents, alumni, businesses, corporations, religious groups and services organizations.

Staffing and Compensation

We will recruit, retain, and reward quality personnel.

- Implement systems and processes that effectively reduce employee turnover.
- Allocate district resources and provide needed support to RISD staff to meet the mission, vision, beliefs, and strategic objectives.
- Employ recruiting and hiring practices that ensure the hiring of a diverse staff that reflects the RISD student population.
- Align policies and practices used in the compensation of employees to the district's mission, vision, beliefs, and strategic objectives.

Facilities

We will ensure that our facilities and infrastructures adapt to support or mission.

- Establish a comprehensive campus planning, use, and conditions assessment document and process.
- Develop and implement a process to examine RISD grade configurations (6th grade).
- Establish and maintain a culture of sustainability (ecological responsibility) across all RISD activities, purchasing, and facilities.
- Adopt a neighborhood school policy and create a formal definition of neighborhood school to provide clarity on future decisions regarding school construction, boundary lines, and transfer policies.

Objectives

- All students will maximize their intellect and skills to create their own futures.
- All students will develop strength of character.
- All students will contribute to local and global communities.
- All students will belong to a community of meaningful connections and positive relationships.