

**Royal Independent School District**  
**District Improvement Plan**  
**2023-2024 Goals/Performance Objectives/Strategies**



**Board Approval Date:** November 13, 2023  
**Public Presentation Date:** November 13, 2023

# Mission Statement

RISD's mission: Investing in our Tomorrow

## Vision

RISD's vision is to be a destination district committed to instructional excellence in a safe, equitable environment for all.

## District Goals

### **GOAL 1: Focus on Academic and Enrichment - Literacy and Writing**

RISD will focus on early literacy and writing providing quality instruction and resources starting in PK to ensure that all students read and write on grade level as measured by grade level reading assessments, STAAR and EOC state assessments. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

### **GOAL 2: Focus on Academic and Enrichment - Mathematics**

RISD will focus on Mathematics by providing quality instruction and resources starting in PK to ensure that all students master grade level concepts as measured by grade level assessments, STAAR and EOC state assessments. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

### **GOAL 3: Focus on Academic and Enrichment - Whole Child - Well Rounded Education**

RISD will focus on science, fine arts, and CTE by providing quality instruction and resources starting in PK to ensure that students are equipped with the tools to be successful in all areas. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

### **Goal 4: Family and Community Engagement**

RISD will focus on engaging family and community members to be active partners in the education of our students and assure we reach all populations for equity participation.

### **Goal 5: Focus on School Climate**

RISD will provide a healthy, safe, secure, and orderly environment for students, staff, families, and community.

### **Goal 6: Focus on Recruiting, Supporting, Assigning, and Retaining Highly Qualified Teachers**

RISD will recruit, support, assign, and retain Highly Qualified Teachers and encourage them to optimize their impact on student learning by creating a culture of teacher retention and continuous professional learning.



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# Goals


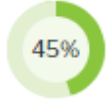





**Goal 1:** Focus on Academics and Enrichment: RISD will focus on early literacy and writing providing quality instruction and resources starting in PK to ensure that all students read and write on grade level as measured by grade level reading assessments (GOLD, TXKEA, mClass), STAAR, and EOC state assessments. We strive to address the whole child, the at-risk child, all members of our diverse population and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 1:** The District will exceed state averages (where applicable) for all student groups in student achievement and progress.

## HB3 Goal

**Evaluation Data Sources:** Assessment results from the identified assessments will be compared with state data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> RISD will monitor students' progress in meeting the challenging State academic standards by [Section 1112(b)(1)] identifying students who may be at risk for academic failure and providing additional support to students who are not meeting expectations as seen by RTI, CBA, DCA, report card, etc. data by providing additional educational assistance to individual students the school determines need help in meeting the challenging State academic standards.</p> <p><b>Strategy's Expected Result/Impact:</b> RISD will provide interventionists, instructional coaches, supplemental resources, supplemental instruction blocks, professional development opportunities to improve the academic performance of all students.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators Department of Teaching &amp; Learning Special Education Director</p> <p><b>Results Driven Accountability</b></p> <p><b>Funding Sources:</b> Salaries for campus instructional coaches, instructional program specialist - 211-Title I, Part A Improving Basic Programs - 211, Professional Development - 255-Title II Supporting Effective Instruction, Supplemental Resources for all campuses - 211-Title I, Part A Improving Basic Programs, Salaries for RECC, STEM, &amp; RJH ESL Paras - 263-Title III English Language Acquisition, Tutorials, Summer School, Interventions - 199-PIC 24 SCE Accelerated Education</p>	Formative			Summative
	Oct	Jan	Apr	May
				



Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Support the delivery of personalized professional learning through job-embedded coaching, facilitating, and professional learning, and facilitate training regarding identifying and providing services to at-risk students. <b>Strategy's Expected Result/Impact:</b> Increase the capacity of campus instructional staff, district staff. <b>Staff Responsible for Monitoring:</b> Campus administrators Department of Teaching & Learning Special Education Director  <b>Funding Sources:</b> Professional Development, Contracted Services, & Resources - 211-Title I, Part A Improving Basic Programs	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monitor the fidelity of credit recovery opportunities for at-risk students to increase graduation/completion rates. <b>Strategy's Expected Result/Impact:</b> Increase graduation rates and decrease dropout rates. <b>Staff Responsible for Monitoring:</b> RHS administrators & counselors  <b>Funding Sources:</b> Supplies & Resources - 199-PIC 24 SCE Accelerated Education	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Support increased high school graduation and completion rates by focusing efforts to reduce the dropout rate by continuing with ongoing dropout prevention, intervention and recovery program protocols and the use of alternate online based learning environments and mentoring. <b>Strategy's Expected Result/Impact:</b> Reduce dropout rate Increase graduation and completion rates. <b>Staff Responsible for Monitoring:</b> RHS Administrators & Counselors Director of Teaching & Learning Special Education Director  <b>Funding Sources:</b> Materials and Resources - 199-PIC 24 SCE Accelerated Education	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






**Goal 1: Focus on Academics and Enrichment:** RISD will focus on early literacy and writing providing quality instruction and resources starting in PK to ensure that all students read and write on grade level as measured by grade level reading assessments (GOLD, TXKEA, mClass), STAAR, and EOC state assessments. We strive to address the whole child, the at-risk child, all members of our diverse population and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 2:** By May 2024, all students and student groups will increase literacy and writing performance by 10% demonstrating growth in academic performance for reading and writing as reflected in district and state data reports.

### HB3 Goal

**Evaluation Data Sources:** CBAs, DCAs, and STAAR data - Reading/Writing

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide literacy materials designed for literacy/writing, intervention including books, software programs, and supplemental workbooks. <b>Strategy's Expected Result/Impact:</b> Increase student literacy and achievement <b>Staff Responsible for Monitoring:</b> Campus administrators Director of Teaching & Learning Director of Special Education  <b>Results Driven Accountability</b> <b>Funding Sources:</b> Software Program Renewals - 199-PIC 24 SCE Accelerated Education, Materials (Intervention/ Acceleration Books, Materials, etc.) - 289-Title IV Student Support & Academic Enrichment, Instructional Resources and Software Program Renewal - 211-Title I, Part A Improving Basic Programs, Instructional and/or Language Materials - 263-Title III English Language Acquisition	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide focused professional development to teachers and staff regarding the use of purchased material and strategies for tier 1-3 instruction. Provide teachers with PD that encompasses using technology tools. <b>Strategy's Expected Result/Impact:</b> Increase teacher knowledge of tools available. <b>Staff Responsible for Monitoring:</b> Department of Teaching and Learning Special Education Director Technology Department  <b>Funding Sources:</b> Building Teacher Capacity - 255-Title II Supporting Effective Instruction - \$30,000	Formative			Summative
	Oct	Jan	Apr	May
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> RISD will monitor students' progress in meeting the challenging State academic standards by [Section 1112(b) (1)] by identifying students who may be at risk for academic failure and providing additional support to students who are not meeting expectations as seen by RTI, mClass, CBA, GOLD, HMH, report card, etc. data. by developing and implementing a well-rounded program of instruction to meet the academic needs of all students. <b>Strategy's Expected Result/Impact:</b> 90% of students in acceleration classes will show an increase of 10% performance improvement on progress measures. <b>Staff Responsible for Monitoring:</b> Campus Administrators Department of Teaching and Learning  <b>Results Driven Accountability</b> <b>Funding Sources:</b> Staffing - 199-PIC 24 SCE Accelerated Education	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				










**Goal 2:** Focus on Academics and Enrichment: RISD will focus on Mathematics by providing quality instruction and resources starting in PK to ensure that all students master grade level concepts as measured by grade level assessments, STAAR, and EOC state assessments. We strive to address the whole child, the at risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 1:** The District will exceed state averages (where applicable) for all student groups in student achievement and progress.

### HB3 Goal

**Evaluation Data Sources:** State assessment results



Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> RISD will monitor students' progress in meeting the challenging State academic standards by [Section 1112(b) (1)] identifying students who may be at risk for academic failure and providing additional support to students who are not meeting expectations as seen by RTI, CBA, DCA, IXL, report card, etc. data. RISD will provide interventionists, instructional coaches, program specialist, supplemental resources, professional development opportunities to improve the academic performance of all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student scores on district and state assessments Improve tier 1 instruction across the district for all students</p> <p><b>Staff Responsible for Monitoring:</b> Campus administrators Department of Teaching and Learning Director of Special Education</p> <p><b>Results Driven Accountability</b> <b>Funding Sources:</b> Supplemental Resources for all Campuses - 211-Title I, Part A Improving Basic Programs, Materials and Supplemental Resources - 199-PIC 24 SCE Accelerated Education, Instructional Program Specialist - 211-Title I, Part A Improving Basic Programs, Professional Development - 255-Title II Supporting Effective Instruction, Instructional and/or Language Materials, Software, and Supplemental Resources - 263-Title III English Language Acquisition</p>	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Support the delivery of personalized professional learning through job-embedded coaching, facilitating, and professional learning.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase the capacity of campus instructional staff, district staff</p> <p><b>Staff Responsible for Monitoring:</b> Campus administrators, Department of Teaching &amp; Learning</p> <p><b>Funding Sources:</b> Instructional Program Specialist, Professional and Contracted Services, Resources - 211-Title I, Part A Improving Basic Programs</p>	Formative			Summative
	Oct	Jan	Apr	May
				




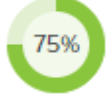
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Monitor the fidelity of credit recovery opportunities for at-risk students to increase graduation/completion rates. <b>Strategy's Expected Result/Impact:</b> Increase graduation rates Decrease dropout rates <b>Staff Responsible for Monitoring:</b> RHS administrators & counselors	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				






**Goal 3:** Focus on Academics and Enrichment (The Whole Child - Well Rounded Education): RISD will focus on science, fine arts, and CTE by providing quality instruction and resources starting in PK to ensure that students are equipped with the tools to be successful in all areas. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 1:** Achieve a seamless integration of innovative technologies in the teaching and learning environment to support all learners including district and campus personnel.

**Evaluation Data Sources:** Increase the use of innovative technologies for teaching and learning

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> RISD will monitor students' progress in meeting the challenging State academic standards by [Section 1112(b) (1)] by developing and implementing a well-rounded program of instruction to meet the academic needs of all students. Staff will implement the district's curriculum and utilize instructional models to ensure that we create a well-rounded instructional program to reach all learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Number of PD sessions attended by campus and district leaders; District level walkthrough data and feedback; campus level walkthroughs; district local and state assessment data.</p> <p><b>Staff Responsible for Monitoring:</b> Department of Teaching and Learning Campus administrators Special Education Director</p> <p><b>Funding Sources:</b> - 211-Title I, Part A Improving Basic Programs, - 199-PIC 24 SCE Accelerated Education</p>	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Continue to build the capacity of district and campus level instructional leaders to effectively implement innovative technologies for teaching and learning by providing ongoing professional development opportunities that engage staff in the effective use of technology to improve their own productivity and improve student achievement.</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development sessions and feedback; Instructional technology staff walkthroughs and feedback; provide log of opportunities and use; district/campus leader self-assessment</p> <p><b>Staff Responsible for Monitoring:</b> Department of Teaching and Learning Technology Department Campus principals</p> <p><b>Funding Sources:</b> - 255-Title II Supporting Effective Instruction</p>	Formative			Summative
	Oct	Jan	Apr	May
				







Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continue to provide technology resources for campuses based on adopted standards for life-cycle replacements and to support ever emerging technologies to enable efficient, effective, and meaningful teaching, learning, research, and communication.  <b>Strategy's Expected Result/Impact:</b> Resources in place for teachers and students to use; Replace out of date lab and student technology with up-to-date equipment; increase Wi-Fi capacity across the district <b>Staff Responsible for Monitoring:</b> Technology Department Chief Financial Officer	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> RISD proposes to use funds to meet the purpose of the Title I, Part A grant by assisting schools in developing effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement.  <b>Strategy's Expected Result/Impact:</b> RISD will have at least (1) certified district librarian in order for students to have access to the library and media services <b>Staff Responsible for Monitoring:</b> Director of Human Resources Director of Teaching and Learning	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> RISD will utilize direct certification through the Community Eligibility Provision (CEP) as the poverty criteria that will be used to select school attendance areas under Section 1113.  <b>Strategy's Expected Result/Impact:</b> The number of CEP surveys returned to the district <b>Staff Responsible for Monitoring:</b> Chief Financial Officer Chartwells Staff	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 6 Details	Reviews			
<b>Strategy 6:</b> The nature of the programs conducted under Schoolwide (Section 1114) and Targeted Assistance (Section 1115) programs and, where appropriate, educational services outside such schools for children living in local institutions for neglected or delinquent children, and for neglected and delinquent children in community day schools. In the event of an addition of a neglected or delinquent facility, Title I, Part A funds will be allocated for collaboration and purchase of instructional resources to meet the needs of students.  <b>Strategy's Expected Result/Impact:</b> Increased educational opportunities for all students <b>Staff Responsible for Monitoring:</b> Director of Federal, State, and Student Programs  <b>Funding Sources:</b> - 199-PIC 30 SCE Title IA Schoolwide Activity	Formative			Summative
	Oct	Jan	Apr	May
				

Strategy 7 Details		Reviews			
<b>Strategy 7:</b> Teachers and school leaders, in consultation with parents, administrators, paraprofessionals, and specialized instructional support personnel, in schools operating a Targeted Assistance program under Section 1115, will identify the eligible children most in need of services under Title I, Part A. In the event of a target assistance program is added, Title I, Part A funds will be allocated accordingly. At this time, all schools are served under schoolwide Title I. <b>Strategy's Expected Result/Impact:</b> Increased educational opportunities for all students <b>Staff Responsible for Monitoring:</b> Director of Federal, State, and Student Programs Chief Financial Officer & RISD Business Office		Formative			Summative
		Oct	Jan	Apr	May
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Focus on Academics and Enrichment (The Whole Child - Well Rounded Education): RISD will focus on science, fine arts, and CTE by providing quality instruction and resources starting in PK to ensure that students are equipped with the tools to be successful in all areas. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 2:** Royal ISD will increase student access to early college high school or dual credit courses and increase the number of students who participate in the AP, TSI, ACT, PSAT, SAT Prep will increase by 5%.








**Evaluation Data Sources:** Number of students who participate.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students will be provided guidance on different college readiness exams and will be able to register for the exams. <b>Strategy's Expected Result/Impact:</b> Increase the number of students who participate. <b>Staff Responsible for Monitoring:</b> RJH & RHS administrators and counselors Director of Advanced Academics	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> ECHS will host recruitment sessions, Informational booth at RJH during lunch, Informational flyers in English and Spanish, Parent information sessions including Blinn representative, ECHS ambassador -give tours. <b>Strategy's Expected Result/Impact:</b> Increase student, parent and family awareness of college opportunities. <b>Staff Responsible for Monitoring:</b> Director of Advanced Academics RHS administrators	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** Focus on Academics and Enrichment (The Whole Child - Well Rounded Education): RISD will focus on science, fine arts, and CTE by providing quality instruction and resources starting in PK to ensure that students are equipped with the tools to be successful in all areas. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 3:** Royal ISD will monitor students' progress in meeting the challenging State academic standards by [Section 1112(b)(1)] identifying and implementing instructional and other strategies intended to strengthen academic program and improve school conditions for student learning by continuing to provide STEM opportunities for students including PLTW and STEMscopes.






**Evaluation Data Sources:** Increase in students participating

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Provide students with PLTW at the STEM academy. <b>Strategy's Expected Result/Impact:</b> Increase in student interest <b>Staff Responsible for Monitoring:</b> STEM Associate Principal		Formative			Summative
		Oct	Jan	Apr	May
					
		 No Progress  Accomplished  Continue/Modify  Discontinue			

**Goal 3:** Focus on Academics and Enrichment (The Whole Child - Well Rounded Education): RISD will focus on science, fine arts, and CTE by providing quality instruction and resources starting in PK to ensure that students are equipped with the tools to be successful in all areas. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 4:** RISD will provide needed services to homeless children and youth to support the enrollment, attendance, and success of homeless children and youth in coordination with the services RISD is providing under the McKinney-Vento Homeless Assistance Act.

**Evaluation Data Sources:** Student attendance, performance. and graduation rates






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide transportation, resources, tutorials, mentoring, and attendance monitoring for displaced students to increase student achievement and graduation rates. <b>Strategy's Expected Result/Impact:</b> Increase attendance, student performance, and graduation rates. <b>Staff Responsible for Monitoring:</b> Campus administrators, counselors & PEIMS Clerks Director of Federal, State and Student Programs Director of Transportation Chief Financial Officer  <b>Funding Sources:</b> - 211-Title I, Part A Improving Basic Programs	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 3:** Focus on Academics and Enrichment (The Whole Child - Well Rounded Education): RISD will focus on science, fine arts, and CTE by providing quality instruction and resources starting in PK to ensure that students are equipped with the tools to be successful in all areas. We strive to address the whole child, the at-risk child, all members of our diverse population, and provide a learning environment that results in student mastery for successful college, career, and military readiness.

**Performance Objective 5:** Royal ISD will support programs that coordinate and integrate [Section 1112(b)(12)] Academic and Career and Technical education content through coordinated instructional strategies, that may incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations or industries in the State; and work-based learning opportunities that provide students in-depth interaction with industry professionals and, if appropriate, academic credit by developing effective Career and Technology Education programs which enable students to learn the skills necessary for career readiness.



**Evaluation Data Sources:** Total number of students enrolled in CTE program and the number receiving certifications.






Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Capitalize on state supported/funded Industry-Based Certifications reimbursement. <b>Strategy's Expected Result/Impact:</b> Collaborate with junior high teachers and high school counselors to monitor student four year coherent sequence in order to obtain an endorsement. <b>Staff Responsible for Monitoring:</b> CTE Director & Staff RJH/RHS/ECHS administrators & counselors Director of Advanced Academics	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** Focus on Parent, Family, and Community Engagement: RISD will focus on engaging family and community members to be active partners in the education of our students and assure we reach all populations for equity participation.

**Performance Objective 1:** Through family and community partnerships, we expect a 5% increase in access and opportunity for family/community participation in the educational process.

**Evaluation Data Sources:** Family / Community participation results








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> RISD campuses will implement effective parent and family engagement (PFE) under Section 1116 by providing district-wide opportunities for awareness sessions that cover the following topics: State academic standards, graduation plans, PGPs, RTI, State testing requirements, and college financial aid. <b>Strategy's Expected Result/Impact:</b> Parent/family participation and feedback <b>Staff Responsible for Monitoring:</b> Campus principals  <b>Funding Sources:</b> - 199-PIC 30 SCE Title IA Schoolwide Activity, - 289-Title IV Student Support & Academic Enrichment	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold regularly scheduled parent and family meetings in order to: --Collaborate with parents on the annual revision of the District Written Parent Involvement Policy --Gather input from parents regarding the annual evaluation of the Title I program --Provide information on topics of interest to members of the District-Wide Education Improvement Committee. <b>Strategy's Expected Result/Impact:</b> Parent participation documented with sign-in sheets, revised parent involvement policy, completed annual evaluation <b>Staff Responsible for Monitoring:</b> Campus principals Director Federal, State, and Student Programs	Formative			Summative
	Oct	Jan	Apr	May
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Host sessions for EL/EB sessions for families, parents, and community and provide supplies and resources needed for EL/EB parent and community sessions--ECC, RES, STEM, RJH, and RHS. <b>Strategy's Expected Result/Impact:</b> Increase parental engagement and equip parents and guardians with tools and strategies to use at home; Increase parents' toolbox with strategies and activities related to College Awareness <b>Staff Responsible for Monitoring:</b> Campus administrators Director of Federal, State, & Student Programs Department of Teaching and Learning  <b>Funding Sources:</b> - 263-Title III English Language Acquisition	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** Focus on Parent, Family, and Community Engagement: RISD will focus on engaging family and community members to be active partners in the education of our students and assure we reach all populations for equity participation.

**Performance Objective 2:** Engage parents and community by sharing information and fostering collaborative decision making sessions to create positive relationships.






**Evaluation Data Sources:** Family / Community participation results

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> RISD campuses will implement effective parent and family engagement (PFE) under Section 1116 by providing district-wide opportunities for awareness sessions that cover the following topics: State academic standards, graduation plans, PGPs, RTI, State testing requirements, and college financial aid. <b>Strategy's Expected Result/Impact:</b> Parent/family participation and feedback <b>Staff Responsible for Monitoring:</b> Campus principals	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hold regularly scheduled parent and family meetings in order to: --Collaborate with parents on the annual revision of the District Written Parent Involvement Policy --Gather input from parents regarding the annual evaluation of the Title I program --Provide information on topics of interest to members of the Districtwide Education Improvement Committee. <b>Strategy's Expected Result/Impact:</b> Parent participation documented with sign-in sheets, revised parent involvement policy, completed annual evaluation <b>Staff Responsible for Monitoring:</b> Campus principals Director Federal, State, and Student Programs	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Host sessions for EL/EB sessions for families, parents, and community and provide supplies and resources needed for EL/EB parent and community sessions--ECC, RES, STEM, RJH, and RHS. <b>Strategy's Expected Result/Impact:</b> Increase parental engagement and equip parents and guardians with tools and strategies to use at home; Increase parents' toolbox with strategies and activities related to College Awareness <b>Staff Responsible for Monitoring:</b> Campus administrators Director of Federal, State, & Student Programs Department of Teaching and Learning	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 4:** Focus on Parent, Family, and Community Engagement: RISD will focus on engaging family and community members to be active partners in the education of our students and assure we reach all populations for equity participation.

**Performance Objective 3:** RISD will implement strategies to facilitate effective transitions for students from middle grades to high school and from high school to post secondary education including, coordination with institutions of high education, employers, and other local partners; and Increased student access to early college high school or dual or concurrent enrollment opportunities, or career counseling to identify students interests and skills.



**Evaluation Data Sources:** Number of students remaining in RISD from 1st to 2nd grade, number of students participating in 5th to 6th and 8th to 9th summer bridge program, and numbers in ECHS/ Dual credit courses






Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Campuses will create and host transition activities, days, schedules, etc. to facilitate effective transitions for students RECC to RES, from RES to Royal Junior high, and RJH to RHS. <b>Strategy's Expected Result/Impact:</b> Increase parent awareness of available programs Increased number of students participating in 5th to 6th and 8th to 9th summer bridge program Increased numbers in ECHS/ Dual credit courses <b>Staff Responsible for Monitoring:</b> Campus administrators and counselors Director of Advanced Academics Special Education Director		Formative			Summative
		Oct	Jan	Apr	May
					
 No Progress  Accomplished  Continue/Modify  Discontinue					

**Goal 5:** Focus on School Climate: RISD will provide a healthy, safe, secure, and orderly environment for students, staff, families, and community.

**Performance Objective 1:** Royal ISD will support efforts to reduce the overuse of discipline practice that remove students from the classroom, which may include identifying and supporting schools with high rates of discipline, disaggregated by each of the subgroups of students by implementing practices to support social emotional learning, conflict resolution, and restorative practices, and will focus on continuing to build relationships with students to gather insight into students' needs.








**Evaluation Data Sources:** Office referrals, DAEP referrals, District discipline reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Build capacity within our staff to be prepared to recognize and respond to social emotional needs of all learners. Provide training in the following areas: Trauma Informed Care, Threat Assessment Team, Resiliency, etc. <b>Strategy's Expected Result/Impact:</b> Establish a student support model that will allow for prevention as well as intervention <b>Staff Responsible for Monitoring:</b> District Coordinator of Culture and Well-being Special Education Director and support staff Campus principals and counselors  <b>Funding Sources:</b> - 289-Title IV Student Support & Academic Enrichment	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RISD proposes to use funds to meet the purpose of the Title I grant by assisting schools in identifying and serving gifted and talented students and identifying professional development in the social and emotional needs of gifted students for campus access. <b>Strategy's Expected Result/Impact:</b> Increase the number of students identified as GT; Increased attention to the unique needs of GT students and their social and emotional needs <b>Staff Responsible for Monitoring:</b> Director of Advanced Academics Campus principals  <b>Funding Sources:</b> - 199-PIC 21 State Gifted & Talented (G/T)	Formative			Summative
	Oct	Jan	Apr	May
				

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> RISD will implement transformational processes focused on social-emotional well being, relationship-driven campus culture, and student connectedness through the implementation of Capturing Kids' Hearts 1 two-day, immersive, participatory training and Process Champions Implementation Visits that include training of new staff members recommended to be on the PC team and implementation support.</p> <p><b>Strategy's Expected Result/Impact:</b> Impact on culture and climate: Increased student achievement, decreased discipline referrals, increased attendance rates through implementation of CKH, and the formation of a Process Champions team on campus in order for the team to support their peers.</p> <p><b>Staff Responsible for Monitoring:</b> District Coordinator of Culture and Well-being Campus principals and counselors</p>	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 5:** Focus on School Climate: RISD will provide a healthy, safe, secure, and orderly environment for students, staff, families, and community.









**Performance Objective 2:** Royal ISD will purchase software to monitor social media for any threatening or hurtful language to the district or students.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Maintain and monitor Navigate 360/Social Sentinel. <b>Strategy's Expected Result/Impact:</b> Alert district of threats or threatening language that refers to the district <b>Staff Responsible for Monitoring:</b> Police Chief Director of Technology District Coordinator of Culture and Well-being  <b>Funding Sources:</b> - 289-Title IV Student Support & Academic Enrichment	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



**Goal 5:** Focus on School Climate: RISD will provide a healthy, safe, secure, and orderly environment for students, staff, families, and community.



**Performance Objective 3:** Staff and students will be aware of signs and dangers of Dating violence, Sexual abuse, sex trafficking, and other maltreatment of children, date-rape, bullying and other emotionally or physically harmful threats.







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide avenues for students to report date-rape or bullying activities anonymously. (HB 1942) i.e. online Bullying Reporting system - STOPit & Crime Stoppers. <b>Strategy's Expected Result/Impact:</b> Decrease in the percentage of bullying incidences. <b>Staff Responsible for Monitoring:</b> Technology Director District Coordinator of Culture and Well-being Campus administrators and counselors	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide campuses, students, and families training and resources regarding awareness of Dating violence, Sexual abuse, sex trafficking, and other maltreatment of children, date-rape, bullying and other emotionally or physically harmful threats. Examples include, <a href="https://www.pacer.org/bullying/classroom/elementary/">https://www.pacer.org/bullying/classroom/elementary/</a> <a href="https://www.ptoday.com/campaign/request/pifirst/thanks">https://www.ptoday.com/campaign/request/pifirst/thanks</a> Crime stoppers presentations <b>Strategy's Expected Result/Impact:</b> 5% less incidences of bullying Increased awareness among staff, students and families <b>Staff Responsible for Monitoring:</b> District Coordinator of Culture and Well-being Campus administrators and counselors	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 6:** Focus on Recruiting, Supporting, Assigning, and Retaining Highly Qualified Teachers: Royal ISD will attract high quality staff members and encourage them to optimize their impact on student learning by creating a culture of teacher retention and continuous professional learning.

**Performance Objective 1:** All campuses and departments will be 100% staffed with highly effective, certified personnel (when applicable)

**Evaluation Data Sources:** Recruiting records, hiring timelines, retention reports, exit interview reports

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> To address and provide equity, the Human Resources Director and Campus principals will attend job fairs at universities and service centers in order to recruit highly-qualified teachers in various subject areas, grades, and specializations.  <b>Strategy's Expected Result/Impact:</b> Increase the number of Certified teachers and Highly qualified paraprofessionals in all areas -General Education -Bilingual Education -English as Second Language -Special Education  <b>Staff Responsible for Monitoring:</b> Superintendent Chief Financial Officer Human Resources Director Campus Principals	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> To address and provide equity, RISD will focus on providing induction, a district level mentoring cohort, campus based mentors, ongoing professional development, and stipends to attract, recruit, and retain highly qualified teachers.  <b>Strategy's Expected Result/Impact:</b> Provide initial and ongoing support to teachers, incentivize teachers by competing with area districts, and decrease teacher turnover <b>Staff Responsible for Monitoring:</b> Chief Financial Officer Human Resources Director Department of Teaching and Learning  <b>Funding Sources:</b> - 199-PIC 24 SCE Accelerated Education	Formative			Summative
	Oct	Jan	Apr	May
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> RISD will identify and address any disparities that result in low-income students and minority students being taught at higher rates than other income students by ineffective, inexperienced, our out-of-field teachers by providing opportunities to build capacity within instructional staff, teachers, and campus leaders in various subject areas, grades, and specializations in order to meet all of our student populations' needs. <b>Strategy's Expected Result/Impact:</b> Build capacity in staff, retain staff <b>Staff Responsible for Monitoring:</b> Campus administrators Department of Teaching and Learning Director of Human Resources	Formative			Summative
	Oct	Jan	Apr	May
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> RISD will carry out its School Support and Improvement activities responsibilities under Section 1111(d)(1) and (2) by maintaining a local target improvement plan for RJH and by monitoring students' progress in meeting challenging State academic standards. <b>Strategy's Expected Result/Impact:</b> RJH will continue to show academic gains on local and state assessments; RJH will not be a target campus for the 2023-2024 school year (pending new ratings being released). <b>Staff Responsible for Monitoring:</b> Superintendent RJH Principal Department of Teaching and Learning	Formative			Summative
	Oct	Jan	Apr	May
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				