

El Paso Independent School District
Richardson Middle School
2023-2024 Goals/Performance Objectives/Strategies



Mission Statement

Our mission is to provide a quality education through shared responsibility in a safe supportive environment for all students to meet the challenges of a global society. We are “Committed to Excellence”, and we work hard to make the site a primary source for timely information for all users, and a main gateway for improved communication between parents, teachers, students and other members of our community. Our goal and responsibility is to help each student develop an enthusiasm for learning, a respect for self and others, and the skills to become a creative independent thinker and problem solver

Vision

We believe all student will succeed academically if they are provided with the necessary support systems and resources needed to accomplish their goals.

Value Statement

The International Baccalaureate aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect. To this end the organization works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment These programmes encourage students across the world to become active, compassionate, and lifelong learner who understand that other people, with their differences, can also be right.

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Goals

Goal 1: WHOLE CHILD DEVELOPMENT Richardson MS fosters learning environments for the whole child to thrive.

Performance Objective 1: By June 2024, Richardson MS will create a culture where each student is supported by caring adults. as measured by an Employee, student, and parent culture climate survey.

Evaluation Data Sources: CK-12 Survey

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will implement a school-wide Check In/Check Out system. Strategy's Expected Result/Impact: Improved student behavior, grades, attendance Staff Responsible for Monitoring: Principal/Assistant Principals Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Ensure all classrooms are covered by qualified substitutes or certified teachers when teachers are absent. Strategy's Expected Result/Impact: Decrease in behavior incidents when teachers are absent Staff Responsible for Monitoring: Principal/Secretary ESF Levers: Lever 5: Effective Instruction Funding Sources: Funds for teacher covers - 199 General Fund - \$1,000, Fringe for teacher covers - 199 General Fund - \$41	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Richardson MS will update furniture in office and other common areas to create a more welcoming environment Strategy's Expected Result/Impact: Visually appealing environment for all Staff Responsible for Monitoring: Principal/Secretary Funding Sources: Funds to purchase furniture - 199 General Fund - \$3,000	Formative			Summative
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Performance Objective 1 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 2: Richardson needs to refresh our PBIS systems Root Cause: Discipline incidents have increased, and campus needs to recognize/reward students who are meeting expectations.

Goal 1: WHOLE CHILD DEVELOPMENT Richardson MS fosters learning environments for the whole child to thrive.

Performance Objective 2: By June 2024, Richardson MS will increase 6th-8th grade student participation in UIL, extra-curricular, co-curricular activities at all levels by 5%.

Evaluation Data Sources: Activity Sign Ins/Logs/Survey results

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will increase participation in Academic UIL Activities from the previous year. Strategy's Expected Result/Impact: Increased in student achievement and overall well-being Staff Responsible for Monitoring: Principal/Assistant Principals/UIL Coordinator Title I: 2.5, 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will participate in the 6th Grade Intramurals Program Strategy's Expected Result/Impact: Students will have a more positive attitude about school/activities; Decrease in behavior instances Staff Responsible for Monitoring: Intramural Coordinator/Principal ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extracurricular activities for 6th grade students- sports activities are of particular interest. Root Cause: Traditionally 6th grade students have not had the opportunity to participate in UIL sports/Cheer.

Goal 1: WHOLE CHILD DEVELOPMENT Richardson MS fosters learning environments for the whole child to thrive.

Performance Objective 3: By June 2024, Richardson MS will create an integrated system of school supports, extended learning opportunities and community partnerships by increasing extended 6th grade extended learning opportunities.

Evaluation Data Sources: District tracking tool

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will provide after school activities/clubs for students to target academic needs (Student support), physical activity (RUTB), and social/emotional outlets (Craft Club, etc.) Strategy's Expected Result/Impact: Increase in campus pride & satisfaction by both students and parents. Staff Responsible for Monitoring: Principal/AYPYN-Jag Pack Coordinator ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 3	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will apply for the After School Meals Program Strategy's Expected Result/Impact: Increased participation in after school activities Staff Responsible for Monitoring: Principal/Cafeteria Manager ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Richardson MS will implement a campus-wide tutoring schedule for all subjects to provide academic assistance to students after hours. Strategy's Expected Result/Impact: Increase in Academic Achievement Staff Responsible for Monitoring: Principal/Teachers Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 3 Prioritized Needs:

L1 Whole Child (Culture & Climate)

Prioritized Need 3: Provide opportunities for students to participate in physical activity on a regular basis- during and after school hours. Root Cause: Students are showing tendencies of preferring their devices over physical and social activities.
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Goal 1: WHOLE CHILD DEVELOPMENT Richardson MS fosters learning environments for the whole child to thrive.

Performance Objective 4: By June 2024, Richardson MS will build mindsets, healthy habits, and skills that strengthen students' social, emotional and academic competence by ensuring Principal and academic support team PBIS/SEL fidelity walkthrough data meets all established percentages for schoolwide behavior expectations, classrooms procedures and instruction, and student and staff awareness.

Evaluation Data Sources: District Developed Tracking Rubric

Strategy 1 Details	Reviews			
Strategy 1: PBIS Matrix will be completed and posted throughout the campus. Strategy's Expected Result/Impact: Decrease in discipline incidents throughout campus Staff Responsible for Monitoring: Principal/APs ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: PBIS Team will develop incentives for students who meet expectations, such as: Fun Friday, Ice Cream Social. Strategy's Expected Result/Impact: Increase in positive behavior/Decrease in negative behavior Staff Responsible for Monitoring: PBIS Team ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Richardson MS will implement the MTSS team to provide targeted interventions and support for students with individual learning and behavioral needs. Strategy's Expected Result/Impact: Increased Academic Achievement as well as increase in ability to meet social/emotional needs of students. Staff Responsible for Monitoring: Campus Leadership Team Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative			Summative
		Oct	Jan	Mar	June
Strategy 4 Details		Reviews			
Strategy 4: Richardson Counselors will provide monthly lessons to incorporate SEL components as well as support for Bullying, HB5, etc. Strategy's Expected Result/Impact: Improved campus culture Staff Responsible for Monitoring: Principal/Counselors Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture Funding Sources: Supplies for Counselors - 199 General Fund - \$1,000, Student incentives - 199 General Fund - \$1,500		Formative			Summative
		Oct	Jan	Mar	June
Strategy 5 Details		Reviews			
Strategy 5: Richardson MS Nurse's office will be equipped with supplies necessary to maintain healthy environment for students. Strategy's Expected Result/Impact: Fewer students needing to leave campus for health reasons Staff Responsible for Monitoring: Principal/Nurse Funding Sources: funds for supplies - 199 General Fund - \$2,000		Formative			Summative
		Oct	Jan	Mar	June

Strategy 6 Details	Reviews			
Strategy 6: Campus Leadership will participate in Professional Learning opportunities to enhance instructional leadership skills Strategy's Expected Result/Impact: Quality feedback for faculty; improved leadership practices Staff Responsible for Monitoring: Principal/APs ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 Funding Sources: Funds to travel to Conferences - 199 General Fund - \$3,000, Registration Fees/Associated costs of PD - 199 General Fund - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Richardson teachers/leadership will participate in professional development opportunities to enhance their knowledge of the PBIS system in order to implement more effective practices. Strategy's Expected Result/Impact: Improved campus culture/decrease in office referrals Staff Responsible for Monitoring: Principal/Secretary ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2 Funding Sources: Funds for substitutes - 199 General Fund - \$1,000, Funds for registration fees - 199 General Fund - \$500	Formative			Summative
	Oct	Jan	Mar	June
Strategy 8 Details	Reviews			
Strategy 8: Richardson MS will implement Coordinated School Health Strategies through a rigorous Physical Education Curriculum, participation in Fitnessgram, as well as providing other opportunities for students to improve physical well being such as the Raise Up the Bar program. Strategy's Expected Result/Impact: Student progress in Fitnessgram, overall increase in student social/emotional well being Staff Responsible for Monitoring: Principal, Physical Education coaches ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 1	Formative			Summative
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Performance Objective 4 Prioritized Needs:

L1 Whole Child (Culture & Climate)
Prioritized Need 1: More extracurricular activities for 6th grade students- sports activities are of particular interest. Root Cause: Traditionally 6th grade students have not had the opportunity to participate in UIL sports/Cheer.
Prioritized Need 2: Richardson needs to refresh our PBIS systems Root Cause: Discipline incidents have increased, and campus needs to recognize/reward students who are meeting expectations.
L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 2: Increased Professional Development Opportunities Root Cause: Support new teachers and tier 3 teacher with content knowledge and expertise

Goal 1: WHOLE CHILD DEVELOPMENT Richardson MS fosters learning environments for the whole child to thrive.

Performance Objective 5: By June 2024, Richardson MS will implement meaningful, engaging practices that develop students' ability to manage and own their behavior as measured by Reduction of all ISS, OSS, Disciplinary Removal for all student groups from 25% to 18% and reduce the overall number of disciplinary removals from 301- 210.

Evaluation Data Sources: On Point Discipline Action Summary Report

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will review PBIS expectations with all student groups, and provide reinforcement activities throughout the year. Strategy's Expected Result/Impact: Decrease in number of discipline incidents Staff Responsible for Monitoring: Principal, Assistant Principal, PBIS Team Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS admin. team will conduct quarterly meetings with each grade level to review/reinforce behavior expectations. Strategy's Expected Result/Impact: Decrease in number of Discipline referrals from previous school year Staff Responsible for Monitoring: Principal/Assistant Principals ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 5 Prioritized Needs:





L1 Whole Child (Culture & Climate)
Prioritized Need 2: Richardson needs to refresh our PBIS systems Root Cause: Discipline incidents have increased, and campus needs to recognize/reward students who are meeting expectations.

Goal 2: ACADEMIC EXCELLENCE Richardson MS empowers all learners to excel in current and future pursuits.

Performance Objective 1: By June 2024, Richardson MS will develop and implement a guaranteed and viable student-centered District curriculum as measured by Principal and academic support team curriculum fidelity walkthrough data meeting all established percentages for rigor, instructional model, and scope and sequence for reading language arts, math, science, and social studies instruction.

Evaluation Data Sources: Walk through data

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will maintain a library that offers selections that reflects the varying interests and reading levels of our students. Strategy's Expected Result/Impact: Increased student literacy skills/interest Staff Responsible for Monitoring: Principal/Librarian Title I: 2.4, 2.5 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Funding Sources: Funds for Reading Materials - 199 General Fund - \$2,000, Funds for Reading Materials - 211 ESEA Title I Part A (Campus) - \$5,000, Supplies for Library - 199 General Fund - \$750	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide planning days for core content teachers to review data/plan lessons/plan interventions/internalize new curriculum Strategy's Expected Result/Impact: Increase student achievement	Formative			Summative
	Oct	Jan	Mar	June

<p>Staff Responsible for Monitoring: Principal/APs/CTCs</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1 - L2 Academic Excellence (Student Achievement) 2, 3</p> <p>Funding Sources: Funds for substitutes - 211 ESEA Title I Part A (Campus) - \$3,000, Fringe for substitutes - 211 ESEA Title I Part A (Campus) - \$44</p>				
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Performance Objective 1 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Teachers need time to study, internalize, and plan with new curriculum- Amplify/Carnegie/Active Classroom Root Cause: Curriculum is new for Math, ELAR. SS and teachers have had very little time to process/understand before immediate implementation
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Support for implementation/fidelity of curriculum Root Cause: New curriculum & resources for Social Studies, ELAR & Math
Prioritized Need 3: Increase in Intervention/Support for struggling learners Root Cause: STAAR scores are much lower than anticipated; students are continuing to struggle particularly in Math, Science, & SS.





Goal 2: ACADEMIC EXCELLENCE Richardson MS empowers all learners to excel in current and future pursuits.

Performance Objective 2: By June 2024, Richardson MS will Increase student achievement outcomes as measured by an increase in Domain 1 Student Achievement STAAR results from 75% to 80%.

Evaluation Data Sources: Tableau, Eduphoria,
TAPR

Strategy 1 Details	Reviews			
Strategy 1: Richardson Master Schedule will provide for daily PLC time for all teachers to plan/internalize lessons, plan for intervention/re-teach, analyze data, and collaborate with colleagues. Strategy's Expected Result/Impact: Increase in STAAR scores Staff Responsible for Monitoring: Principal, CTCs, Dept. Chairs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will provide instructional materials and supplies to support all students and increase classroom engagement. Strategy's Expected Result/Impact: Increase in student achievement and engagement Staff Responsible for Monitoring: Principal, Secretary Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 Funding Sources: Funds for supplies/materials - 211 ESEA Title I Part A (Campus) - \$21,656, Funds for supplies/materials - 185 SCE (Campus) - \$6,291, Funds for supplies/materials - 199 General Fund - \$13,060, Funds for Reading Materials - 211 ESEA Title I Part A (Campus) - \$2,100	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Provide after school/Saturday tutoring to support At-Risk students, completion of HB4545 hours, and targeted instructional gaps. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Principal/Assistant Principals/CTCs/Interventionists Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3 Funding Sources: Funds for tutoring - 185 SCE (Campus) - \$5,000, Fringe for tutoring - 185 SCE (Campus) - \$201, Funds for tutors (part time) - 185 SCE (Campus) - \$2,000, Fringe for tutors (part time) - 185 SCE (Campus) - \$29	Formative			Summative
	Oct	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide support materials for STAAR preparation/review/intervention Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal/APs/CTCs/Dept. Chairs Title I: 2.4, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Student Achievement) 3 Funding Sources: Funds for Materials - 185 SCE (Campus) - \$3,500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 5 Details	Reviews			
Strategy 5: Provide professional development opportunities for teachers to support best practices, curriculum knowledge, and intervention strategies/support. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Principal/APs/CTCs Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2, 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Funds for registration fees - 185 SCE (Campus) - \$1,000, Funds for substitutes - 185 SCE (Campus) - \$2,000, Fringe for substitutes - 185 SCE (Campus) - \$29, Funds for Substitutes - 199 General Fund - \$3,000, Fringe for Substitutes - 199 General Fund - \$58, Funds for registration fees - 199 General Fund - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Supplies/Incentives for STAAR study sessions/preparation activities Strategy's Expected Result/Impact: Increase student achievement scores Staff Responsible for Monitoring: Principal/Dept. Chairs Title I: 2.4 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L2 Academic Excellence (Student Achievement) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1 Funding Sources: Funds for supplies/incentives - 199 General Fund - \$1,000	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Teachers need time to study, internalize, and plan with new curriculum- Amplify/Carnegie/Active Classroom Root Cause: Curriculum is new for Math, ELAR. SS and teachers have had very little time to process/understand before immediate implementation Prioritized Need 2: Increased Professional Development Opportunities Root Cause: Support new teachers and tier 3 teacher with content knowledge and expertise

L2 Academic Excellence (Student Achievement)

Prioritized Need 1: Students are reluctant to work independently, and balance is needed with technology use. **Root Cause:** Teachers/students very reliant on technology, but some students are needing more traditional methods.

Prioritized Need 2: Support for implementation/fidelity of curriculum **Root Cause:** New curriculum & resources for Social Studies, ELAR & Math

Prioritized Need 3: Increase in Intervention/Support for struggling learners **Root Cause:** STAAR scores are much lower than anticipated; students are continuing to struggle particularly in Math, Science, & SS.

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)





Prioritized Need 1: Increase support for Emergent Bilinguals **Root Cause:** Few teachers have their ESL supplement

Goal 2: ACADEMIC EXCELLENCE Richardson MS empowers all learners to excel in current and future pursuits.

Performance Objective 3: By June 2024, Richardson MS will increase student achievement outcomes in Reading "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 17% - 22%, & EB from 25% - 30%).

HB3 Goal

Evaluation Data Sources: Tableau, Eduphoria, TAPIR

Strategy 1 Details		Reviews			
Strategy 1: Richardson MS will employ a Reading Interventionist to support students who are identified using assessment data (STAAR/MAPS) Strategy's Expected Result/Impact: Increase in student achievement in Reading Staff Responsible for Monitoring: Principal/CTCs/Interventionist Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Richardson MS will utilize a Co-Teach model to support students as identified as needing support in their IEP. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal/APs/Sped Coach Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 3 Prioritized Needs:





L2 Academic Excellence (Student Achievement)
Prioritized Need 3: Increase in Intervention/Support for struggling learners Root Cause: STAAR scores are much lower than anticipated; students are continuing to struggle particularly in Math, Science, & SS.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Increase support for Emergent Bilinguals Root Cause: Few teachers have their ESL supplement

Goal 2: ACADEMIC EXCELLENCE Richardson MS empowers all learners to excel in current and future pursuits.

Performance Objective 4: By June 2024, Richardson MS will increase student achievement outcomes in Math "All students" and two lowest performing student groups demonstrating achievement on 6-8 Grade at the Meet or Masters Level (SPED from 11% - 18%, & EB from 25% - 30%)

HB3 Goal

Evaluation Data Sources: On Point/STAAR

Strategy 1 Details		Reviews			
Strategy 1: Richardson MS will employ a Math Interventionist to support students who are identified using assessment data (STAAR/MAPS/iReady) Strategy's Expected Result/Impact: Increased student achievement in Math Staff Responsible for Monitoring: Principal/CTC/Interventionist Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
Strategy 2 Details		Reviews			
Strategy 2: Richardson MS will utilize a Co-Teach model to support students as identified as needing support in their IEP. Strategy's Expected Result/Impact: Increased student achievement Staff Responsible for Monitoring: Principal/CTC/Sped Coach Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Student Achievement) 3		Formative			Summative
		Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue					

Performance Objective 4 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 3: Increase in Intervention/Support for struggling learners Root Cause: STAAR scores are much lower than anticipated; students are continuing to struggle particularly in Math, Science, & SS.
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 1: Increase support for Emergent Bilinguals Root Cause: Few teachers have their ESL supplement

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 1: By June 2024, Richardson MS will stabilize enrollment by increasing the number of new students enrolling or transferring back to Richardson MS by 1% from 67 to 73.

Evaluation Data Sources: On Point (Fall PEIMS snapshot) and Tableau

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will enhance the overall customer service experience for students, parents, and visitors to the school through welcoming and informative interactions Strategy's Expected Result/Impact: Increased enrollment; decrease in withdrawals to other campuses/districts Staff Responsible for Monitoring: Principal/Assistant Principals ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will hold monthly family/parental engagement meetings and activities throughout the year to engage and empower families within the campus environment Strategy's Expected Result/Impact: Increase student enrollment/retention Staff Responsible for Monitoring: Principal, Assistant Principals. PEL, MFL Title I: 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Richardson MS will utilize various forms of communication to keep parents informed of all opportunities for involvement as well as school activities, resources, and events. This will be communicated through our school website, campus Schoology page for students/families, social media, and Blackboard communications on a weekly basis. Strategy's Expected Result/Impact: Increased student and parent involvement in extracurricular activities Staff Responsible for Monitoring: Principal/Assistant principals/Journalism Dept. Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1		Formative			Summative
		Oct	Jan	Mar	June
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Performance Objective 1 Prioritized Needs:





L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase attendance at parent information meetings Root Cause: Times are inconvenient or parents not interested in topic Prioritized Need 2: Increase engagement with our military partners Root Cause: Lack of communication and consistency with assigned unit

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 2: By June 2024, Richardson MS will attract and retain top talent by implementing an employee recruiting and retention plan designed to increase filled positions on first day of school from 97% to 99%.

Evaluation Data Sources: # Vacancies data

Strategy 1 Details	Reviews			
Strategy 1: Hold interviews for positions in a timely manner- within 10 days of a vacancy. We will follow EPISD HR guidelines for interviewing/recommending applicants. Strategy's Expected Result/Impact: Fewer long term subs on campus Staff Responsible for Monitoring: Principal/Secretary TEA Priorities: Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will provide professional development opportunities as well as targeted support through PLCs for all teachers Strategy's Expected Result/Impact: Increase in teacher satisfaction/retention Staff Responsible for Monitoring: Principal/Assistant Principals/CTCs Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 1, 2 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 Funding Sources: Reading Materials for Campus PD - 211 ESEA Title I Part A (Campus) - \$2,000	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Richardson MS will send teachers to a literacy or math conference to support best practices in learning; those practices will be shared with faculty during campus PD sessions Strategy's Expected Result/Impact: Increased literacy and math functions Staff Responsible for Monitoring: Principal/CTCs Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L2 Academic Excellence (Curriculum, Instruction, Assessment) 2 - L2 Academic Excellence (Student Achievement) 2 - L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 2 Funding Sources: Funds for Travel - 211 ESEA Title I Part A (Campus) - \$5,000, Registration/Miscellaneous Fees - 211 ESEA Title I Part A (Campus) - \$2,000		Formative			Summative
		Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					





Performance Objective 2 Prioritized Needs:

L2 Academic Excellence (Curriculum, Instruction, Assessment)
Prioritized Need 1: Teachers need time to study, internalize, and plan with new curriculum- Amplify/Carnegie/Active Classroom Root Cause: Curriculum is new for Math, ELAR. SS and teachers have had very little time to process/understand before immediate implementation Prioritized Need 2: Increased Professional Development Opportunities Root Cause: Support new teachers and tier 3 teacher with content knowledge and expertise
L2 Academic Excellence (Student Achievement)
Prioritized Need 2: Support for implementation/fidelity of curriculum Root Cause: New curriculum & resources for Social Studies, ELAR & Math
L3 Destination School (Staff Recruitment, Retention & Prof. Dev)
Prioritized Need 2: Mentoring/Professional Development for new teachers Root Cause: Many new teachers to campus this year; several have 3 years or less classroom experience.

Goal 3: DESTINATION DISTRICT El Paso ISD solidifies its position as El Paso's destination district.

Performance Objective 3: By June 2024, Richardson MS will expand the integration of 21st century learning and innovation skills by developing and implementing an instructional technology campus support plan.

Evaluation Data Sources: Technology Campus Support Plan Success Criteria

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will work towards ensuring every student has access to a personal device when needed for classroom assignments/activities, and assessments, and that teachers have technology needed to support curriculum implementation. Strategy's Expected Result/Impact: Fewer students will lose time in class to report to computer lab for support/access Staff Responsible for Monitoring: Principal/Bookroom Clerk Title I: 2.5 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments Prioritized Needs: L2 Academic Excellence (Student Achievement) 1 - L3 Destination District (Perceptions, Facilities, Programs, Technology) 1, 2 Funding Sources: Funds to purchase loaner laptops/update teacher technology - 211 ESEA Title I Part A (Campus) - \$5,000, Funds to purchase updated technology/loaner laptops/ipads - 199 General Fund - \$5,000	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will update computers/printers for administration/office in order to provide efficient/effective services to students, parents, faculty and staff Strategy's Expected Result/Impact: Increased customer service satisfaction of all stakeholders Staff Responsible for Monitoring: Principal/Secretary Funding Sources: Funds to update technology - 199 General Fund - \$4,000	Formative			Summative
	Oct	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Performance Objective 3 Prioritized Needs:

L2 Academic Excellence (Student Achievement)
Prioritized Need 1: Students are reluctant to work independently, and balance is needed with technology use. Root Cause: Teachers/students very reliant on technology, but some students are needing more traditional methods.





L3 Destination School (Perceptions, Facilities, Programs, Technology)
Prioritized Need 1: Upgrade projectors to Interactive panels in all classrooms Root Cause: Projectors are breaking down and costly to replace when district will be installing Interactive panels
Prioritized Need 2: Loaner devices for students to use in classroom Root Cause: Student devices are needing repair

Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 1: By June 2024, Richardson MS will foster a welcoming and safe environment where all students feel supported resulting in an increase student attendance rate from 92.8% to 95%.

Evaluation Data Sources: Attendance Rate (ADA) data

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will provide incentives for perfect attendance as well as no tardies. Strategy's Expected Result/Impact: Increase Daily Attendance Rates; reduce number of tardies Staff Responsible for Monitoring: Principal/Assistant Principals/Attendance Clerk Title I: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning Prioritized Needs: L1 Whole Child (Culture & Climate) 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will meet with students/parents for attendance plans, and use the district provided documents such as Notice of Absences. Strategy's Expected Result/Impact: Increase in Daily Attendance Rates Staff Responsible for Monitoring: Assistant Principals/Attendance Clerk	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Richardson MS will ensure that campus facilities are clean and safe at all times Strategy's Expected Result/Impact: Increase in cleanliness & safety of campus Staff Responsible for Monitoring: Principal/Custodial Staff ESF Levers: Lever 3: Positive School Culture Funding Sources: Funds for Custodian Overtime - 199 General Fund - \$750	Formative			Summative
	Oct	Jan	Mar	June

Strategy 4 Details		Reviews			
Strategy 4: Richardson will provide necessary supplies for administrative and office staff to ensure efficient operations Strategy's Expected Result/Impact: Increase customer satisfaction Staff Responsible for Monitoring: Principal/Secretary ESF Levers: Lever 3: Positive School Culture Funding Sources: Funds for Office Supplies - 199 General Fund - \$5,000		Formative			Summative
		Oct	Jan	Mar	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>					

Performance Objective 1 Prioritized Needs:





L1 Whole Child (Culture & Climate)	
Prioritized Need 2: Richardson needs to refresh our PBIS systems Root Cause: Discipline incidents have increased, and campus needs to recognize/reward students who are meeting expectations.	

Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 2: By June 2024, Richardson MS will foster a welcoming and safe environment where all families and community members feel supported as well as increase the level of accountability by ensuring school participation in 100% of all required community events.

Evaluation Data Sources: Community Events Documentation

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will offer 2 community/parental engagement activities per month. Strategy's Expected Result/Impact: Increased parental/community involvement with campus Staff Responsible for Monitoring: Principal/PEL/MFL Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will provide supplies and refreshments for parent meetings, events, and training. Strategy's Expected Result/Impact: Increase in Parent Involvement on campus Staff Responsible for Monitoring: Principal/PEL Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1, 2 Funding Sources: Supplies for Parent Meetings/activities - 211 ESEA Title I Part A (Campus) - \$1,000, Snacks, etc. for Parent meetings/activities - 211 ESEA Title I Part A (Campus) - \$1,500	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details	Reviews			
Strategy 3: Richardson MS will host various educational opportunities for parents. Topics based on campus needs and parent survey of interest and may include Parent Portal, Homework Help, Gifted and Talented Information, Science Fair, IB Information session, Student expectations, etc. Strategy's Expected Result/Impact: Increase in parental involvement on campus Staff Responsible for Monitoring: Principal/Leadership Team/Counselors/PEL Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture Prioritized Needs: L4 Culture of Accountability (Parent & Community Engagement) 1	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 2 Prioritized Needs:

L4 Culture of Accountability (Parent & Community Engagement)
Prioritized Need 1: Increase attendance at parent information meetings Root Cause: Times are inconvenient or parents not interested in topic Prioritized Need 2: Increase engagement with our military partners Root Cause: Lack of communication and consistency with assigned unit

Goal 4: CULTURE OF ACCOUNTABILITY El Paso ISD cultivates a culture of transparency, care, and service.

Performance Objective 3: By June 2024, Richardson MS will implement a two-way communication plan designed to increase the number and quality of opportunities to engage, inform, train, and gather input from family and community stakeholders as measured on Thought Exchange (3 times per year with 40% response rate) and Let's Talk Platform (customer satisfaction rating from 7.8 to 9 and response rate from 10.5 days to 3 days).

Evaluation Data Sources: Thought Exchange and Let's Talk

Strategy 1 Details		Reviews			
Strategy 1: Richardson will use multiple modes to communicate with parents: Blackboard, Smore, Social Media outlets.		Formative			Summative
		Oct	Jan	Mar	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✖</div><div>Discontinue</div></div></div>					

Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 1: By June 2024, Richardson MS will foster equitable access to opportunities as measured by an increase in the percent of underrepresented (i.e., special education and emergent bilingual) middle school students who complete high school credits.

Emer.. Bil... Alg. 1 (14% to 16%)

Emer. Bil... LOTE (50% to 60%)

Emer. Bil.. Other (87% to90%)

SPED Alg 1 (6% to 10%)

SPED LOTE (30% to 40%)

Evaluation Data Sources: Frontline Data

Strategy 1 Details	Reviews			
Strategy 1: Richardson MS will hold a Career Fair to showcase various careers and educational opportunities. Strategy's Expected Result/Impact: Showcase varying career paths available to students Staff Responsible for Monitoring: Principal/Counselors TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 5: EQUITY BY DESIGN El Paso ISD champions a targeted approach to universal access and system equity.

Performance Objective 2: By June 2024, Richardson MS will foster equitable access to opportunities and eliminating barriers as measured by a reduction in the percentage of long-term Emergent Bilinguals Achieving Beg/Int on TELPAS Composite from 43% to 30% as well as reduce the number of Emergent Bilingual Achieving Beginning on TELPAS reading from 9% to 5% .

Evaluation Data Sources: TELPAS

Strategy 1 Details	Reviews			
Strategy 1: LPAC will meet quarterly to monitor grades, attendance, and behavior of EL/EB students. Strategy's Expected Result/Impact: Increased student engagement and achievement Staff Responsible for Monitoring: LPAC Chair/LPAC Clerk/Teachers Title I: 2.6 Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Richardson MS will provide instructional support and strategies for all teachers servicing EB students through PLCs and implementation of HQIM. Strategy's Expected Result/Impact: Increase student achievement Staff Responsible for Monitoring: Principal/CTC Title I: 2.6 - TEA Priorities: Build a foundation of reading and math Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1	Formative			Summative
	Oct	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: Richardson will follow the EPISD MS model of a double ELAR block for all students to support literacy instruction. Strategy's Expected Result/Impact: Increased student achievement in Reading/Writing Staff Responsible for Monitoring: Principal/CTC/Teachers Title I: 2.4 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Prioritized Needs: L3 Destination District (Staff Recruitment, Retention & Prof. Dev) 1		Formative			Summative
		Oct	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>					

Performance Objective 2 Prioritized Needs:

L3 Destination School (Staff Recruitment, Retention & Prof. Dev)	
Prioritized Need 1: Increase support for Emergent Bilinguals Root Cause: Few teachers have their ESL supplement	