

El Paso Independent School District

Richardson Middle School

Improvement Plan

2020-2021



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 or 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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Priority Problem Statements

Problem Statement 1: All but one sub group are in the Not Met category for Reading for all grade levels

Root Cause 1: Students' sustained reading drops significantly from elementary to middle school which causes students to lack the endurance to read for long periods of time and their attention span is shorter.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Students participate in District Social Emotional Learning (SEL) lessons once a week.

Root Cause 2: The current Master Schedule does not allow for additional weekly SEL lessons.

Problem Statement 2 Areas: School Processes & Programs

Problem Statement 3: Students do not have access to a stand-alone International international Baccalaureate MYP Design course.

Root Cause 3: The current Master Schedule does not allow for an additional class period.

Problem Statement 3 Areas: School Processes & Programs

Problem Statement 4: Fifty percent of 6th grade students failed at least one content area for a given 9 weeks grading period.

Root Cause 4: Additional systematic, structured campus support is needed for 6th grade parents and students.

Problem Statement 4 Areas: Demographics

Problem Statement 5: Up to six percent of students are tardy to first period on a given day.

Root Cause 5: An updated campus discipline plan for first period tardies does not exist.

Problem Statement 5 Areas: Demographics

Problem Statement 6: The school community lacks awareness and knowledge of the campus-wide International Baccalaureate program.

Root Cause 6: The campus provides limited opportunities for stakeholders to engage with the International Baccalaureate program.

Problem Statement 6 Areas: Perceptions

Problem Statement 7: Eighth Grade Placement Committee (GPC) data is inconsistent with student testing data.

Root Cause 7: Class assessments and student class participation do not accurately reflect student learning.

Problem Statement 7 Areas: Student Learning

Problem Statement 8: Increase parental involvement in the school community beyond academic to include social and wellness components.

Root Cause 8: The campus provides limited opportunities for stakeholders to engage in parental involvement.

Problem Statement 8 Areas: Perceptions

Goals

Goal 1: Active Learning

El Paso ISD will ensure that our community has a successful, vibrant, culturally responsive school in every neighborhood that successfully engages and prepares all students for graduation and post-secondary success.

Directly Supports:
Board Goals 1-3

Performance Objective 1: Increase Reading and Writing scores for all students, Reading/Writing Approaches, Meets, Masters average from 51% to 55%, as measured by STAAR by the end of 2020-2021.

Increase Math scores for all student from Approaches, Meets, Masters average 54% to 58%, as measured by STAAR by the end of the 2020-2021 school year.

Increase Science scores for all eighth grade students from Approaches, Meets, Masters average 62% to 66%, as measured by STAAR by the end of the 2020-2021 school year.

Increase Social Studies scores for all eighth grade students from Approaches, Meets, Masters average 39% to 43%, as measured by STAAR by the end of the 2020-2021 school year.

Evaluation Data Sources: STAAR Scores

Summative Evaluation: None

Strategy 1: Teachers will use district benchmarks and teacher developed assessments to identify and group students based on their needs; addressing academic gaps and growths.

Strategy's Expected Result/Impact: Increase student learning outcomes by using research based programs.	Formative
Staff Responsible for Monitoring: Admin, Teachers and ALL	Nov
Title I Schoolwide Elements: 2.4, 2.4	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 2: Campus wide targeted intervention time during advisory period for each student based on common assessment data (two hours per month).

Strategy's Expected Result/Impact: Increased learning outcomes by focusing on targeted SEs.	Formative
Staff Responsible for Monitoring: Administration and Department Heads	Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.5, 2.5, 2.6, 2.6	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: The PLC process will be structured to focus on improving TIER 1 teaching strategies and increasing opportunities to provide differentiated instruction.

Strategy's Expected Result/Impact: Teachers will be prepared for TIER 1 instruction resulting in higher student academic achievement.	Formative
Staff Responsible for Monitoring: Administration, ALL, Department Heads and Teachers	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 4: Utilize common planning period to review student writing samples and plan based on students' needs.	
Strategy's Expected Result/Impact: Increased student learning outcomes evident through increased common assessment scores.	Formative
Staff Responsible for Monitoring: Administration, ALL, Teachers	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 5: Targeted interventions planned during common planning period and after school PLC's to identify specific SE's to be reinforced during advisory period or Target/Enrichment tutoring.	
Strategy's Expected Result/Impact: Increased student learning outcomes by focusing on targeted SEs.	Formative
Staff Responsible for Monitoring: Administration	Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 6: Administration will support instructional practices by conducting targeted walkthroughs and providing teacher feedback.	
Strategy's Expected Result/Impact: Increased teacher instructional best practices, classroom management and improved learning atmosphere.	Formative
Staff Responsible for Monitoring: Administration and ALL	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 7: Closed reading strategies in classes. Based on district training (word wall, decoding, providing visuals). Intervention during advisory period.

Strategy's Expected Result/Impact: Increased student learning results through RTI based on low SEs.	Formative
Staff Responsible for Monitoring: Administration, Teachers and ALL	Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 8: Implementing investigative practices that incorporate visuals for vocabulary understanding and access to resources that provide real-world experiences that relate to the concepts and previous knowledge.

Strategy's Expected Result/Impact: Increased student learning results through RTI based on low SEs.	Formative
Staff Responsible for Monitoring: Administration, ALL, Teachers	Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 9: Incorporate the use of word walls and visuals to help students acquire academic vocabulary.

Strategy's Expected Result/Impact: Increased student learning by focusing on targeted SEs.	Formative
Staff Responsible for Monitoring: Administration, ALL, Department heads, Teachers	Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 10: Weekly lesson plans that include IB unit plans if applicable for the week.

Strategy's Expected Result/Impact: Increased student learning.	Formative
Staff Responsible for Monitoring: Administration, teachers.	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Feb
	Apr
	Summative
	June

Strategy 11: Implement sustained silent reading program in all ELAR classes and advisory periods. to support student endurance to read for long periods of time.

Strategy's Expected Result/Impact: Increased student learning, increased STAAR scores in all tested areas.	Formative
Staff Responsible for Monitoring: Administration, ALL, IB Coordinator, teachers.	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Feb
	Apr
	Summative
	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue





Performance Objective 2: By the of the 2020-2021 fall semester, there will be a decrease in first period tardies from the 2019-2020 fall semester.

Evaluation Data Sources: Attendance records.

Summative Evaluation: None

Strategy 1: Provide attendance incentives for students.		
Strategy's Expected Result/Impact: Increased attendance rate.		Formative
Staff Responsible for Monitoring: Administration, Attendance clerk		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June
Strategy 2: Identify students with excessive unexcused absences and put in place attendance contract.		
Strategy's Expected Result/Impact: Student decrease the number of unexcused absences.		Formative
Staff Responsible for Monitoring: Administration, Attendance Clerk		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June

Strategy 3: Identify students with unexcused tardies and enforce tardy policy.

Strategy's Expected Result/Impact: Decrease in number of unexcused tardies.		Formative Nov Feb Apr Summative June
Staff Responsible for Monitoring: Administration, Teachers, Attendance clerk		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources: None	
ESF Levers: None		
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 3: Special Education - Richardson will target sub-populations in order to decrease the performance gap.

Evaluation Data Sources: Individual department monitored data of Special Education students

STAAR

Summative Evaluation: None

Strategy 1: Purposeful grouping will be implemented so that all students including Special Education, will be given ample opportunities to extend intervention with peers of varying academic skills.	
Strategy's Expected Result/Impact: Increased ELL and Special Education learning by using researched-based strategies and best practices.	Formative
Staff Responsible for Monitoring: Administration, Department Heads, ALL, Teachers	Nov
Title I Schoolwide Elements: None	Feb
Problem Statements: None	Apr
TEA Priorities: None	Summative
Funding Sources: None	June
ESF Levers: None	
Strategy 2: Schedule special education into the master schedule to meet their IEP needs, considering LRE, ESL etc.	
Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: SPED department, Admin	Nov
Title I Schoolwide Elements: None	Feb
Problem Statements: None	Apr
TEA Priorities: None	Summative
Funding Sources: None	June
ESF Levers: None	

Strategy 3: Ensure participation of special education staff in general education curriculum and instruction training and PLCs/Planning.

Strategy's Expected Result/Impact: Increase student learning outcomes.		Formative
Staff Responsible for Monitoring: PLC Agenda, Master Schedule, Professional Development Transcript		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources:	
ESF Levers: None	None	
		Summative
		June

Strategy 4: Conduct frequent walk-through in all special education classrooms.

Strategy's Expected Result/Impact: Increased teacher instructional best practices, classroom management and improved learning atmosphere.		Formative
Staff Responsible for Monitoring: Admin		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources:	
ESF Levers: None	None	
		Summative
		June

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 4: Richardson will target the ESL sub-population in order to decrease the performance gap.

Evaluation Data Sources: Individual department monitored data

Summative Evaluation: None

Strategy 1: Purposeful grouping will be implemented so that all students including ELL, to provide ample opportunities to extend intervention with peers of varying academic skills.	
Strategy's Expected Result/Impact: Increase ELL learning by using researched-based strategies and best practices.	Formative
Staff Responsible for Monitoring: Administration, LPAC Admin, LPAC clerk, Department Heads, and Teachers	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 2: Ensure campus has trained LPAC committee to ensure policies and procedures are being followed.	
Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: Admin	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: Ensure teachers continue to be Sheltered Instruction trained and implement the Sheltered Instruction strategies.

Strategy's Expected Result/Impact: Increase ELL learning by using researched-based strategies and best practices.	Formative Nov Feb Apr Summative June
Staff Responsible for Monitoring: Admin	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	
Funding Sources: None	

Strategy 4: Administration will support instructional practices by conducting targeted walkthroughs and providing teacher feedback

Strategy's Expected Result/Impact: Increased teacher instructional best practices, classroom management and improved learning atmosphere.	Formative Nov Feb Apr Summative June
Staff Responsible for Monitoring: Admin	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	
Funding Sources: None	

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 5: Increase student achievement for students in the gifted talented curriculum and/or PreAP curriculum.

Evaluation Data Sources: STAAR

Summative Evaluation: None

Strategy 1: Training to ensure that GT screening committee follows the district's identification and assessment procedures. (Committee should include administrator, counselor, GT Coordinator, and GT Program teachers.)	
Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: GT Professional Development, GT Guidelines, Admin	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 2: Ensure that all PreAP program teachers and encourage all other teachers to have a minimum of 30 staff development hours for certification and 6 hours annual update.	
Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: Administration	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: Provide multiple opportunities for PreAP students to develop and share advanced level products and presentations, including mandatory participation in the annual Science Fair.





Strategy's Expected Result/Impact: Increase student learning outcomes.		Formative Nov Feb Apr Summative June
Staff Responsible for Monitoring: PreAP Department, Admin		
Title I Schoolwide Elements: None	Problem Statements: None	
TEA Priorities: None	Funding Sources: None	
ESF Levers: None		

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 6: At-Risk Student Support - Richardson will target sub-populations in order to decrease the performance gap.

Evaluation Data Sources: Quarterly monitoring by administration and counselors with appropriate levels of interventions.

Summative Evaluation: None

Strategy 1: Provide after school tutoring buses to assist in the learning of economically disadvantaged students, at-risk and all other students.		Formative
Strategy's Expected Result/Impact: Increased student scores on state and district assessment.		Nov
Staff Responsible for Monitoring: Admin		Feb
Title I Schoolwide Elements: None	Problem Statements: None	Apr
TEA Priorities: None	Funding Sources:	Summative
ESF Levers: None	None	June
Strategy 2: Provide tutors (core/fine arts), hire additional staff to assist in the learning of all students to include at-risk students.		
Strategy's Expected Result/Impact: Classroom Observations, Professional Learning Communities, Assessments resulting increased STAAR results.		Formative
Staff Responsible for Monitoring: Administration, Department Heads, Teachers		Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	Tutors and fringes 185 SCE (Campus) 185.11.6117.055.30.100.055 \$8,000	Summative
	Tutors and fringes 199 General Fund 199.11.6117.055.11.000.055 \$4,000	June
	Teachers' Salaries and Stipends 185 SCE (Campus) 185.11.6119.055.30.100.055 \$34,766.41	
	Teachers' salaries & Fringes 211 ESEA Title I (Campus) 211.11.6119.055.24.801.055 \$141,445	
 No Progress  Accomplished  Continue/Modify  Discontinue		





Goal 2: Great Community Schools

El Paso ISD will ensure that our students and community are served by effective employees in safe and supportive learning environments.

Performance Objective 1: Hire and retain highly qualified teachers and paraprofessionals.

Evaluation Data Sources: Faculty qualifications on campus

Summative Evaluation: None

Strategy 1: Create a welcoming and collegial environment by providing on-going employee social events.		
Strategy's Expected Result/Impact: Retain highly qualified teachers to ensure high student learning outcomes.		Formative
Staff Responsible for Monitoring: Admin		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June
Strategy 2: Participate in the EPISD Annual Job Fair to attract "highly qualified" teachers and paraprofessionals.		
Strategy's Expected Result/Impact: Hire highly qualified teachers to ensure high student learning outcomes.		Formative
Staff Responsible for Monitoring: Admin		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 2: Increase professional development activities for the campus to increase student achievement, and support school and district initiatives.

Evaluation Data Sources: STAAR results
Professional Development Sign-in sheets

Summative Evaluation: None

Strategy 1: Provide opportunities for all campus personnel to participate in professional development via book studies and conferences/seminars (in-town/out of town).	
Strategy's Expected Result/Impact: Progress on state and district assessments.	Formative
Staff Responsible for Monitoring: Administration	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: Substitutes & fringes for Planning/Professional Development 211 ESEA Title I (Campus) 211.11.6112.055.24.362.055 \$6,000 Substitutes & fringes for ISS 199 General Fund 199.11.6112.055.11.989.055 \$8,000 Travel 211 ESEA Title I (Campus) 211.13.6411.055.24.801.055 \$3,750 Substitutes & fringes for Professional Development, Campus Events, and Testing 199 General Fund 199.11.6112.055.11.362.055 \$3,000	
Strategy 2: Provide quality on-going staff development which supports the maintenance of highly qualified status, for all teachers and paraprofessionals.	
Strategy's Expected Result/Impact: Increased student scores on state and district assessment.	Formative
Staff Responsible for Monitoring: Admin	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: Provide substitutes for teachers attending professional development and/or Symposiums, Departmental Planning, IB training, Testing).





Strategy's Expected Result/Impact: Increased STAAR results.	Formative Nov Feb Apr Summative June	
Staff Responsible for Monitoring: Admin		
Title I Schoolwide Elements: None		Problem Statements: None
TEA Priorities: None		Funding Sources: None
ESF Levers: None		

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

Performance Objective 3: The Richardson PBIS/SEL Team will create a positive behavior intervention system for all students.

Evaluation Data Sources: Campus PBIS/SEL Team meetings, Campus Survey, Reduction of Disciplinary Referrals

Summative Evaluation: None

Strategy 1: PBIS Team will conduct fidelity checks using PBIS/SEL benchmark monthly to identify areas of success, patterns and to develop plans to address immediate success.		
Strategy's Expected Result/Impact: To be consistent with PBIS code of conduct across campus.		Formative
Staff Responsible for Monitoring: PBIS Team		Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June
Strategy 2: Identify students with multiple incidents and inform PBIS/SEL team during the monthly meeting for further actions.		
Strategy's Expected Result/Impact: Parent/Student form for student who continue to get involved in incidents.		Formative
Staff Responsible for Monitoring: Administration, PBIS Team		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June
 No Progress  Accomplished  Continue/Modify  Discontinue		

Performance Objective 4: Richardson will provide students with information and resources necessary regarding bullying.

Evaluation Data Sources: Decrease number of bullying incidents

Summative Evaluation: None

Strategy 1: Discuss ant-bullying in all classrooms on a monthly basis.		
Strategy's Expected Result/Impact: Decrease in bullying incidents.		Formative
Staff Responsible for Monitoring: Administration, Counselors		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June
Strategy 2: Roll-out Anonymous Alerts System for students at the beginning of the year and provide additional information during second semester.		
Strategy's Expected Result/Impact: Decrease bullying incidents.		Formative
Staff Responsible for Monitoring: Administration, Counselors		Nov
Title I Schoolwide Elements: None	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	None	Summative
		June

Strategy 3: Post anti-bullying and Anonymous Alerts posters throughout the campus.


Strategy's Expected Result/Impact: Decrease number of bullying incidents.	Formative
Staff Responsible for Monitoring: Administration, Counselors	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Feb
	Apr
	Summative
	June

Strategy 4: Require face-to-face administration, parent and student conference for all situations deemed as bullying and/or drug/alcohol related.

Strategy's Expected Result/Impact: Decrease in bullying incidents.	Formative
Staff Responsible for Monitoring: Administration, counselor	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Feb
	Apr
	Summative
	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 3: Lead with Character and Ethics

El Paso ISD will demonstrate fiscal and ethical responsibility as well as a deep commitment to service and support in all district operations.

Performance Objective 1: Richardson will systematically evaluate and implement with fidelity 100% of all instructional initiatives, programs and resources in the 2020-2021 school year.

Evaluation Data Sources: Master Schedule
Professional Development
IB Travel Paperwork

Summative Evaluation: None

Strategy 1: Utilize IB Coordinator to conduct professional development for faculty; to support implementation of IB methodologies; such as IB unit plans.	
Strategy's Expected Result/Impact: A better understanding of the IB methodologies.	Formative
Staff Responsible for Monitoring: Admin	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 2: Provide STAAR-tested content teachers a department/grade level common planning period and provide all teachers after school vertical & horizontal planning opportunities to ensure the necessary support to implement the IB programme and Active Learning Framework and to meet accountability goals.

Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: Admin, ALL and IB Coordinator	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: Provide classroom and library materials and technology for at-risk students and all students to enhance instruction in the classroom to include electives and tutoring.

Strategy's Expected Result/Impact: Increase student learning outcomes.		Formative
Staff Responsible for Monitoring: None		Nov
Title I Schoolwide Elements: 2.4, 2.4, 2.6, 2.6	Problem Statements: None	Feb
TEA Priorities: None	Funding Sources:	Apr
ESF Levers: None	Supplement to Copier Budget 199 General Fund 199.11.6269.055.11.100.055 \$5,240	Summative June
	Online Subscriptions 199 General Fund 199.11.6299.055.11.100.055 \$7,320	
	Technology Equipment for Math and Reading Instruction 211 ESEA Title I (Campus) 211.11.6395.055.24.019.055 \$3,390	
	General Supplies 185 SCE (Campus) 185.11.6399.055.30.019.055 \$12,426	
	General Supplies for Math and Reading 211 ESEA Title I (Campus) 211.11.6399.055.24.019.055 \$17,893	
	General Supplies 185 SCE (Campus) 185.11.6399.055.30.000.055 \$17,233.59	
	General Supplies 199 General Fund 199.11.6399.055.11.100.055 \$3,974.80	
	Technology 211 ESEA Title I (Campus) 211.11.6395.055.24.801.055 \$25,245	
	General Supplies 211 ESEA Title I (Campus) 211.11.6399.055.24.801.055 \$460	
	Reading Materials 185 SCE (Campus) 185.11.6329.055.30.000.055 \$3,000	
	Reading Materials 199 General Fund 199.12.6329.055.11.100.055 \$3,000	
	Misc. Operating Expenses 199 General Fund 199.11.6499.055.11.100.055 \$2,000	
	Reading Materials 211 ESEA Title I (Campus) 211.12.6329.055.24.801.055 \$3,500	

Strategy 4: Provide buses and snacks for field trips and/or curriculum implementation tutoring, provide resources for student travel (all student including at-risk students, Student Technology Competitions, GT, National History Day).

Strategy's Expected Result/Impact: Increased student learning results.	Formative
Staff Responsible for Monitoring: Administration	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
	June

Strategy 5: Purchase the necessary office and campus supplies to support school initiatives (such as attendance letters etc.).

Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: Administration, Principal's Secretary	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
	June

Problem Statements: None

Funding Sources:
 Technology Equipment 199 General Fund
 199.23.6395.055.99.100.055 \$1,418
 General Supplies 199 General Fund 199.23.6399.055.99.100.055
 \$4,632
 Misc. Operating Costs 199 General Fund
 199.23.6499.055.99.100.055 \$1,000
 Furniture & Equipment 199 General Fund
 199.23.6396.055.99.100.055 \$4,500


Strategy 6: Purchase the necessary counselor general supplies to support school initiatives.


Strategy's Expected Result/Impact: Increase student learning outcomes.	Formative
Staff Responsible for Monitoring: Administration	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Feb
	Apr
	Summative
	June

Strategy 7: Purchase necessary materials for the maintenance of the campus; providing an environment conducive for learning.

Strategy's Expected Result/Impact: Increase student learning environment.	Formative
Staff Responsible for Monitoring: Administration, Head custodian	
Title I Schoolwide Elements: None	
TEA Priorities: None	
ESF Levers: None	
Problem Statements: None	Nov
Funding Sources: None	Feb
	Apr
	Summative
	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 4: Community Partnerships

El Paso ISD will maintain positive and productive partnerships with parents and state and community organizations to facilitate the success of all students.

Performance Objective 1: Build capacity for parental involvement to increase student academic performance and participation in school sponsored extra-curricular activities.

Evaluation Data Sources: STAAR, Parent Sign-in sheets

Summative Evaluation: None

Strategy 1: Employ a parent engagement leader, and military liaison to increase community engagement and partnerships.	
Strategy's Expected Result/Impact: Increase or maintain parent participation in school events.	Formative
Staff Responsible for Monitoring: Administration	Nov
Title I Schoolwide Elements: 3.1, 3.1, 3.2, 3.2	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	
Strategy 2: Invite at least two new organizations to become Partners-in-education.	
Strategy's Expected Result/Impact: Increase or maintain student academic learning.	Formative
Staff Responsible for Monitoring: Administration, Teachers	Nov
Title I Schoolwide Elements: 3.1, 3.1, 3.2, 3.2	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 3: Conduct monthly parent meetings/parent workshops (academic standing of NRMS, parent language workshops, Common Sense Digital Citizenship, and any workshop related to the needs of our educational community.)

Strategy's Expected Result/Impact: Increase or maintain student academic learning.	Formative
Staff Responsible for Monitoring: Administration, Parent Liaison	Nov
Title I Schoolwide Elements: 3.1, 3.1, 3.2, 3.2	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 4: Host an End-of-the-Year Reception for all campus partners.

Strategy's Expected Result/Impact: Increase or maintain student academic learning.	Formative
Staff Responsible for Monitoring: Administration, Military and Parent Liaison	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: None	

Strategy 5: Purchase the necessary supplies needed to conduct parent meetings/workshops and/or presentations.

Strategy's Expected Result/Impact: Increase or maintain student academic learning.	Formative
Staff Responsible for Monitoring: Administration, Parent Engagement Leader	Nov
Title I Schoolwide Elements: None	Feb
TEA Priorities: None	Apr
ESF Levers: None	Summative
Problem Statements: None	June
Funding Sources: Misc. Operating Expenses 211 ESEA Title I (Campus) 211.61.6499.055.24.801.055 \$2,000	

 No Progress
  Accomplished
  Continue/Modify
  Discontinue

State Compensatory

Personnel for Richardson Middle School

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
April Ponikvar	Middle School Testing Coordinator/Teacher		.5

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Joanna Sanchez	Teacher	English/Reading	1
Michelle Stuckwisch	Teacher	Math	1

2020-2021 Campus Improvement Team

Committee Role	Name	Position
Classroom Teacher	David Hardison	Teacher
Non-classroom Professional	Victor Lopez	Librarian
Classroom Teacher	Carmen Reglen	Teacher
Non-classroom Professional	Keri Choat	ALL
Classroom Teacher	Sabrina Canalda	Teacher
Classroom Teacher	Jennifer Smith	Teacher
Classroom Teacher	Lilly Ortega	Teacher
Administrator	Ragen Chappell	Principal
Military liason	Karen Josephs	MFL
Classroom Teacher	Molly Tipton	Teacher
Classroom Teacher	Charles Galarza	Teacher
Classroom Teacher	Zulema Hermosillo	Teacher
Parent	Oscar Vasquez	
Parent	Deanna Switzer	Parent
Community Representative	Adam Gurrola	
Community Representative	Linda Scalza	VIP
Business Representative	Teresa Hendrix	Executive Director
Business Representative	Eric Ross	
District-level Professional	Fatuma Ereng	Assistant Director SPS
Classroom Teacher	Marissa Marin	Active Learning Leader
Guest	Desiree Perez	Parent Engagement Leader
Community Representative	Jesus Ramirez	Big Brothers Big Sisters
Classroom Teacher	Rebecca Fuentes	Teacher
Classroom Teacher	Michelle Garcia	Teacher

Committee Role	Name	Position
Classroom Teacher	Melissa Clark	Teacher
Non-classroom Professional	Yvette Wilcox	Counselor
Classroom Teacher	April Ponikvar	Teacher/Testing Coordinator
Guest	Victor Lopez	Librarian
Business Representative	Pam Heitz	
Guest	Deena Roberts	IB Coordinator

Campus Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	2	Tutors and fringes	199.11.6117.055.11.000.055	\$4,000.00
2	2	1	Substitutes & fringes for ISS	199.11.6112.055.11.989.055	\$8,000.00
2	2	1	Substitutes & fringes for Professional Development, Campus Events, and Testing	199.11.6112.055.11.362.055	\$3,000.00
3	1	3	Supplement to Copier Budget	199.11.6269.055.11.100.055	\$5,240.00
3	1	3	Online Subscriptions	199.11.6299.055.11.100.055	\$7,320.00
3	1	3	General Supplies	199.11.6399.055.11.100.055	\$3,974.80
3	1	3	Reading Materials	199.12.6329.055.11.100.055	\$3,000.00
3	1	3	Misc. Operating Expenses	199.11.6499.055.11.100.055	\$2,000.00
3	1	5	Technology Equipment	199.23.6395.055.99.100.055	\$1,418.00
3	1	5	General Supplies	199.23.6399.055.99.100.055	\$4,632.00
3	1	5	Misc. Operating Costs	199.23.6499.055.99.100.055	\$1,000.00
3	1	5	Furniture & Equipment	199.23.6396.055.99.100.055	\$4,500.00
Sub-Total					\$48,084.80
Budgeted Fund Source Amount					\$48,084.80
+/- Difference					\$0.00
185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	2	Tutors and fringes	185.11.6117.055.30.100.055	\$8,000.00
1	6	2	Teachers' Salaries and Stipends	185.11.6119.055.30.100.055	\$34,766.41
3	1	3	General Supplies	185.11.6399.055.30.019.055	\$12,426.00
3	1	3	General Supplies	185.11.6399.055.30.000.055	\$17,233.59
3	1	3	Reading Materials	185.11.6329.055.30.000.055	\$3,000.00

185 SCE (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
Sub-Total					\$75,426.00
Budgeted Fund Source Amount					\$75,426.00
+/- Difference					\$0.00
211 ESEA Title I (Campus)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	6	2	Teachers' salaries & Fringes	211.11.6119.055.24.801.055	\$141,445.00
2	2	1	Substitutes & fringes for Planning/Professional Development	211.11.6112.055.24.362.055	\$6,000.00
2	2	1	Travel	211.13.6411.055.24.801.055	\$3,750.00
3	1	3	Technology Equipment for Math and Reading Instruction	211.11.6395.055.24.019.055	\$3,390.00
3	1	3	General Supplies for Math and Reading	211.11.6399.055.24.019.055	\$17,893.00
3	1	3	Technology	211.11.6395.055.24.801.055	\$25,245.00
3	1	3	General Supplies	211.11.6399.055.24.801.055	\$460.00
3	1	3	Reading Materials	211.12.6329.055.24.801.055	\$3,500.00
4	1	5	Misc. Operating Expenses	211.61.6499.055.24.801.055	\$2,000.00
Sub-Total					\$203,683.00
Budgeted Fund Source Amount					\$203,683.00
+/- Difference					\$0.00
Grand Total					\$327,193.80

Addendums