

Robstown Independent School District

District Improvement Plan

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

Our mission is to empower, inspire, and invest in our students and staff, igniting the best versions of themselves. Together, we positively impact our community and the world.

Vision

Our vision is to ignite brilliance and impact lives by providing transformative learning opportunities that empower students for generations to come.

Value Statement

Integrity
Responsibility
Perseverance
Service
Joy

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Goals

Goal 1: Ensure all students receive high-quality TIER 1 instruction.

Performance Objective 1: Provide all students with strong TIER 1 instruction in all core subjects and utilize High-Quality Instructional Materials and aligned assessments; curriculum, instruction, and assessments will be designed to prompt complex thinking, integration of concepts and ideas, and application of learned skills to new material or novel situations.

Evaluation Data Sources: 2025 STAAR and STAAR ALT Results

Strategy 1 Details	Reviews			
Strategy 1: Utilize High-Quality Instructional Materials (HQIM) and assessments aligned to the state standards to ensure that all students receive solid TIER 1 instruction. (Pillar 1) Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Director of Accountability & Student Services Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize research-based products, materials, programs, technology, and interactive platforms that support early literacy and numeracy, identify areas of opportunity, align intervention, and provide instructional resources for the home. (Pillar 1) Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Director of Technology Assistant Director of Academic Services	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Partner with product and content specialists to provide professional development to all teachers utilizing High-Quality Instructional Materials (HQIM). (Pillar 1) Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: Utilize diagnostic and prescriptive processes and platforms to supplement the core curriculum and address specific student learning needs in all students, including those students identified as Emergent Bilingual (EB), Special Education (SPED), and Gifted and Talented (GT). (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Director of Special Education Assistant Director of Academic Services	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
Strategy 5: Engage 3 and 4-year-olds by offering Pre-K programs that provide experiential learning opportunities and early access to literacy and numeracy. (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Assistant Director of Academic Services Elementary Principals	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Ensure all students receive high-quality TIER 1 instruction.





Performance Objective 2: Coach and teach students to engage in higher-order thinking through instructional activities and practice tasks, undergirding TIER 1 instruction.

Evaluation Data Sources: Screeners

STAAR

Local & State Assessments





Strategy 1 Details	Reviews			
Strategy 1: Provide teachers and campus leaders with training and support to ensure the implementation of high-impact tutoring strategies and use high-quality instructional resources to address learning loss in all content areas. (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide ongoing training to all staff to meet the needs of students identified as Emergent Bilingual (EB), Special Education (SPED), and Gifted and Talented (GT). (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Director of Special Education Assistant Director of Academic Services Results Driven Accountability	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide intervention and acceleration opportunities, before, during, and after school Saturday Camps, and Summer School to all students in all grades to address instructional needs. (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Assistant Director of Academic Services Funding Sources: - 199 - General Fund: SCE	Formative			Summative
	Dec	Feb	Apr	June

Strategy 4 Details	Reviews			
Strategy 4: Provide students with the opportunity to earn college credit hours, and industry-based certification by maintaining and expanding partnerships with institutes of higher learning, and engaging in opportunities to promote student participation in college and career readiness. (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Director of Early College CTE Coordinator High School Principal	Formative			Summative
	Dec	Feb	Apr	June
Strategy 5 Details	Reviews			
Strategy 5: Encourage reading in all grade levels by providing literacy programs, initiatives, and events to foster a love for reading, and partner with parents to promote reading in the home. (Pillar 1) Staff Responsible for Monitoring: Director of Teaching & Learning Assistant Director of Academic Services Director of Family Engagement & Dropout Prevention District Librarian	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Ensure all students receive high-quality TIER 1 instruction.

Performance Objective 3: Equip and empower all instructional staff by enhancing the PLC process creating collective efficacy and supporting student outcomes.





Evaluation Data Sources: PLC Schedules
PLC Minutes & Artifacts

Strategy 1 Details	Reviews			
Strategy 1: Protect the PLC and prioritize time for teachers to unpack standards, create teacher exemplars, analyze student work, and plan an appropriate re-teach. (Pillar 2) Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Explore methods of data analysis in the PLC and utilize data-driven practices that lead to effective planning, maximize instructional time, and provide timely feedback to address misconceptions. (Pillar 2) Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals Instructional Coaches	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Equip district and campus leaders by providing professional development and training to develop PLC leaders and facilitators. (Pillar 2) Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: District and campus leaders will engage PLC teams in deep exploration of the PLC process and strategically partner with industry leaders to guide the PLC work. (Pillar 2) Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
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Goal 1: Ensure all students receive high-quality TIER 1 instruction.

Performance Objective 4: Implement and utilize Learning Walks that are non-evaluative/non-judgemental to provide meaningful feedback to teachers on the implementation of TIER 1 instruction and the TIER 1 experience for students.

Evaluation Data Sources: District Learning Walk Tracker

Strategy 1 Details	Reviews			
Strategy 1: District and Campus leaders will conduct learning walks weekly and engage in meaningful discussions on instructional strategies and professional development needs. (Pillar 3) Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: District and campus leaders will use a learning walk tracking tool to identify action steps on the District Learning Walk Protocol scope and sequence to guide professional development. (Pillar 3) Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: District and campus leaders will utilize strategic staffing to create opportunities for teachers to participate in the Learning Walk process. (Pillar 3) Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Ensure all students receive high-quality TIER 1 instruction.

Performance Objective 5: Build capacity, increase collective teacher efficacy, and drive student outcomes by providing coaching to all instructional leaders and teachers.

HB3 Goal

Evaluation Data Sources: Learning Walk Schedules
Teacher Surveys
Feedback & Coaching Cycles
District Learning Walk Tracker

Strategy 1 Details	Reviews			
Strategy 1: Robstown ISD will partner with industry leaders to provide ongoing coaching and support to campus leaders on effective observation and feedback practices and conversations. (Pillar 4) Staff Responsible for Monitoring: Director of Teaching & Learning	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Strategically schedule observation opportunities and feedback sessions with campus leaders and teachers. (Pillar 4) Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Support campus instructional leaders by providing opportunities to collaborate with district leaders and draft feedback to teachers after learning walks. (Pillar 4) Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
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Goal 2: Community Engagement. Building from the current community engagement initiatives, we will expand partnerships with parents, families, and the broader community to ignite brilliance, transform lives, and empower generations.

Performance Objective 1: Engage and equip parents and the family to support students in achieving their educational goals by hosting instructional workshops and course offerings.

Evaluation Data Sources: Sign In Sheets
Schedule of Events
Parent Surveys

Strategy 1 Details	Reviews			
Strategy 1: Engage parents by offering academic events/workshops, and resources that are aligned to the instructional initiatives of the district, to support academic success and post-secondary education. Strategy's Expected Result/Impact: Each campus will offer a minimum of 10 events aligned to Pillar 1: Staff Responsible for Monitoring: Director of Family Engagement & Dropout Prevention Parent and Family Engagement Liaisons Dropout Interventionists	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Send a Family Engagement & Dropout Prevention newsletter quarterly highlighting engagement events, ideas to support learning in the home, and attendance facts. Strategy's Expected Result/Impact: By communicating the educational opportunities and highlighting the importance of education, we will increase attendance at events and positively impact student attendance. Staff Responsible for Monitoring: Director of Family Engagement & Dropout Prevention Parent Liaisons Dropout Interventionists	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Partner with other school-based entities and community agencies to support the whole-child. Strategy's Expected Result/Impact: By creating meaningful partnerships with school-based entities and community agencies, we can meet the physiological needs of our students and families. Staff Responsible for Monitoring: Director of Family Engagement & Dropout Prevention District Social Workers District Nurse	Formative			Summative
	Dec	Feb	Apr	June



No Progress



Accomplished



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Goal 2: Community Engagement. Building from the current community engagement initiatives, we will expand partnerships with parents, families, and the broader community to ignite brilliance, transform lives, and empower generations.





Performance Objective 2: Foster a welcoming and customer-focused environment where our entire RISD team is committed to delivering fast, friendly, focused, and flexible service.

Evaluation Data Sources: Report from Public Relations

Strategy 1 Details	Reviews			
Strategy 1: Provide ongoing customer service training to all frontline staff including: district admin, district support staff, campus admin, and campus support staff. Staff Responsible for Monitoring: Superintendent Assistant Superintendent of Human Resources	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Create and utilize a resource hub where plans, procedures, and processes are accessible, easy to understand, and available for district and campus staff. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Director of Technology	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Provide parents and family members with timely communication and access to resources to help drive instructional initiatives and support learning for their student. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Coordinator for Human Resources Coordinator of Communications Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
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Goal 2: Community Engagement. Building from the current community engagement initiatives, we will expand partnerships with parents, families, and the broader community to ignite brilliance, transform lives, and empower generations.

Performance Objective 3: Promote alignment of the district mission, vision, and values on all campuses, at all events, and through all communication platforms.

Strategy 1 Details	Reviews			
Strategy 1: Create and utilize a style-guide that positively promotes the district, it's mission, vision, and core values on all district communication and at all district events. Strategy's Expected Result/Impact: The utilization of a style guide will positively promote the district and inform all stakeholders of the mission, vision, and core values of the district. Staff Responsible for Monitoring: Director of Technology Coordinator of Communications	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize multiple-methods of communication with parents and community members including the district webpage, district App, Facebook, X, SkyAlert, print and radio publications. Strategy's Expected Result/Impact: By flooding the communication portals with positive and promotional information, the district's mission, vision, and core values will be shared with stakeholders and the surrounding communities. Staff Responsible for Monitoring: Director of Technology Coordinator of Communications	Formative			Summative
	Dec	Feb	Apr	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Culture Matters. Ensure a positive, safe, and productive environment that fosters learning, creativity, and the opportunity to ignite brilliance, transform lives, and empower generations.

Performance Objective 1: Elevate the importance of student attendance by monitoring and verifying student attendance to increase overall attendance to 93%.

Evaluation Data Sources: Weekly Attendance Audits
ADA Report

Strategy 1 Details		Reviews			
Strategy 1: Conduct weekly, and six weeks attendance audits to analyze trends in student attendance and recordkeeping. Staff Responsible for Monitoring: PEIMS Coordinator Campus Principals		Formative			Summative
		Dec	Feb	Apr	June
Strategy 2 Details		Reviews			
Strategy 2: Utilize a tracking system to communicate student attendance with teachers and students, and create incentive opportunities to promote student engagement and attendance. Staff Responsible for Monitoring: Superintendent Director of Teaching & Learning Campus Principals		Formative			Summative
		Dec	Feb	Apr	June
Strategy 3 Details		Reviews			
Strategy 3: Attendance initiative to improve staff and student attendance to improve student achievement. Strategy's Expected Result/Impact: Students will learn the impact of student attendance on student achievement. Staff Responsible for Monitoring: Superintendent Assistant Superintendent of Human Resources Campus Principals Funding Sources: Attendance Initiative - Speaker - 211 - Title I, Part A - \$8,000		Formative			Summative
		Dec	Feb	Apr	June
Strategy 4 Details		Reviews			
Strategy 4: Increase the effectiveness of district police officers in maintaining safe learning environment by ensuring participation in safety conference. Strategy's Expected Result/Impact: District police chief will attend at least one accredited safety conference annually to stay abreast on best practices , legal updates, and threat assessment strategies. Staff Responsible for Monitoring: District Police Chief Funding Sources: - 289 -Title IV - \$2,000		Formative			Summative
		Dec	Feb	Apr	June



No Progress



Accomplished







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Goal 3: Culture Matters. Ensure a positive, safe, and productive environment that fosters learning, creativity, and the opportunity to ignite brilliance, transform lives, and empower generations.

Performance Objective 2: Provide wrap-around services to parents and students focused on physiological support systems through the district's social work program.

Strategy 1 Details	Reviews			
Strategy 1: Provide supportive services to address student situations by addressing student needs at the preventive, remedial, and crisis level(s). Staff Responsible for Monitoring: District Social Workers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Provide social-emotional support and resources for students and families including students in at-risk situations, but not limited to students in foster care, experiencing homelessness, and pregnancy-related services. Strategy's Expected Result/Impact: When students receive the support and resources needed to address their needs, they are more likely to show an improvement in attendance, behavior, and grades. Staff Responsible for Monitoring: District Social Workers	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize a Restorative Practice approach with students by providing the training necessary to create a restorative culture, and equip students with the tools to facilitate appropriate conversations and learn from difficult situations. Staff Responsible for Monitoring: District Social Workers District Counselors	Formative			Summative
	Dec	Feb	Apr	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Greatest workplace on the planet. Recruit, retain, and recognize high-quality staff to ignite brilliance, transform lives, and empower generations.





Performance Objective 1: Actively seek and attract talent utilizing competitive support structures, grow your own opportunities, and incentive programs to best meet the needs of our students.

Strategy 1 Details	Reviews			
Strategy 1: Recruit highly-qualified staff by participating in teacher job fairs, partnering with Institutions of Higher Learning (IHL) and Educator Preparation Programs. Strategy's Expected Result/Impact: Through effective recruitment, 100% of new and existing staff will be qualified. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Coordinator of Communications Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Create opportunities for teachers and staff to participate in "grow your own" programs that will extend their knowledgebase and increase expertise to best meet the needs of students in the district. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Director of Teaching & Learning	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Utilize competitive support structures to recruit and retain staff, including teacher mentoring programs, and induction programs that provide new teachers the support they need to best meet the needs of students. Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Director of Teaching & Learning	Formative			Summative
	Dec	Feb	Apr	June
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Goal 4: Greatest workplace on the planet. Recruit, retain, and recognize high-quality staff to ignite brilliance, transform lives, and empower generations.

Performance Objective 2: Create a joyful workplace that cultivates a sense of ownership, self-care, and excellence.

Evaluation Data Sources: Professional Development Plan, agendas, and sign in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Utilize teacher and staff surveys, check-ins, and whole group huddles to align with teachers and staff on district initiatives make Robstown ISD a great place to learn and a great place to serve. Staff Responsible for Monitoring: Superintendent Assistant Superintendent of Human Resources	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize the instructional coaches on the campus to provide on the spot support for teachers, collaboration with administrators, and assist with district initiatives. Strategy's Expected Result/Impact: Provide professional development opportunities to 100% of staff to increase educator expertise when measuring learner skill acquisition. Staff Responsible for Monitoring: Director of Teaching & Learning Campus Principals	Formative			Summative
	Dec	Feb	Apr	June
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Goal 5: Technology: Robstown Independent School District will utilize technology to enhance student achievement and communication.

Performance Objective 1: Provide 100% of students access to instructional technology programs that will result in improved student performance.

Evaluation Data Sources: Technology usage reports, campus technology equipment check out reports.

Strategy 1 Details	Reviews			
Strategy 1: Integrate advanced technology and innovative instructional practices to support and enrich classroom instruction. (interactive TVs, remote response devices, and document cameras). Strategy's Expected Result/Impact: Provide 100% of students access to instructional technology programs that will result in improved student performance. Staff Responsible for Monitoring: Technology Director Assistant Director of Student Services Principals	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Increase access to technology by expanding use of iPads. and /or Chromebooks before, during and afterschool. Strategy's Expected Result/Impact: Provide 100% of students access to instructional technology programs that will result in improved student performance. Staff Responsible for Monitoring: Chief Financial Officer Director of Teaching & Learning Technology Director Assistant Director of Student Services	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: Purchase a poster maker that helps create visual content for a range of purposes, from promoting mental health awareness to displaying STEM (Science, Technology, Engineering, and Mathematics) educational materials. These posters can contribute to a positive school environment by showcasing programs that enhance student wellness and encourage involvement in well-rounded academic opportunities. Strategy's Expected Result/Impact: Provide 100% support to a well-rounded education, safe and healthy schools, and the integration of technology to improve learning. Staff Responsible for Monitoring: Assistant Director of Student Services Director of Teaching & Learning Funding Sources: - 289 -Title IV - \$11,000	Formative			Summative
	Dec	Feb	Apr	June



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 5: Technology: Robstown Independent School District will utilize technology to enhance student achievement and communication.

Performance Objective 2: Provide opportunities to 100% of instructional staff to integrate technology skills into all areas of learning.

Evaluation Data Sources: Professional Development Training Sign-In sheets

Strategy 1 Details	Reviews			
Strategy 1: Develop a district wide cadre of well-trained campus personnel to support the integration of technology in the classroom, at least one staff member per campus to mentor. Strategy's Expected Result/Impact: Provide opportunities to 100% of instructional staff to integrate technology skills into all areas of learning utilizing Google Classroom Staff Responsible for Monitoring: Assistant Director of Student Services Campus Technology Leads Director of Teaching & Learning Principals/APIs	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: Develop and implement online professional development such as: Google G- Suite (Forms, Slides, Sheets, Docs, Calendar), Kami, Pear Deck, ClassLink. Strategy's Expected Result/Impact: Through the effective training of quality staff development 100% of professional staff will integrate instructional technology tools into their classroom. Staff Responsible for Monitoring: Director of Technology Assistant Director of Student Services Campus Principals Director of Teaching & Learning	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
Strategy 3: The District will offer a minimum of 2 high level educational technology conferences, one per semester. Strategy's Expected Result/Impact: 100% of secondary staff will have received the training Staff Responsible for Monitoring: Assistant Director of Student Services	Formative			Summative
	Dec	Feb	Apr	June
Strategy 4 Details	Reviews			
Strategy 4: Technology staff will create instructional videos and Quick Fix Documents on an as needed basis. Strategy's Expected Result/Impact: 100% of Quick Fix technology videos will be posted on District website. Staff Responsible for Monitoring: Director of Technology Coordinator of Instructional Technology	Formative			Summative
	Dec	Feb	Apr	June



No Progress



Accomplished



Continue/Modify







Discontinue

Goal 5: Technology: Robstown Independent School District will utilize technology to enhance student achievement and communication.

Performance Objective 3: Upgrade and maintain existing network infrastructure and other technology resources through a Technology Enhancement Plan to support 100% of instructional goals.

Evaluation Data Sources: Usage reports throughout RISD will determine the need to upgrade local networks at campuses.

Strategy 1 Details	Reviews			
Strategy 1: The district will upgrade and maintain existing network infrastructure and other technology resources to accommodate and support instructional and administrative goals and objectives by: Purchasing, installing and configuring new switchgear, installing and testing new uninterruptible power supplies, and installing and configuring new wireless access. Strategy's Expected Result/Impact: 100% of purchase orders and work orders are processed and completed and required forms will be submitted through ERATE Staff Responsible for Monitoring: Director of Technology	Formative			Summative
	Dec	Feb	Apr	June
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				