

**Robstown Independent School District**  
**District Improvement Plan**  
**2023-2024 Performance Objectives**

# 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.

## Core Values

**Integrity-** doing what is right even when no one is looking.

**Responsibility-** is the willingness to take ownership of one's actions, choices, and obligations

**Perseverance-** the steadfast determination and resilience to overcome obstacles, setbacks, and challenges in the pursuit of goals.

**Service-** the act of selflessly contributing to the well being and betterment of students and others in our school district and the community.

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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.

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

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

**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.

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

## **HB3 Goal**

**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.

**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.

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

**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%.

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

**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.

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