



# **Agenda of Regular Meeting Monday, December 7, 2020**

## **The Board of Trustees Richardson ISD**

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A Regular Meeting of the Board of Trustees of Richardson ISD will be held Monday, December 7, 2020, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

**Public Participation:** In response to requests from the public to provide an opportunity for public comment to persons who are unable to attend the meeting in person due to health concerns during the COVID-19 pandemic crisis, persons who wish to address the Board but who cannot attend may access an online public comment card on the BoardBook Agenda under *II. Public Comment Section*.

Completed cards and written comments must be submitted at the RISD Administration Building, 400 S. Greenville Avenue, Richardson, TX 75081, between 3:30 p.m. and 4:30 p.m. on the date of the meeting at the reception desk. Speakers must submit their own cards. RISD will not accept multiple cards from one speaker. RISD will not accept written comment cards after 4:30 p.m. A staff member will read the timely submitted written statements during the Public Comment section of the meeting. RISD will not read comments submitted anonymously.

Members of the public who attend the public meeting in person will have the opportunity to complete a public comment card immediately before the meeting as usual. Speakers must submit cards for in person comments before the Board President calls the meeting to order.

The Board's guidelines for public comment shall apply to the extent practicable. The guidelines are available on the BoardBook Agenda under *II. Public Comment Section*.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

### **I. CALL TO ORDER**

- A. Pledge of Allegiance / Moment of Silence
- B. Reading of Board Goals
- C. Announcements / Communications

### **II. PUBLIC COMMENT SECTION**

- A. Agenda Related Topic

B.Non-Agenda Related Topic

**III.SPECIAL ACTION ITEMS**

A.Administer Oath of Office to Trustees

1.Mrs. Debbie Rentería, Single Member District 3

2.Mr. Eric Eager, At Large Place 6

B.Consider Board Reorganization

**IV.CONSENT / CONFIRMATION AGENDA ITEMS**

A.Minutes of November 2, November 9 and November 16, 2020 Meetings

B.Human Resources Report

C.Recommended Specified Best Value/Low Bids, Contracts and Cumulative Purchases

D.Schedule of Upcoming Bids

E.Bond Expenditure Report

F.Budget Status Report

G.Monthly Financial Statements

H.Quarterly Investment Report

I.Investment Policy

J.Investment Officers Designation

K.Investment Officer Training Sources

L.Qualified Investment Brokers

M.Unclaimed Property

N.2020 - 2021 District Improvement Plan

O.Authorization to Sign and File Grant Applications

**V.ACTION / INFORMATION ITEMS**

A.Consider Gifts

B.Annual Board Operating Procedures Re-Adoption

C.Superintendent's Update - COVID-19 Response

D.2020 - 2021 Campus Improvement Plans

E.Board Goals Update: Multi-Tiered Systems of Support (MTSS) and Beginning of Year (BOY)  
MAP Results

F.Bond 2021 Update

G.Discussion of Legislative Issues

H.Discussion of Student / District Activities

I.Discussion of Upcoming Events

J.Discussion of Recently Attended or Upcoming Conferences and Meetings

K.Proposal of Future Agenda Items

**VI.CLOSED MEETING**

**VII.RECONVENE**

**VIII.ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]



## **RICHARDSON INDEPENDENT SCHOOL DISTRICT**

### **MISSION**

The mission of the Richardson Independent School District is to ensure that ALL connect, learn, grow, and succeed through relevant and personalized learning experiences distinguished by -

- A welcoming and accepting climate;
- A safe, innovative, and adaptive environment; and
- A supportive, invested, and collaborative culture among students, staff, families, and community.

### **BELIEFS**

We believe that –

- It is necessary to meet all basic needs;
- All people have immeasurable value and deserve respect;
- All people have something unique to contribute;
- All people have the freedom to choose their own path;
- Embracing our differences strengthens us, and leveraging our differences propels us;
- All people need meaningful relationships to build valuable connections and inspire a sense of community;
- Serving others strengthens our local and global communities;
- All people can continuously learn, adapt, and grow;
- Failures are valuable opportunities to explore, learn, and succeed; and
- We strengthen our future by nurturing and preparing children and youth.

## **STRATEGIC OBJECTIVES**

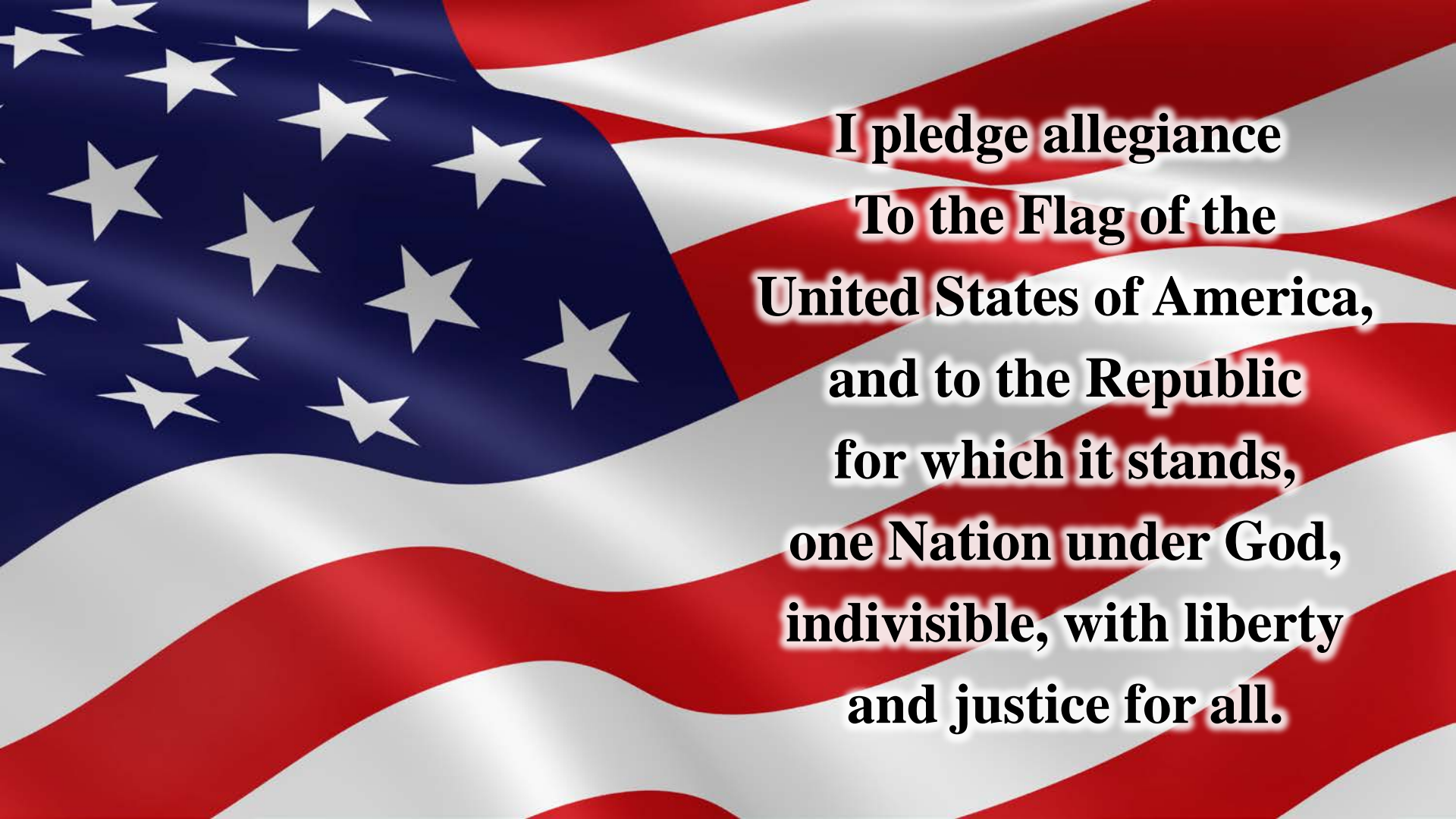
1. All students will maximize their intellect and skills to create their own futures.
2. All students will develop strength of character.
3. All students will contribute to local and global communities.
4. All students will belong to a community of meaningful connections and positive relationships.

## **STRATEGIES**

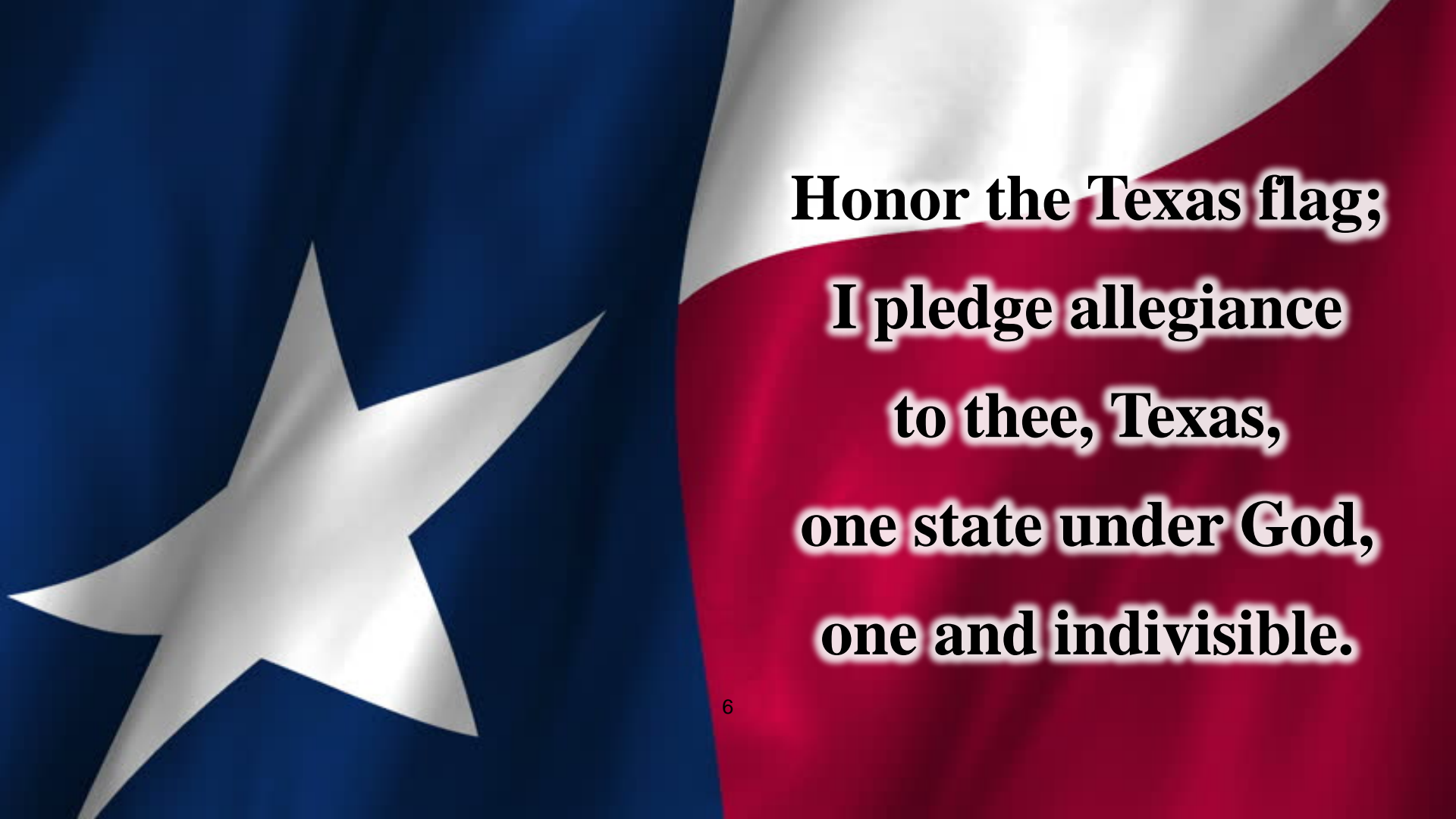
1. We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs all of our students.
2. We will guarantee that all students will perform at or above grade level.
3. We will recruit, retain, and reward quality personnel.
4. We will ensure all families, businesses, and community partners are fully engaged in the mission of our district.
5. We will actively pursue creative funding sources and responsibly manage current resources to support our mission.
6. We will ensure that our facilities and infrastructure adapt to support our mission.

## **PARAMETERS**

1. We will stand firm in our commitment to all students.
2. We will be unrelenting in our pursuit of excellence.
3. We will treat all people with dignity and respect.
4. We will seek input from all stakeholders.
5. We will honor tradition but not allow it to hold us back.
6. We will operate with persistence and integrity.
7. We will practice responsible stewardship of all of our resources.

The background of the image is a waving American flag. The stars and stripes are clearly visible, with the blue field containing white stars on the left side. The text is overlaid on the right side of the flag.

**I pledge allegiance  
To the Flag of the  
United States of America,  
and to the Republic  
for which it stands,  
one Nation under God,  
indivisible, with liberty  
and justice for all.**

The background of the image is the Texas state flag, featuring a blue field with a white five-pointed star on the left, and a white and red field on the right. The text is overlaid on the right side of the flag.

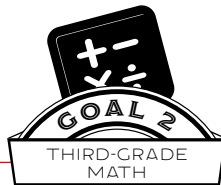
**Honor the Texas flag;  
I pledge allegiance  
to thee, Texas,  
one state under God,  
one and indivisible.**



## 2024 BOARD GOALS



The percent of students who score at the meets level in 3rd grade reading will grow from 47% to 60% by June 2024.



The percent of students who score at the meets level in 3rd grade math will grow from 52% to 65% by June 2024.



Percent of students completing Algebra I and meeting standard on Algebra I EOC before entering high school will increase from 38% to 50% by June 2024.



CCMR indicator score for all students will increase from 65% to 79% by June 2024.



Graduation rate for all RISD students will increase from 88% to 98% by June 2024.



**PUBLIC COMMENT CARD**

**DATE:** \_\_\_\_\_

**RISD BOARD OF TRUSTEES REGULAR MEETING**

**Name:** \_\_\_\_\_ **Phone:** \_\_\_\_\_

**Address:** \_\_\_\_\_ **Email:** \_\_\_\_\_

**RISD School(s) my Child/Children Attend:** \_\_\_\_\_

**Do you wish to comment on a:**                      **Non-Agenda related topic; and/or**

**Topic related to an item on the posted Agenda**

**Topic(s):** If your comments relate to an Agenda item(s), please identify the specific Agenda item(s).

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- Please submit document to RISD Staff at the Administration Building between 3:30 p.m. and 4:30 p.m. on meeting date.
- Written comment cards will not be accepted after 4:30 p.m. on the meeting date.
- All submitted comments are limited to three minutes and will be read aloud by RISD staff.
- A commenter may submit only one item per meeting; anonymous comments will not be read.

*RISD video and audio records all open meetings. The recordings are available online at [www.risd.org](http://www.risd.org). Persons who choose to submit Public Comment consent to the online publication of their name and comments.*

**Insert public comment below – use additional sheet if needed.**





## **BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT**

### **Procedures for Public Comments During Board Meetings**

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The Board offers a Public Comment Section during its meetings to provide opportunities for members of the public to convey information to the Board.

The Board adopted the following procedures concerning public comments to facilitate the efficient operation of meetings:

· **Public Comment Section.**

- The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Monday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Monday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled.
- The Public Comment Section ordinarily will be called just prior to the first business item on the Agenda. However, the Board delegates to the Board President the discretion to evaluate the number of Public Comment Cards submitted at each meeting and to defer comments related to non-Agenda topics to the end of the meeting if he/she determines such action is advisable to allow the Board to proceed in an efficient and timely manner to address items on the Agenda.

· **Speaker Topics.**

- Regular Business Meetings. Speakers may comment on specific Agenda items as well as matters not on the posted Agenda during the Public Comment Section at regular business meetings.
- Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.

· **Public Comment Cards.**

- Persons wishing to address the Board must complete a Public Comment card. Public Comment cards are located in the foyer of the Auditorium in the Administration Building before scheduled meetings. (If the Board schedules a meeting at another location, Public Comment cards will be available in a conspicuous location at the meeting site.) A staff member typically will be present to receive Public Comment cards.
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- Completed cards must be placed in the designated box no later than the posted time for the meeting to begin, usually 6:00 p.m. RISD will not accept Public Comment cards after the Board President calls the meeting to order. In addition to identifying information, each

speaker must indicate the specific agenda item about which he or she wishes to comment and/or identify the non-Agenda topic of the comments.

- Written Materials. A speaker who wishes to provide written materials to the Board of Trustees must attach at least nine (9) copies of the materials to the completed Public Comment card. Staff will provide a copy of the materials to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

- Time.

- Each speaker is limited to a total of three minutes and a speaker may not use time of another speaker to extend his or her comment period. *Note:* A speaker who addresses the Board through a translator will have six minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.

- Staff will set a three-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.

- Single comment. A speaker may complete one Public Comment Card for each meeting.

- Protocol for Speakers.

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.

- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.

- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.

- The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda.

- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed.

- Consent for Online Publication. RISD may audio and video record its meetings. A person who chooses to speak during the Public Comment Section is consenting to the online audio/video publication of his or her comments.

Approved: August 26, 2019

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Department:** Board of Trustees Office

**Submitted by:** Libby Oliver, Administrative Manager - Board Relations

**ACTION ITEM**

**TOPIC:** Minutes of November 2, November 9 and November 16, 2020 Meetings

**BACKGROUND INFORMATION**

Minutes recorded on above date(s).

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends that the Board of Trustees approve the minutes of the meetings listed above.

**RICHARDSON INDEPENDENT SCHOOL DISTRICT**  
**Board of Trustees**  
**November 2, 2020**

The Board of Trustees of the Richardson Independent School District met in a Regular Meeting at 6:02 p.m., in the Administration Building, 400 South Greenville Avenue, Richardson, Texas with the following present: Mrs. Karen Clardy, President; Mrs. Jean Bono, Vice President; Mrs. Kim Caston, Treasurer; Ms. Regina Harris, Secretary; Mrs. Debbie Rentería, and Mr. Eron Linn as well as Dr. Jeannie Stone, Superintendent; Mrs. Tabitha Branum, Deputy Superintendent; Mrs. Brenda Payne, Assistant Superintendent Administrative Services; Dr. Christopher Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Byno, Assistant Superintendent of Teaching and Learning; Mrs. Sandra Hayes, Assistant Superintendent Operations; Mr. David Pate, Chief Financial Officer; Ms. Melissa Heller, Chief of Strategy and Engagement; Mr. Henry Hall, Chief Technology Officer; and Ms. Mia Martin, General Counsel. Present

Mr. Eric Eager Absent

Mrs. Clardy led the pledges of allegiance and the moment of silence and asked Mrs. Bono to read aloud the Board Goals. Pledges of Allegiance

The Board recognized the following: Recognitions

Community Partners:

- Methodist Richardson Medical Center – Donated thermometers valued at \$4500 for RISD families
- Walmart Supercenter #5931 and Shaniqwa Parker, Walmart Contact – Donated 8 pallets of school supplies

RISD Employees / Students

- MST Teachers – Graduates of the National Institute for STEM Education:
  - Kelley Andrews, 6<sup>th</sup> Grade Science & Social Studies
  - Mary Bonnette, 6<sup>th</sup> Grade ELAR
  - Lindsay Cross, Librarian
  - Katherine Hebert, Technology/STEM Specialist
  - Audrey Leppke, 1<sup>st</sup> Grade
  - Jacquelyn Locke, Art
  - Emily Marsh, 3<sup>rd</sup> Grade
  - Ashlee Nath, Kindergarten
  - Lydia Stevens, ESOL
  - Megan Templin, 2<sup>nd</sup> Grade
- RISD “Say Something” Award
  - Theo Balch, 8<sup>th</sup> Grade Student at RWJH
  - Tori Ham, 6<sup>th</sup> Grade Student at Bowie Elementary

The following persons addressed the board during the public comment section of the meeting: Public Comment

- Mary Young – Superintendent’s Update / COVID-19 Response
- Mercedi Hale – Superintendent’s Update / COVID-19 Response
- Karla Summey – Superintendent’s Update / COVID-19 Response
- Adrienne McMullen – Superintendent’s Update / COVID-19 Response
- Alisa Woods – Superintendent’s Update / COVID-19 Response
- Randy Blankenship – Superintendent’s Update / Racial Equity Committee
- Bill Ames – Richardson Reads Program

The following public comments were submitted between 3:30 pm and 4:30 pm as specified in the agenda notice and their comments were read aloud by Ms. Mia Martin.

- Marina Armstrong – Superintendent’s Update / COVID-19 Response
- Christine Morris – Superintendent’s Update / COVID-19 Response
- Mike & Sandra Hoffer – Superintendent’s Update / COVID-19 Response
- Mack Simpson – Mask Requirement, Science, Common Sense
- Elizabeth Simpson – Universal Mask Requirement
- Elizabeth Zwerg – Human Resources Report & Superintendent’s Update / COVID-19 Response
- Laurel Moran – Superintendent’s Update / COVID-19 Response

A motion was made by Kim Caston and seconded by Eron Linn to approve the consent agenda as follows: No. 8666 Consent Agenda

- Minutes of the October 5, October 15 and October 19, 2020 Meetings
- Human Resources Report as presented
- Recommended Specified Bids, Contracts, and Cumulative Purchases:  
*Part A: New Bids - For Approval*

Miscellaneous Consultant Services  
 Print Shop Equipment and Supplies  
 Medical Supplies & Related Items  
 Part B: Bid Renewals - For Approval  
 None  
 Part C: Contract Information (Greater than \$100,000) - For Approval  
 None  
 Part D: Interlocal Agreements, Memorandums of Understanding, and Other - For Approval  
 Interlocal Agreements:  
 Multi-Regional Purchasing Cooperative - ESC Region 10  
 Master Interlocal Agreement Education Service Center - Region 10  
 Memorandums of Understanding:  
 None  
 Other:  
 None  
 Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)  
 Teach for America - Recruiting, selecting, training and providing professional development for RISD teachers  
 Catholic Charities Diocese of Fort Worth - Providing translation services for RISD SPED Department  
 Region 13 ESC - Title II Instructional Practices Package 2020-2021  
 Tina Koller - Contracted LSSP staffing consultant  
 Olivia Perez - Contracted LSSP staffing consultant  
 Region 10 ESC - Title I PNP Cooperative 2020-2021  
 Joshua Ellis - K-9/Narcotic Detection  
 Region 10 ESC - Professional development for district LEA's 2020-2021  
 Region 10 ESC - Title II PNP Cooperative 2020-2021  
 Part F: Cumulative Purchases - Information Only  
 Cumulative Purchases from Qualified Vendors:  
 Buy Board - Texas Association of School Boards  
 CCGPF - Collin County Governmental Purchasing Forum  
 CPGPC - Choice Partners  
 DIR - State of Texas Department of Information Resources  
 EPCNT - Education Purchasing Cooperative of North Texas  
 NCPA - National Cooperative Purchasing Alliance  
 SOURCEWELL - Sourcewell (previously NJPA)  
 OMNIA Partners - TCPN/IPA/US Communities  
 PACE - Purchasing Association of Cooperative Entities  
 PPPCP - Prospering Pals  
 TCCPP - Tarrant County Cooperative Purchasing Program  
 TIPS - The Interlocal Purchasing System  
 TEA Contract

- Schedule of Upcoming Bids
- Bond Expenditure Report
- Budget Status Report
- Use of Credit Card Rebates as submitted
- New Appraisal Instruments for Speech Language Pathologists as submitted
- Termination of Professional Contract of Employment – P. Nesslein

The motion passed 6 – 0.

Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería  
 None

Yeas  
 Nays

Dr. Stone and her staff presented information to the Board on the following topics:

- COVID-19 Response – Mrs. Payne provided information about the COVID-19 rapid testing kits that we have received.
- 2021 Bond Steering Committee work and an update on the last meeting of this committee
- Racial Equity Committee work and an update on the most recent meeting of this committee

Superintendent  
 Update

Mr. Pate and Celina Cereceres of Whitley Penn LLP presented information on the audit process and results for the fiscal year ended June 30, 2020.

No. 8667  
 CAFR

A motion was made by Regina Harris and seconded by Kim Caston to approve the resolution whereas, Texas Education Code, paragraph 44.008 (a), requires an external audit of the school district fiscal accounts by a Texas certified or public accountant holding a permit from the Texas state Board of Public Accountancy; and whereas, the firm of Whitley Penn LLP has completed the audit of the district’s fiscal accounts for the twelve months ended June 30, 2020; and whereas, a copy of the audit must be filed with the Texas Education Agency no later than 150 days after the close of the fiscal year for which the audit was made; and whereas, an annual

audit of the District’s fiscal accounts supports the Board's goal that the District will demonstrate fiscal responsibility, efficiency, and effectiveness in all operations; now therefore be it resolved that the Board of Trustees of the Richardson Independent School District approve the audit of the district’s fiscal accounts for the year ended June 30, 2020, and file the report with the Texas Education Agency no later than November 27, 2020.  
The motion passed 6 – 0.

Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería  
None

Yeas  
Nays

Mr. Pate presented the following gift over \$5000 for the Board’s consideration: No. 8668  
Gifts

- The Richardson ISD Foundation donated equipment valued at \$9992.16 to Instructional Technology for T-Mobile Hotspots.
- Anonymous Donors via Donors Choose donated equipment valued at \$5959.96 to MST Magnet for a classroom library, Wifi microscope and supplemental classroom and office supplies.
- Anonymous Donors via Donors Choose donated equipment valued at \$7805.24 to Northlake Elementary for classroom libraries, a printer, a field trip, supplemental STEM and other classroom supplies.
- The Whitaker Foundation donated \$5000 to Northlake Elementary for supplemental classroom supplies.
- Walmart Supercenter donated supplies valued at \$8000.00 to RISD Schools for supplemental classroom supplies.

A motion was made by Jean Bono and seconded by Debbie Rentería to approve the resolution whereas, the Board of Trustees has considered the gifts of \$5,000 or more as listed; and whereas, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and whereas, ensuring timely and accurate financial record keeping supports the Board’s Strategic Objectives and Strategies; therefore be it resolved, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed above and approves amending the District's overall budget to reflect receipt of the monetary gifts.  
The motion passed 6 – 0.

Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería  
None

Yeas  
Nays

Mrs. Hayes provided an update to the board regarding the revision of the revision of the plat for Lake Highlands High School. No. 8669  
LHHS Revised  
Plat

A motion was made by Eron Linn and seconded by Kim Caston to approve the resolution whereas, in connection with the construction and renovations occurring on District property located at 9449 Church Road, the City of Dallas requested that the District develop an Amended Plat that accurately describes the District’s property; and whereas, current construction on the site caused the City of Dallas to request that the District update the Plat to accurately reflect additional easements; and whereas, The District’s consultant, RLG, Inc. has developed an Amended Plat that accurately reflects the current configuration of the District’s property called Lake Highlands High School located at 9449 Church Road; and whereas, accurate records that describe District property support the goal that the District will maintain excellence in operations; therefore be it resolved that the Board of Trustees of the Richardson Independent School District approves the attached Final Plat and Amended Plat of the District’s property located at 9449 Church Road and authorizes the Board President to execute such documents and take such other actions as may be required to finalize and record the Plat.  
The motion passed 6 – 0.

Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería  
None

Yeas  
Nays

At 7:28 PM, Mrs. Clardy announced that the Board would take a brief break. The meeting resumed at 7:41 PM. Break

Mrs. Branum provided background information regarding the 3<sup>rd</sup> Grade Reading Board Goal and then turned the presentation over to Mrs. Ballast, Chief Intervention Officer. Mrs. Ballast introduced Laura Moore, Director of PK – 2 Literacy and Katy Phinney, Director of Pre-K as her co-presenters this evening. Mrs. Ballast also introduced Kellison Snoddy, K-2 Literacy Specialist, Lauren Ledford, Pre-K Specialist, and Marissa Eby, Pre-K Specialist that were in attendance at the meeting this evening. Board Goals  
Update –  
Literacy in  
Action

Mrs. Ballast, Ms. Moore and Ms. Phinney presented information to the board regarding the following

- Pre-K – 2 Professional Learning
- Building Capacity (Balanced Literacy, Texas Reading Academies – ACE Campuses)
- Data (Pre-K for All and MAP Data)
- Big 12 & Literacy Interventionists
- Reaching Individual Student Excellence (RISE) – Saturday Program

The board members expressed their appreciation for and confidence in the great work of the Literacy Intervention Team.

Mrs. Bono provided an update to the board on her participation (along with Dr. Stone, Angie Lee and Jeremy Jewitt) in the Dallas Truth and Racial Healing Transformation Cohort and the recent graduation from the program.

Recently  
Attended  
Meetings –  
Dallas TRHT  
Update

Mrs. Clardy adjourned the meeting at 8:57 PM.

Adjourned

Approved as submitted on December 7, 2020.

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Regina Harris, Secretary

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Karen Clardy, President

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
Board of Trustees  
November 16, 2020**

<p>The Board of Trustees of the Richardson Independent School District met in a Called Meeting at 6:02 p.m., in the Administration Building Auditorium at 400 S. Greenville Ave., Richardson, TX 75081 with the following present: Mrs. Karen Clardy, President; Mrs. Jean Bono, Vice President; Mrs. Kim Caston, Treasurer; Ms. Regina Harris, Secretary; Mr. Eric Eager, Mrs. Debbie Rentería, and Mr. Eron Linn as well as Dr. Jeannie Stone, Superintendent; Mrs. Tabitha Branum, Deputy Superintendent; Ms. Mia Martin, General Counsel; Mrs. Brenda Payne, Assistant Superintendent Administrative Services; Dr. Christopher Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Byno, Assistant Superintendent of Teaching and Learning; Mrs. Sandra Hayes, Assistant Superintendent Operations; Mr. David Pate, Chief Financial Officer; Ms. Melissa Heller, Chief of Strategy and Engagement and Mr. Henry Hall, Chief Technology Officer.</p>	<p>Present</p>
<p>None</p>	<p>Absent</p>
<p>None</p>	<p>Public Comment</p>
<p>Dr. Stone provided an overview of the need for this emergency action item and the automobile accident that occurred at Audelia Creek Elementary. A motion was made by Eron Linn and seconded by Regina Harris to approve the resolution whereas, an unforeseeable event damaged Audelia Creek Elementary School over the weekend of November 14 – 15, 2020, while the facility was closed, causing damage that required the relocation of at least one classroom that will need substantial repairs, and the District is seeking evaluation from structural engineers to assess the extent of the damages; and whereas, the event created an imminent threat to the public safety, the District posted an emergency amendment to provide supplemental notice for this meeting to add an item related to the emergency damage at Audelia Creek Elementary School; and whereas, the Board declares that the damage inflicted on Audelia Creek Elementary School over the weekend of November 14 and 15, 2020, caused an unforeseeable emergency situation at the campus that creates an imminent threat to the public safety of our students and staff and substantially impairs the conduct of classes in a part of the building; and whereas, the Board finds that promptly repairing the damage Audelia Creek Elementary School to make the affected area usable is essential to ensure the safe and efficient operation of the campus for our students and staff and that the delay posed by the construction procurement methods in section 44.031 of the Education Code will unduly prevent or substantially impair the conduct of classes or other essential school activities in the affected areas of the school; therefore be it resolved that the Board of Trustees finds that the statements in the preamble to this Resolution are true and correct and adopts them herein and authorizes the Administration to procure contracts for the repair of Audelia Creek Elementary School via methods other than those required by section 44.031 of the Education Code. The motion passed 7 – 0.</p> <p>Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería, Eric Eager None</p>	<p>No. 8670 Facility Damage at Audelia Creek Elementary</p>
<p>Dr. Stone asked Dr. Goodson to present information to the board regarding the proposed TTESS modifications for the current school year.</p> <p>A motion was made by Jean Bono and seconded by Eric Eager to approve the resolution whereas, the Board’s Strategies provide that the District will recruit, retain, and reward quality personnel; and whereas, the Administration has proposed to temporarily modify the Texas Teacher Evaluation and Support System (T-TESS) appraisal system through which classroom teachers are evaluated; and whereas, the Administration has developed guidelines to administer the proposed temporary appraisal modifications to ensure RISD provides high-quality instruction for all students; and whereas, RISD strives to support staff, promote retention, boost staff morale and recognize the hard work of all employees; therefore be it resolved that the Board of Trustees temporarily modifies policies BN (Local) and BNA (Local) during the 2020 – 2021 school year to allow for alteration of the classroom teacher evaluation process in accordance with the Administration’s guidelines; and be it further resolved that this approved modification expires at the end of the 2020 – 2021 school year.</p> <p>The motion passed 7 – 0.</p> <p>Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería, Eric Eager None</p>	<p>Yeas Nays</p>
<p>Dr. Stone asked Dr. Goodson to present information to the board regarding the proposed TTESS modifications for the current school year.</p> <p>A motion was made by Jean Bono and seconded by Eric Eager to approve the resolution whereas, the Board’s Strategies provide that the District will recruit, retain, and reward quality personnel; and whereas, the Administration has proposed to temporarily modify the Texas Teacher Evaluation and Support System (T-TESS) appraisal system through which classroom teachers are evaluated; and whereas, the Administration has developed guidelines to administer the proposed temporary appraisal modifications to ensure RISD provides high-quality instruction for all students; and whereas, RISD strives to support staff, promote retention, boost staff morale and recognize the hard work of all employees; therefore be it resolved that the Board of Trustees temporarily modifies policies BN (Local) and BNA (Local) during the 2020 – 2021 school year to allow for alteration of the classroom teacher evaluation process in accordance with the Administration’s guidelines; and be it further resolved that this approved modification expires at the end of the 2020 – 2021 school year.</p> <p>The motion passed 7 – 0.</p> <p>Jean Bono, Eron Linn, Karen Clardy, Kim Caston, Regina Harris, Debbie Rentería, Eric Eager None</p>	<p>No. 8671 TTESS Modification</p>
<p>Monica Simonds presented information to the Board regarding the Instructional Materials Allotment. Proclamation 2021 calls for English and Spanish pre-kindergarten systems. The</p>	<p>Yeas Nays</p>
<p>Monica Simonds presented information to the Board regarding the Instructional Materials Allotment. Proclamation 2021 calls for English and Spanish pre-kindergarten systems. The</p>	<p>Instructional Materials Allotment</p>

adoption of materials under Proclamation 2021 is scheduled to occur in November 2020. The adopted materials are scheduled to go into classrooms in the 2021-22 school year. Mrs. Simonds presented the timeline, committee composition and selection process. The IMA Certification will be presented to the Board of Trustees pending completion of the committee's review process and recommendation later this spring.

Mrs. Branum provided information to the Board on the 2020 – 2021 District Improvement Plan including the following:

2020 – 2021  
District  
Improvement  
Plan

- Results of the 2019 – 2020 District Improvement Plan
- RISD Academic Performance (No accountability data from 2019-2020)
- Climate Survey Results (Staff, Students, and Community)
- Strategic Action Plan
- Human and Fiscal Resources
- Board Student Performance Goals
  1. We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all of our students.
  2. We will guarantee that all students will perform at or above grade level.
  3. We will recruit, retain, and reward quality personnel.
  4. We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.
  5. We will actively pursue creative funding sources and responsibly manage current resources to support our mission.
  6. We will ensure that our facilities and infrastructure adapt to support our mission.
  7. WE will ensure the safety and wellness of staff while also achieving the mission of RISD for ALL to connect, learn, grow and succeed during the time of the Coronavirus Pandemic.
- Next Steps
  1. Board Approves District Improvement Plan
  2. Board Reviews and Approves Campus Improvement Plans
  3. Post District and Campus Improvement Plans
  4. Quarterly Progress Monitoring of Results

Dr. Stone and Mrs. Hayes provided information to the Board on the Bond planning process and introduced the updates and requests that will be presented tonight from the following departments:

2021 Bond  
Planning  
Update

- Teaching & Learning and CTE: Dr. Kristin Byno and Mrs. Sari McCoy

At 7:35 p.m., Mrs. Clardy announced that the Board would take a brief break. The meeting resumed at 7:47 p.m.

Break

Following the break, the presentation continued with presentations from the following departments:

2021 Bond  
Planning  
Update –  
Continued

- Special Education, Health Services & Student Performance: Mrs. Brenda Payne, Dr. Cindy Lawrence and Mr. Jacob Cortez
- Technology: Mr. Henry Hall & Mr. Chris Yon
- Fine Arts: Mr. Jeff Bradford (Mrs. Brenda Payne presented information on behalf of Mr. Bradford.)
- Athletics: Mrs. Leslie Slovak
- Facilities, Safety & Security and Transportation: Mr. James Watson

For the final part of the Bond presentation, Mr. Pate covered new laws regarding bond elections.

At 10:39 pm, Mrs. Clardy announced that the Board would enter closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.074 – Personnel Matters.

Closed  
Meeting

The Board reconvened into Open Meeting at 11:48 pm; having taken no action during closed session.

Open  
Meeting

Mrs. Clardy adjourned the meeting at 11:48 PM.

Adjourned

Approved as submitted on December 7, 2020.

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Regina Harris, Secretary

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Karen Clardy, President

**RICHARDSON INDEPENDENT SCHOOL DISTRICT**  
**Board of Trustees**  
**November 9, 2020**

The Board of Trustees of the Richardson Independent School District met in a Called Meeting at 6:01 p.m., in the Arzell Ball Center, Room 201 at 410 S. Greenville Ave., Richardson, TX 75081 with the following present: Mrs. Karen Clardy, President; Mrs. Kim Caston, Treasurer; Ms. Regina Harris, Secretary; Mr. Eric Eager, Mrs. Debbie Rentería, and Mr. Eron Linn as well as Dr. Jeannie Stone, Superintendent; Mrs. Tabitha Branum, Deputy Superintendent; and Ms. Mia Martin, General Counsel.	Present
Mrs. Jean Bono	Absent
None	Public Comment
Karen Clardy opened the meeting and Dr. Stone facilitated the discussion of the Board Operating Procedures as listed below: <ul style="list-style-type: none"><li>• Review team commitment</li><li>• Board Operating Procedures Assessment</li><li>• Board Operating Procedures Carousel Activity</li><li>• Reflection and Closing Comments</li></ul>	Board Operating Procedures Discussion
Mrs. Clardy adjourned the meeting at 8:20 pm.	Adjourned
Approved as submitted on December 7, 2020.	

\_\_\_\_\_  
Regina Harris, Secretary

\_\_\_\_\_  
Karen Clardy, President

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** Christopher B. Goodson, Ed.D.  
Assistant Superintendent, Human Resources

**ACTION ITEM**

**TOPIC:** Human Resources Report

**BACKGROUND INFORMATION**

Listed on the following pages is the Human Resources Report. Part A of this report includes the appointments of professional personnel. The Assistant Superintendent of Human Resources has reviewed this report and recommends that the Board employ the individuals listed to work in the Richardson Schools during the 2020-2021 school year under the salary schedule adopted by the Board, subject to assignment and reassignment as determined by the Superintendent.

Also submitted for your information in Part B of the Human Resources Report, are appointments of paraprofessionals and classified employees, and separations of professional, paraprofessional, and classified personnel.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends that the Board of Trustees approve Part A of the Human Resources Report, dated December 7, 2020.

**RESOLUTION**

**WHEREAS**, the Board of Trustees has approved the appropriate budgets and staffing allocations for the Richardson Independent School District and the following recommendations fall within those guidelines; and

**WHEREAS**, the appointment of highly qualified, student-focused staff supports the Board's vision, values, goals, and mission;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of the Richardson Independent School District approves Part A of the Human Resources Report for December 7, 2020.

**PART A: Proposed Personnel Actions Submitted for Board of Trustees' Approval**

**APPOINTMENTS OF PROFESSIONAL PERSONNEL:**

<b>ELEMENTARY</b>				
<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>ASSIGNMENT</b>	<b>START DATE</b>	<b>ORGANIZATION</b>
Lesprit	Juliet L.	5th Grade Lang Arts	10/26/2020	RISD Academy
Tapp	Kellie M.	3rd Grade	10/26/2020	Prairie Creek Elementary
Dougherty	Caitlyn	Pre-K	11/3/2020	Hamilton Park Pacesetter Magnet
Turner	Stephanie R.	Special Ed Resource	11/16/2020	Northrich Elementary

<b>SECONDARY</b>				
<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>ASSIGNMENT</b>	<b>START DATE</b>	<b>ORGANIZATION</b>
Purvis-Davis	Deshon R.	Special Ed Resource	11/19/2020	Lake Highlands Junior High

<b>ADMINISTRATIVE</b>				
<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>ASSIGNMENT</b>	<b>START DATE</b>	<b>ORGANIZATION</b>
Ramanathan	Srivatsa	Tech Engineer/Manager III	10/26/2020	Information Systems
Lam	Ka Chun	Technology Specialist I	11/9/2020	Network Support Services
Lohstroh	Lara L.	Nurse	11/16/2020	Health Services
Glover	John Z.	Administrative Manager	11/30/2020	Accounting

**PART B: Personnel Actions Submitted for Board of Trustees' Information**

**APPOINTMENTS of Paraprofessional and Classified Personnel:**

PARAPROFESSIONAL		DATE	POSITION	LOCATION
LeNoir	Diamond E.	10/15/2020	Special Education Aide	Spring Valley Elementary
Cain	Desrenee M.	10/22/2020	Special Education Aide	Richardson West Technology
Algarate Vielma	Miguel	10/26/2020	Special Education Aide	Special Programs
Cantarero Molina	Jennifer C.	10/26/2020	Special Education Aide	Spring Valley Elementary
De Lira	Maria G.	10/26/2020	Aide	Aikin Elementary
Estevez Santos	Betsy	10/26/2020	Aide I	RISD Academy
Hennen	Matthew D.	10/26/2020	Technical Assistant	Northrich Elementary
Melecio Patino	Ana C.	10/26/2020	Special Education Aide	Dobie Primary
Faz	Angela S.	10/29/2020	Aide I	Aikin Elementary
O'Neil	Chelsea R	10/29/2020	Secretary I	Liberty Junior High
Grubbs	Rachael D.	11/5/2020	Special Education Aide	Prairie Creek Elementary
Carcamo	Adriana M.	11/10/2020	Aide I	Richardson High School
Kossay	Catherine	11/10/2020	Special Education Aide	Merriman Park Elementary
Stripling	Sheryl E.	11/17/2020	Special Education Aide	Richardson High School
Ecxford	Jalissa S.	11/18/2020	Special Education Aide	Northwood Hills Elementary
Ledezma	Leslie	11/18/2020	Clerk	Northwood Hills Elementary
Crittelle	Brandi	11/19/2020	Special Education Aide	Northwood Hills Elementary

**APPOINTMENTS of Paraprofessional and Classified Personnel:**

CLASSIFIED		DATE	POSITION	LOCATION
Pajak	Francine P.	10/27/2020	Bus Driver	Transportation
Dunn	Carol A.	11/5/2020	Bus Driver	Transportation
Krang	Sokha	11/9/2020	Custodial I	Operations
Pham	Phuong Thi Kim	11/9/2020	Custodial I	Operations
Karim	Marcia L.	11/17/2020	Bus Driver	Transportation
Salgado Duarte	Elianed	11/17/2020	Custodial I	Audelia Creek Elementary
Espinal Hernandez	Yolanda M.	11/24/2020	Custodial I	Big Springs Elementary
Frederick	Charles M.	11/30/2020	Bus Driver	Transportation

**PART B: Personnel Actions Submitted for Board of Trustees' Information**

**APPOINTMENTS of Paraprofessional and Classified Personnel:**

PARAPROFESSIONAL		POSITION	LOCATION
None			

**APPOINTMENTS of Paraprofessional and Classified Personnel:**

CLASSIFIED		POSITION	LOCATION
None			

**SEPARATIONS of Personnel:**

PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	LAST NAME	FIRST NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	LOCAL YEARS EXPERIENCE	DATE EFFECTIVE
Paraprofessional	Brewer	Lisa M.	Student Data Specialist	Audelia Creek Elementary	0	11-Nov-2020
Classified	Chavez	Griselda V.	Child Nutritionist	Carolyn G Bukhair Elementary	2	12-Nov-2020
Classified	Diaz	Constance Eva	Child Nutrition Manager I	Aikin Elementary	6	19-Nov-2020
Classified	Ebrahim	Muluwork S.	Child Nutritionist	Forest Meadow Junior High	2	06-Nov-2020
Paraprofessional	Flores	Julia	Aide I	White Rock Elementary	1	06-Nov-2020
Classified	Fuentes Amaya	Irma	Custodial I	Audelia Creek Elementary	3	10-Nov-2020
Classified	Fuller	Yvonna S.	Child Nutritionist	Skyview Elementary	9	19-Nov-2020
Paraprofessional	Hampton	Kendra N.	Executive Assistant I	Wallace Elementary	0	09-Nov-2020
Classified	Hassenteufel	Roberto W.	Child Nutritionist	Richardson Heights Elementary	11	10-Nov-2020
Professional-Secondary	Hegi	Kimberly A.	Teacher	Lake Highlands Junior High	5	04-Dec-2020
Classified	Isaac	Dalphe	Bus Monitor	Transportation	1	04-Nov-2020
Classified	Jane	Mike A.	Bus Driver	Transportation	2	12-Nov-2020
Professional	Jarrett	Crystal R.	Nurse	Health Services	13	13-Nov-2020
Classified	McGee	Judge Jr.	Bus Driver	Transportation	2	17-Nov-2020
Professional-Secondary	Nesslein	Paul D.	Teacher	Richardson High School	0	02-Nov-2020
Classified	Orantes Aroche	Darling	Custodial I	Big Springs Elementary	2	06-Nov-2020
Classified	Parish	Darrell L.	Fleet Manager	Transportation	2	11-Nov-2020
Classified	Pedraza-Perez	Kevin	Child Nutritionist	Westwood: Math/Science/Leadership	0	08-Oct-2020

**SEPARATIONS of Personnel:**

<b>PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>ASSIGNMENT/ SUBJECT/GRADE</b>	<b>LOCATION</b>	<b>LOCAL YEARS EXPERIENCE</b>	<b>DATE EFFECTIVE</b>
Paraprofessional	Perkins	LaShonna S.	Special Education Aide	Berkner High School	1	09-Oct-2020
Professional-Secondary	Phife	Faith Louise	Teacher	Berkner High School	0	06-Nov-2020
Paraprofessional	Shugart	Nathan A.	Technical Assistant	Greenwood Hills Elementary	2	09-Oct-2020
Classified	Villanueva	Linda C.	Child Nutritionist	Hamilton Park Pacesetter Magnet	3	06-Nov-2020
Classified	Williams-Felter	Alisha	Bus Driver	Transportation	2	10-Nov-2020

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, CFO, Financial & Support Services

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**INFORMATION AND ACTION ITEM**

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**TOPIC:** Specified Best Value/Low Bids, Contracts, and Cumulative Purchases

**BACKGROUND INFORMATION:**

Bids for the items listed in Part A on the attached sheets were advertised and received for opening in the RISD Purchasing Department. The bid(s) listed under Part A are recommended for acceptance as the lowest responsive bid(s) or other qualifying bid that meets specifications and provides the best value to the District. If the lowest responsive bid does not fall within the budgeted amount for the item, supportive justification and information has been requested and may be made available.

Bids listed in Part B reflect vendors recommended for renewal of an existing bid that was originally approved as providing the best value/lowest responsive bid for the district.

Part C sets out contracts, contract modifications, and any contract change orders recommended for approval. The contract amount of items listed in Part C exceeds \$100,000. Contract(s) for the services reflected under Part C have been reviewed and negotiated, where appropriate. Each contract is within the budgeted amount for the item, category, or service. As indicated, certain contracts have been renegotiated, modified, or otherwise changed. Any such changes recommended are within budgeted amounts.

Part D reflects Interlocal Agreements or other Memorandums of Understanding that address agreements and understandings between other local governmental entities or certain nonprofit organizations. These items are recommended for the Board's approval.

Part E is provided for the Board's information. The items reflected in this section involve contract amounts of less than \$100,000. Board policy CH (Local) delegates purchasing authority to the Superintendent for expenditure of budgeted amounts for goods and services under \$100,000.

Part F is provided for the Board's information. This section provides information about cumulative purchases from state-approved vendors under contracts or buying cooperative agreements that the Board already has approved. All such purchases have been made through established District procedures to ensure that the purchase provided the best buy at the lowest available price.

## **SUPERINTENDENT'S RECOMMENDATION:**

The Superintendent recommends that the Board approve the items recommended under Parts A, B, C, and D. The items in Parts E and F are provided for the Board's information.

## **PROPOSED RESOLUTION**

**WHEREAS**, in compliance with state purchasing and procurement requirements and other applicable law, the RISD Purchasing Department, in collaboration with the end-user departments, has solicited, received, opened, and considered responsive bids for contracts to procure various goods and services required for District operations and has made recommendations for the acceptance and approval of bids and contracts that provide the best value to the District; and

**WHEREAS**, the district has collaborated with other local government entities to develop Interlocal Agreements and Memoranda of Understanding to obtain goods or share services; and

**WHEREAS**, the District has made cumulative purchases from previously qualified vendors in accordance with applicable procedures for services and has entered into contracts for goods and services within the Superintendent's delegated purchasing authority; and

**WHEREAS**, effective management of the District's purchasing and acquisition processes supports the Board's strategic objectives and strategies; now

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the Richardson Independent School District accepts, and/or approves the recommended bids, contracts, and Interlocal Agreements and Memoranda of Understanding set out in Parts A, B, C, and D on the attached pages.

**Board Agenda December 7, 2020**

**PART A - New Bids -- For Approval**

<b>Bid Number</b>	<b>Description</b>	<b>Recommended Vendor</b>	<b>Amount</b>	<b>Budgeted Amount</b>	<b>Number of Responses</b>	<b>Number Of No Bid Responses</b>	<b>Bids Sought</b>
1618	Miscellaneous Consultant Services	April Barnes Photography Austin Reid Environmental Support Services, Inc Needpipe.com Support Staff on Demand	Compliance	N/A			
1630	Construction Mgr.-at-Risk, Pearce High School Renovations and Additions	Hill & Wilkinson Gen. Contractors	\$39,500.00 (Preconstruction Fees Only)		4	0	4
1631	Construction Mgr.-at-Risk, Mohawk Elementary Renovations and Additions	Tim Jackson Construction Co., Inc.	\$7,500.00 (Preconstruction Fees Only)		3	0	4
1632	Construction Mgr.-at-Risk, Brenfield Elementary Renovations and Additions	Tim Jackson Construction Co., Inc.	\$7,500.00 (Preconstruction Fees Only)		3	0	4
20-102	Employee Assistance Program (EAP)	Deer Oaks EAP Services	\$398,736.00	\$400,000.00	4	0	18
20-103	Fire Extinguisher Equipment, Service and Inspections	Kimbrough Fire Extinguisher, Inc. Safety Control, LLC	Compliance		2	0	2

20-104	HVAC Equipment, Parts and Supplies	A & W Bearings & Supply Co., Inc. Air Conditioning Innovative Solutions Big D Bolt & Tool, Inc. C & P Pump Services, Inc. Carrier Enterprise, LLC Century HVAC Distributing Control Concepts, Inc. Hose-Fast, Inc. Johnson Supply Johnstone Supply Lennox Industries, Inc. Rushco Energy Specialists Seasonal Electric Motor Sales, LLC Temperature Control Systems, LLC Texas Truck AC, Inc. Tolbert Electric Motor Co, Inc. Trane U.S., Inc.	Compliance			17	0	18
20-106	Property Insurance	Arch Specialty Insurance Company Liberty Mutual Insurance Company Indian Harbor Insurance Company	\$2,062,656.00	\$1,821,459.00		17	14	31
20-107	Excess Workers Compensation Insurance	Liberty Mutual Insurance Company	\$85,059.00	\$80,000.00		2	2	4

**PART B - Bid Renewals -- For Approval**

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
1530	Child Nutrition Disposable Supplies and Related Items	Advanced Blending Inc. Byrne Brothers Foods Inc. Daxwell Interboro Packaging Corp. Pollock Investments Inc. Reinert Paper					
1355	Depository Services	Frost Bank					

1576 Temporary Labor Services 22nd Century Techonologies, Inc.  
 Ad A Staff  
 A & Associates Staffing  
 Adams Enterprise  
 Blue Staffing Group LLC  
 BuzzClan LLC  
 CornerStone Staffing  
 Express Services, Inc  
 King Finders LLC  
 Premier Staffing Source, Inc  
 PrimaCore Solutions LLC  
 One Elite Staffing  
 Search and Staff  
 SuiteMate Staffing Solutions Inc  
 Taylor Smith Consulting LLC

**PART C - Contract Information (Greater than \$100,000) -- For Approval**

<b>Contracts, Contract Modifications &amp; Change Orders:</b>	<b>Amount</b>
Amendment to Contract (Additional term) - IT Convergence - HR/Payroll Programmer to support Munis implementation (originally approved January 2020)	\$113,680.00

**PART D - Interlocals, MOU's, and Other -- For Approval**

**Interlocals**  
 None

**Memorandum of Understanding**  
 None

**Other**  
 None

<b>PART E - Contracts, Contract Modifications &amp; Change Orders:  Less than \$100,000 (Information Only)</b>
--

	<b>Amount</b>
<b>Maggie Engels</b> - Contracted SLP staffing consultant	\$ 15,840.00
<b>TASBO</b> - Consulting for transportation reports	\$ 9,600.00
<b>Carol Mathews</b> - Off-campus PE coordinator	\$ 7,000.00
<b>Erin Drentlaw</b> - Garden services	\$ 6,000.00

<b>PART F - Cumulative Purchases -- Information Only</b>
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<b>Cumulative Purchases from Qualified Vendors:</b>	<b>Amount</b>
BUY BOARD - Texas Association of School Boards	\$ 24,980.20
CCGPF - Collin County Governmental Purchasing Forum	\$ 284.79
CPGPC - Choice Partners	\$ 104.08
DIR - State of Texas Department of Information Resources	\$ 65,625.06
EPCNT - Education Purchasing Cooperative of North Texas	\$ 141,786.59
NCPA - National Cooperative Purchasing Alliance	\$ 1,000.00
SOURCEWELL - Sourcewell (previously NJPA)	\$ 109,924.80
OMNIA Partners - TCPN/IPA/US Communities	\$ 222,455.47
PACE - Purchasing Association of Cooperative Entities	\$ 2,199.62
PPPCCP - Prospering Pals	\$ 10,262.99
TIPS - The Interlocal Purchasing System	\$ 105,399.34
<b>TOTAL:</b>	<b>\$ 684,022.94</b>

**BOARD AGENDA-December 7, 2020**  
**RECOMMENDED SPECIFIED BID COMMENTS**

Bid #	Description	Comments
1618	Miscellaneous Consultant Services	This RFP (unsealed) establishes a roster of vendors to be used for consulting contracts. Vendors will be added as responses are submitted to the district and approved for district use. Contracts will be reported as needed per the BOT reporting guidelines. The term for this roster of vendors ends 5/31/2024.
1630 1631 1632	Construction Mgr.-at-Risk: Pearce High School Renovations and Additions (1630) Mohawk Elementary Renovations and Additions (1631) Brentfield Elementary Renovations and Additions (1632)	Utilizing the roster of Board-approved general contractors, proposals were solicited from four selected firms whose specific project history and accomplishments recommended them as candidates for projects of this scope. In accordance with step two of the construction manager-at-risk process, this award recommendation is based on the qualifications submittals, project team interviews and fee proposals of each respondent. The award recommendation meets the goal of best value to the District in accordance with the published selection criteria. This recommendation is for preconstruction services only as approval to proceed with actual construction services is dependent on 2021 bond passage.
20-102	Employee Assistance Program (EAP)	The district wanted to increase the coverage for EAP services to employees. This recommendation includes a rate guarantee for five years.
20-103	Fire Extinguisher Equipment, Service and Inspections	This recommendation covers the fire safety requirements for all District facilities including all the necessary equipment plus the inspections required by the State Fire Marshall's Office (SFMO). The selected sources will serve the District for a four-year term.
20-104	HVAC Equipment, Parts and Supplies	Maintenance and Operations requires a substantial number of suppliers to meet the long-term HVAC needs for all the District facilities. This recommendation includes a comprehensive roster of suppliers for capital equipment, replacement parts, day-to-day MRO supplies and equipment servicing. The term agreement will be for a period of five years.
20-106	Property Insurance	A layered program, with Arch Specialty Insurance Company as the lead underwriter, submitted the lowest quote for the appropriate coverage for Wind, Hail, and All Other Perils Property Insurance with a total premium of \$2,039,796. The coverage and terms quoted allow for a \$2.5 million one time capped deductible for any one loss. Liberty Mutual Insurance Company submitted the lowest quote for the appropriate coverage for Boiler and Machinery coverage with a total premium of \$22,860. Indian Harbor Insurance Company submitted the lowest quote for the appropriate coverage for Terrorism Property Insurance coverage with a total premium of \$16,800. The recommendation is to award coverage to the layered program with Arch Specialty Insurance Company, Liberty Mutual Insurance Company and Indian Harbor Insurance Company as best value based on appropriate coverage, lowest price and quality of service. This is a one year term with no renewals.

20-107 Excess Workers Compensation Insurance Liberty Mutual Insurance Company submitted the lowest quote for the appropriate coverage for Excess Workers Compensation coverage with a total premium of \$85,059. The recommendation is to award coverage to Liberty Mutual Insurance Company as best value based on appropriate coverage, lowest price and quality of service. This is a one year terms with no renewals.

**Bid Renewals:**

<b>Bid #</b>	<b>Description</b>	<b>Comments</b>
1530	Child Nutrition Disposable Supplies and Related Items	On Monday, December 3, 2018, the RISD Board of Trustees approved a compliance proposal that established vendors for the legal acquisition of Child Nutrition Disposable Supplies and Related Items. This agreement was for one year with an option to renew for an additional two years in one-year increments. The recommendation is to exercise the second and final renewal option per the original terms of the bid agreement.
1355	Depository Services	The district awarded the current depository service vendor June 1, 2015 for an initial two year term. TEC, §45.205(b) allows for 3 additional two year terms. The district is exercising the last renewal option which will be in effect for July 1, 2021 to June 30, 2023.
1576	Temporary Labor Services	This is a compliance bid that establishes vendors for the placement of temporary staff primarily used by the Finance, Child Nutrition, Facility Services, and Central Warehouse Departments on an as-needed basis. This is a one year bid that begins December 1, 2019 and ends November 30, 2020 with two additional years renewable in one year increments. The district is exercising the second renewal option.

**BOARD OF TRUSTEES**  
Richardson Independent School District  
Richardson, Texas

**Date:** December 7, 2020

**Submitted by:** David Pate, CFO, Finance & Support Services

**INFORMATION ITEM**

**TOPIC:** Upcoming Bids

**BACKGROUND INFORMATION**

Attached is a schedule of anticipated bids for the next 12 months.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent presents this schedule for the Board's information.

## RISD Purchasing Department- Upcoming Bids

### **BOT Meeting**

#### **January**

Online Software Delivery and Subscriptions

Vent Hood Services

#### **February**

Cheerleading, Dance & Drill Team Related Items

#### **March**

Kitchen Smallwares for Child Nutrition

Flooring Materials and Supplies

Security Camera and Fire Alarm Services

#### **April**

Career and Technology Education (CTE) Programs – Supplies, Services, Software and Related items

Custodial Equipment & Related Items

Architectural Services

#### **May**

Elevators & Wheelchair Lifts - Service and Inspections

Doors & Associated Hardware

#### **June**

Produce Product Delivery for Child Nutrition

Computer and Service

#### **August**

PPE-Personal Protection Equipment & Related Items

Copiers (District-wide)

#### **September**

#### **October**

#### **November**

#### **December**

**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** December 07, 2020

**Submitted by:** David Pate, CFO, Finance and Support Services

## **INFORMATION ITEM**

**TOPIC:** Bond Expenditure Reports

### **BACKGROUND INFORMATION**

The Bond Program Management Department prepares a report of the 2016 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

### **SUPERINTENDENT'S RECOMMENDATION**

The Superintendent presents these reports for the Board's information.

**RICHARDSON INDEPENDENT SCHOOL DISTRICT**  
**Bond Expenditures By Project Through November 05, 2020**  
**Bond Series 2016**

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2016 Bond	Changes from Prior Report 9-Oct-20			
									Spent and Committed	Estimate to Complete	Available or (Shortage)	
<b>Instruction &amp; Technology</b>												
Athletics	9,205,140	8,645,140	6,767,733	78.3%	1,877,407	1,877,407	-	8,645,140.0	18,914	(18,914)	-	
Career & Technical Education	16,332,244	16,332,244	14,124,718	86.5%	2,207,526	2,207,526	-	16,332,244.0	140,602	(140,602)	-	
Fine Arts	7,405,580	6,866,504	5,561,412	81.0%	1,305,092	1,305,092	-	6,866,503.5	39,300	(39,300)	-	
Health Services	266,780	358,445	358,445	100.0%	-	-	-	358,445.0	-	-	-	
Innovative Instructional Space/Library Media	19,188,412	16,870,553	13,809,917	81.9%	3,060,636	3,060,636	-	16,870,553.0	(613,507)	613,507	-	
Instructional Technology	59,216,049	59,216,049	54,839,012	92.6%	4,377,037	4,377,037	-	59,216,049.0	120,724	(120,724)	-	
Junior Reserve Officer Training Corp (JROTC)	623,500	623,500	525,495	84.3%	98,005	98,005	-	623,500.0	2,533	(2,533)	-	
Language Arts	1,914,445	1,914,445	1,367,733	71.4%	546,712	546,712	-	1,914,445.3	-	-	-	
Languages Other Than English	1,185,800	1,185,800	775,965	65.4%	409,835	409,835	-	1,185,800.0	948	(948)	-	
Mathematics	1,151,550	1,151,550	1,105,981	96.0%	45,569	45,569	-	1,151,550.0	-	-	-	
Multipurpose Activity Centers	59,981,665	57,297,521	50,257,351	87.7%	7,040,170	7,040,170	-	57,297,521.1	-	-	-	
PACE After School Program	216,000	216,000	152,182	70.5%	63,818	63,818	-	216,000.0	1,265	(1,265)	-	
Physical Education & Health	489,400	454,400	277,054	61.0%	177,346	177,346	-	454,400.0	5,798	(5,798)	-	
Science	2,656,702	2,656,702	2,580,224	97.1%	76,478	76,478	-	2,656,702.0	(2,670)	2,670	-	
Social Studies	311,523	311,708	311,708	100.0%	-	-	-	311,707.7	-	-	-	
Special Education	1,438,000	1,438,000	1,203,160	83.7%	234,840	234,840	-	1,438,000.0	12,268	(12,268)	-	
Student Assistance Programs	55,875	55,875	6,302	11.3%	49,573	49,573	-	55,875.0	-	-	-	
Student Performance and Evaluation	410,000	410,000	326,509	79.6%	83,491	83,491	-	410,000.0	-	-	-	
Visual Arts	547,697	465,795	393,103	84.4%	72,692	72,692	-	465,795.0	(104)	104	-	
	<u>182,596,362</u>	<u>176,470,231</u>	<u>154,744,003</u>	<u>87.7%</u>	<u>21,726,228</u>	<u>21,726,228</u>	<u>-</u>	<u>176,470,231</u>	<u>(273,930)</u>	<u>273,930</u>	<u>-</u>	
<b>Infrastructure and Support</b>												
Enterprise Technology	35,565,000	35,415,000	25,250,099	71.3%	10,164,901	10,164,901	-	35,415,000	(80,691)	80,691	-	
Facilities	97,507,693	81,036,814	79,083,749	97.6%	1,953,065	1,953,065	-	81,036,814	660,663	(660,663)	-	
Furniture, Office Equipment, Copiers	7,534,426	7,534,426	5,948,307	78.9%	1,586,119	1,586,119	-	7,534,426	891,823	(891,823)	-	
Maintenance & Operations	1,978,281	1,978,281	1,781,712	90.1%	196,569	196,569	-	1,978,281	-	-	-	
Program and Project Management	1,282,044	1,282,044	924,486	72.1%	357,558	357,558	-	1,282,044	370	(370)	-	
Transportation	3,349,835	1,099,835	1,013,804	92.2%	86,031	86,031	-	1,099,835	-	-	-	
	<u>147,217,279</u>	<u>128,346,400</u>	<u>114,002,156</u>	<u>89%</u>	<u>14,344,244</u>	<u>14,344,244</u>	<u>-</u>	<u>128,346,400</u>	<u>1,472,166</u>	<u>(1,472,166)</u>	<u>-</u>	
<b>Construction</b>												
Construction	107,271,359	145,274,590	138,055,299	95.0%	7,219,291	7,219,291	-	145,274,590	58,996	(58,996)	-	
	<u>107,271,359</u>	<u>145,274,590</u>	<u>138,055,299</u>	<u>95.0%</u>	<u>7,219,291</u>	<u>7,219,291</u>	<u>-</u>	<u>145,274,590</u>	<u>58,996</u>	<u>(58,996)</u>	<u>-</u>	
<b>TOTAL 2016 BOND</b>	<u>437,085,000</u>	<u>450,091,221</u>	<u>406,801,458</u>	<u>90.4%</u>	<u>43,289,763</u>	<u>43,289,763</u>	<u>-</u>	<u>450,091,221</u>	<u>1,257,232</u>	<u>(1,257,232)</u>	<u>-</u>	

(1) "Estimate To Complete" includes 100% of the original project estimate for projects not yet bid and estimated cost of projects in progress.

(2) From the total bond amount, \$84M was issued on 7/21/16, \$225M was issued on 5/31/17, and \$128M was issued on 6/13/19

**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, CFO, Finance & Support Services

## **ACTION ITEM**

**TOPIC:** Budget Status Report – 2020-2021 Annual Budget

### **BACKGROUND INFORMATION**

In compliance with the Texas Education Code and also with TEA Financial Accounting and Reporting Budgeting Module, the expenditure budget for the District must be approved by the Board of Trustees. The annual budget includes Funds 199 (Operating), 240 (Child Nutrition), and 599 (Debt Service) and is adopted by function and object series as prescribed by the Budgeting Module.

Many changes in function expenditures occur within each month. To keep the Board informed of these changes, the Budget Status Report for expenditures is presented for approval on a monthly basis. Changes in function expenditures or appropriations in amounts greater than \$5,000 are not made until the Board of Trustees gives its approval.

### **SUPERINTENDENT’S RECOMMENDATION**

The Superintendent recommends that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report as listed on the following pages.

### **RESOLUTION**

**WHEREAS**, the Board of Trustees adopted the budget for the fiscal year in June; and

**WHEREAS**, changes occur in expenditures during the year; and

**WHEREAS**, these changes are necessary for the successful education of the students in the district and

**WHEREAS**, ensuring timely and accurate financial record keeping supports the Board’s Strategic Objectives and Strategies;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report on the following pages.

## Summary of Budget - Proposed Amendments - All Official Funds

Summary as of Date December 7, 2020

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes <sup>1</sup>	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 116,863,591	\$ -	\$ -	\$ -	\$ 116,863,591	\$ -	\$ 61,650	\$ -	\$ 116,925,241
<b>Revenues</b>									
Local	364,361,209	-	-	-	364,361,209	-	-	-	364,361,209
State	102,425,038	-	-	-	102,425,038	-	-	-	102,425,038
Federal	20,218,845	-	-	-	20,218,845	-	-	-	20,218,845
<b>Total Revenues</b>	<b>487,005,092</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>487,005,092</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>487,005,092</b>
<b>Expenditures</b>									
Function 11 - Instruction	241,954,982	57,428	-	(258,452)	241,753,958	-	-	(728,130)	241,025,828
Function 12 - Library/Media Services	6,365,669	11,415	-	122,657	6,499,741	-	-	-	6,499,741
Function 13 - Curriculum/Instructional Staff Development	9,845,180	18,280	-	(1,176,909)	8,686,551	-	-	63,700	8,750,251
Function 21 - Instruction Leadership	7,149,366	27,536	-	(1,258,755)	5,918,147	-	-	253,598	6,171,745
Function 23 - School Leadership	26,520,121	9,475	-	9,813	26,539,409	-	-	8,815	26,548,224
Function 31 - Guidance / Counseling	19,629,554	69,071	-	(35,125)	19,663,500	-	-	654,103	20,317,603
Function 32 - Social Work Services	1,307,607	-	-	-	1,307,607	-	-	-	1,307,607
Function 33 - Health Services	5,747,118	5,174	-	47,500	5,799,792	-	-	10	5,799,802
Function 34 - Student Transportation	10,177,115	2,782,986	-	-	12,960,101	-	-	-	12,960,101
Function 35 - Child Nutrition	17,759,984	-	-	-	17,759,984	-	-	-	17,759,984
Function 36 - Co-curricular / Extracurricular Activities	5,999,413	90,015	-	36,004	6,125,432	-	-	2,000	6,127,432
Function 41 - General Administration	10,318,729	130,942	-	45,162	10,494,833	-	61,650	42,944	10,599,427
Function 51 - Maintenance & Operations	29,992,527	392,787	1,500,000	2,668,684	34,553,998	-	-	(382,264)	34,171,734
Function 52 - Security Services	2,587,744	8,945	-	(84,100)	2,512,589	-	-	-	2,512,589
Function 53 - Data Processing Services	5,683,608	402,312	-	(187,722)	5,898,198	-	-	85,224	5,983,422
Function 61 - Community Services	1,047,783	-	-	64,318	1,112,101	-	-	-	1,112,101
Function 71 - Debt Administration	59,925,074	-	-	-	59,925,074	-	-	-	59,925,074
Function 72 - Debt Administration	28,298,402	-	-	-	28,298,402	-	-	-	28,298,402
Function 73 - Debt Administration	200,000	-	-	-	200,000	-	-	-	200,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	1,199,930	-	-	-	1,199,930	-	-	-	1,199,930
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment	950,000	-	-	-	950,000	-	-	-	950,000
Function 99 - Other Intergovernmental Charges	1,167,100	-	-	6,925	1,174,025	-	-	-	1,174,025
<b>Total Expenditures</b>	<b>494,132,710</b>	<b>4,006,366</b>	<b>1,500,000</b>	<b>-</b>	<b>499,639,076</b>	<b>-</b>	<b>61,650</b>	<b>-</b>	<b>499,700,726</b>
<b>Other Plan Sources (Uses)</b>									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
<b>Total Other Plan Sources (Uses)</b>	<b>(1,000,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,000,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,000,000)</b>
Ending Fund Balance	\$ 108,735,973	\$ (4,006,366)	\$ (1,500,000)	\$ -	\$ 103,229,607	\$ -	\$ -	\$ -	\$ 103,229,607

Note: The beginning fund balance reflects the 2019-20 ending fund balance per the 2019-20 CAFR less nonspendable balances and restrictions, commitments and assignments in the General Fund.

<sup>1</sup> \$61,650 of the assigned fund balance in the General Fund has been designated for bond planning.

**Summary of Budget - Proposed Amendments - General Operating Fund**  
Summary as of Date December 7, 2020

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes <sup>1</sup>	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 87,543,530	\$ -	\$ -	\$ -	\$ 87,543,530	\$ -	\$ 61,650	\$ -	\$ 87,605,180
<b>Revenues</b>									
Local	269,850,510	-	-	-	269,850,510	-	-	-	269,850,510
State	101,854,447	-	-	-	101,854,447	-	-	-	101,854,447
Federal	7,440,000	-	-	-	7,440,000	-	-	-	7,440,000
<b>Total Revenues</b>	<b>379,144,957</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>379,144,957</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>379,144,957</b>
<b>Expenditures</b>									
Function 11 - Instruction	241,954,982	57,428	-	(258,452)	241,753,958	-	-	(728,130)	241,025,828
Function 12 - Library/Media Services	6,365,669	11,415	-	122,657	6,499,741	-	-	-	6,499,741
Function 13 - Curriculum/Instructional Staff Development	9,845,180	18,280	-	(1,176,909)	8,686,551	-	-	63,700	8,750,251
Function 21 - Instruction Leadership	7,149,366	27,536	-	(1,258,755)	5,918,147	-	-	253,598	6,171,745
Function 23 - School Leadership	26,520,121	9,475	-	9,813	26,539,409	-	-	8,815	26,548,224
Function 31 - Guidance / Counseling	19,629,554	69,071	-	(35,125)	19,663,500	-	-	654,103	20,317,603
Function 32 - Social Work Services	1,307,607	-	-	-	1,307,607	-	-	-	1,307,607
Function 33 - Health Services	5,747,118	5,174	-	47,500	5,799,792	-	-	10	5,799,802
Function 34 - Student Transportation	10,177,115	2,782,986	-	-	12,960,101	-	-	-	12,960,101
Function 35 - Child Nutrition	-	-	-	-	-	-	-	-	-
Function 36 - Co-curricular / Extracurricular Activities	5,999,413	90,015	-	36,004	6,125,432	-	-	2,000	6,127,432
Function 41 - General Administration	10,318,729	130,942	-	45,162	10,494,833	-	61,650	42,944	10,599,427
Function 51 - Maintenance & Operations	29,715,445	392,787	1,500,000	2,668,684	34,276,916	-	-	(382,264)	33,894,652
Function 52 - Security Services	2,587,744	8,945	-	(84,100)	2,512,589	-	-	-	2,512,589
Function 53 - Data Processing Services	5,683,608	402,312	-	(187,722)	5,898,198	-	-	85,224	5,983,422
Function 61 - Community Services	1,045,283	-	-	64,318	1,109,601	-	-	-	1,109,601
Function 71 - Debt Administration	9,245	-	-	-	9,245	-	-	-	9,245
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	1,199,930	-	-	-	1,199,930	-	-	-	1,199,930
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,167,100	-	-	6,925	1,174,025	-	-	-	1,174,025
<b>Total Expenditures</b>	<b>386,728,913</b>	<b>4,006,366</b>	<b>1,500,000</b>	<b>-</b>	<b>392,235,279</b>	<b>-</b>	<b>61,650</b>	<b>-</b>	<b>392,296,929</b>
<b>Other Plan Sources (Uses)</b>									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
<b>Total Other Plan Sources (Uses)</b>	<b>(1,000,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,000,000)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(1,000,000)</b>
<b>Ending Fund Balance</b>	<b>\$ 78,959,574</b>	<b>\$ (4,006,366)</b>	<b>\$ (1,500,000)</b>	<b>\$ -</b>	<b>\$ 73,453,208</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 73,453,208</b>

Note: The beginning fund balance reflects the 2019-20 ending fund balance per the 2019-20 CAFR less nonspendable balances and restrictions, commitments and assignments in the General Fund.

<sup>1</sup> \$61,650 of the assigned fund balance in the General Fund has been designated for bond planning.

**Summary of Budget - Proposed Amendments - Child Nutrition Fund**  
 Summary as of Date December 7, 2020

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 3,726,985				\$ 3,726,985				\$ 3,726,985
<b>Revenues</b>									
Local	5,171,838	-	-	-	5,171,838	-	-	-	5,171,838
State	88,883	-	-	-	88,883	-	-	-	88,883
Federal	12,778,845	-	-	-	12,778,845	-	-	-	12,778,845
<b>Total Revenues</b>	<b>18,039,566</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>18,039,566</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>18,039,566</b>
<b>Expenditures</b>									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	17,759,984	-	-	-	17,759,984	-	-	-	17,759,984
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	277,082	-	-	-	277,082	-	-	-	277,082
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	2,500	-	-	-	2,500	-	-	-	2,500
Function 71 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>18,039,566</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>18,039,566</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>18,039,566</b>
<b>Other Plan Sources (Uses)</b>									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
<b>Total Other Plan Sources (Uses)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Ending Fund Balance</b>	<b>\$ 3,726,985</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,726,985</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 3,726,985</b>

Note: The beginning fund balance reflects the 2019-20 ending fund balance less nonspendable balances per the 2019-20 CAFR.

**Summary of Budget - Proposed Amendments - Debt Service Fund**  
 Summary as of Date December 7, 2020

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 25,593,076				\$ 25,593,076				\$ 25,593,076
<b>Revenues</b>									
Local	89,338,861	-	-	-	89,338,861	-	-	-	89,338,861
State	481,708	-	-	-	481,708	-	-	-	481,708
Federal	-	-	-	-	-	-	-	-	-
<b>Total Revenues</b>	<b>89,820,569</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>89,820,569</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>89,820,569</b>
<b>Expenditures</b>									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	-	-	-	-	-	-	-	-	-
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	-	-	-	-	-	-	-	-	-
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	59,915,829	-	-	-	59,915,829	-	-	-	59,915,829
Function 72 - Debt Administration	28,298,402	-	-	-	28,298,402	-	-	-	28,298,402
Function 73 - Debt Administration	200,000	-	-	-	200,000	-	-	-	200,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	950,000	-	-	-	950,000	-	-	-	950,000
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>89,364,231</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>89,364,231</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>89,364,231</b>
<b>Other Plan Sources (Uses)</b>									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
<b>Total Other Plan Sources (Uses)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Ending Fund Balance	\$ 26,049,414	\$ -	\$ -	\$ -	\$ 26,049,414	\$ -	\$ -	\$ -	\$ 26,049,414

Note: The beginning fund balance reflects the 2019-20 ending fund balance per the 2019-20 CAFR.

**BOARD MEETING  
December 7, 2020**

**FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)**

ACCOUNTS	REASON	AMOUNT
To: 199.11.63991.124.36.0000.839.000	Consumable Supplies Teaching	8,600.00
To: 199.11.63990.120.11.3057.000.000	Other Supplies and Materials	1,000.00
From: 199.11.63990.885.25.0000.872.000	Other Supplies and Materials	(16,000.00)
To: 199.11.63990.885.25.0000.885.000	Other Supplies and Materials	16,000.00
From: 199.11.61120.002.11.0000.895.000	Subst for Teachers or Oth Prof	(6,000.00)
From: 199.11.63991.047.11.1600.000.000	Consumable Supplies Teaching	(3,000.00)
To: 199.11.61170.144.36.0000.839.000	Xtra Pay OT Prof Personnel	27,500.00
To: 199.11.62990.146.11.0000.733.000	Misc Contracted Services	10,000.00
To: 199.11.61120.146.11.1600.000.000	Subst for Teachers or Oth Prof	2,500.00
From: 199.11.64997.146.11.1600.000.000	Student Awards and Incentives	(1,000.00)
From: 199.11.61190.999.11.0000.997.000	Salaries Teachers and Oth Prof	(24,000.00)
To: 199.11.62993.109.11.0000.000.000	WebBased Software Subscription	3,250.00
From: 199.11.63990.002.11.0000.889.000	Other Supplies and Materials	(1,234.00)
From: 199.11.61120.002.11.0000.890.000	Subst for Teachers or Oth Prof	(1,000.00)
To: 199.11.61120.890.11.0000.872.000	Subst for Teachers or Oth Prof	1,000.00
To: 199.11.63210.889.11.0000.872.000	Other Instructional Materials	1,234.00
From: 199.11.63990.885.25.0000.872.000	Other Supplies and Materials	(500.00)
To: 199.11.63990.885.25.0000.885.000	Other Supplies and Materials	500.00
From: 199.11.63990.047.11.1600.000.000	Other Supplies and Materials	(1,378.00)
To: 199.11.61170.xxx.36.0000.839.000	Xtra Pay OT Prof Personnel	250,000.00
From: 199.11.63990.048.11.3006.000.000	Other Supplies and Materials	(2,585.02)
From: 199.11.63991.111.11.1042.000.000	Consumable Supplies Teaching	(2,410.01)
To: 199.11.63992.111.11.2546.000.000	Consumable Supplies Technology	2,000.00
From: 199.11.63210.048.11.0000.000.000	Other Instructional Materials	(750.00)
From: 199.11.63991.003.11.1600.000.000	Consumable Supplies Teaching	(7,421.00)
To: 199.11.61190.126.23.0000.997.000	Salaries Teachers and Oth Prof	35,000.00
To: 199.11.61190.146.23.0000.997.000	Salaries Teachers and Oth Prof	35,000.00
From: 199.11.61190.876.23.0000.997.000	Salaries Teachers and Oth Prof	(688,548.00)
From: 199.11.61190.999.36.0000.997.000	Salaries Teachers and Oth Prof	(75,000.00)
From: 199.11.61290.876.23.0000.997.000	Salaries Teachers and Oth Prof	(191,803.00)
From: 199.11.64120.852.11.0000.852.000	Student Travel	(5,000.00)
From: 199.11.63991.003.11.1600.000.000	Consumable Supplies Teaching	(77.00)
From: 199.11.63991.122.11.1600.000.000	Consumable Supplies Teaching	(18.00)
From: 199.11.63990.045.11.1600.000.000	Other Supplies and Materials	(21.00)
From: 199.11.63994.105.11.0000.000.000	Postage	(100.00)
From: 199.11.63991.117.11.1600.000.000	Consumable Supplies Teaching	(124.00)
From: 199.11.63990.128.11.1600.000.000	Other Supplies and Materials	(325.00)
From: 199.11.63991.002.11.0000.000.000	Consumable Supplies Teaching	(7,470.00)
From: 199.11.6XXXX.863.22.163X.863.000	Student Travel	(85,950.00)
<b>TOTAL FUNCTION 11</b>		<b>(728,130.03)</b>

**FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)**

<b>ACCOUNTS</b>	<b>REASON</b>	<b>AMOUNT</b>
<b>From:</b> 199.13.63990.839.36.0000.839.000	Other Supplies and Materials	(8,600.00)
<b>From:</b> 199.13.64110.894.36.0000.894.000	Travel and Subsistence EE	(200.00)
<b>From:</b> 199.13.64110.146.99.0000.000.000	Travel and Subsistence EE	(1,500.00)
<b>From:</b> 199.13.63990.839.36.0000.839.000	Other Supplies and Materials	(1,000.00)
<b>To:</b> 199.13.61190.839.36.0000.997.000	Salaries Teachers and Oth Prof	75,000.00
<b>TOTAL FUNCTION 13</b>		<b>63,700.00</b>
<b>From:</b> 199.21.64110.893.99.0000.872.000	Travel and Subsistence EE	(15,700.00)
<b>From:</b> 199.21.63990.892.99.0000.872.000	Other Supplies and Materials	(2,750.00)
<b>From:</b> 199.21.63990.887.99.0000.872.000	Other Supplies and Materials	(500.00)
<b>To:</b> 199.21.63990.887.99.0000.887.000	Other Supplies and Materials	500.00
<b>To:</b> 199.21.62990.895.99.0000.895.000	Misc Contracted Services	6,000.00
<b>To:</b> 199.21.64110.893.99.0000.893.000	Travel and Subsistence EE	15,700.00
<b>To:</b> 199.21.63990.892.99.0000.892.000	Other Supplies and Materials	2,750.00
<b>To:</b> 199.21.62994.894.99.0000.894.000	Printing/Duplication	200.00
<b>From:</b> 199.21.63990.845.99.0000.872.000	Other Supplies and Materials	(4,787.19)
<b>To:</b> 199.21.63990.845.99.0000.845.000	Other Supplies and Materials	4,787.19
<b>To:</b> 199.21.64992.839.99.0000.839.000	Food Consumed by EE Onsite	1,000.00
<b>To:</b> 199.21.61290.876.23.0000.997.000	Salaries or Wages Support Pers	191,803.00
<b>To:</b> 199.21.64990.852.99.0000.852.000	Other Misc Operating Cost	5,000.00
<b>To:</b> 199.21.61190.863.22.0000.997.000	Salaries Teachers and Oth Prof	49,595.00
<b>TOTAL FUNCTION 21</b>		<b>253,598.00</b>
<b>To:</b> 199.23.61170.004.99.0000.000.000	Xtra Pay OT Prof Personnel	4,000.00
<b>To:</b> 199.23.64992.047.99.0000.000.000	Food Consumed by EE Onsite	3,000.00
<b>To:</b> 199.23.63999.111.99.0000.000.000	Equipment	410.01
<b>To:</b> 199.23.63993.048.99.0000.000.000	Consumable Supplies Office	750.00
<b>To:</b> 199.23.62994.003.99.0000.000.000	Printing/Duplication	77.00
<b>To:</b> 199.23.62994.122.99.1600.000.000	Printing/Duplication	18.00
<b>To:</b> 199.23.62994.045.99.0000.000.000	Printing/Duplication	21.00
<b>To:</b> 199.23.62994.105.99.0000.000.000	Printing/Duplication	90.00
<b>To:</b> 199.23.62994.117.99.0000.000.000	Printing/Duplication	124.00
<b>To:</b> 199.23.62994.128.99.0000.000.000	Printing/Duplication	325.00
<b>TOTAL FUNCTION 23</b>		<b>8,815.01</b>
<b>To:</b> 199.31.63990.885.25.0000.885.000	Other Supplies and Materials	6,000.00
<b>From:</b> 199.31.63990.872.25.0000.872.000	Other Supplies and Materials	(6,000.00)
<b>From:</b> 199.31.63990.876.99.0000.876.000	Other Supplies and Materials	(800.00)
<b>To:</b> 199.31.61190.876.23.0000.997.000	Salaries Teachers and Oth Prof	688,548.00
<b>From:</b> 199.31.61190.999.33.0000.997.000	Salaries Teachers and Oth Prof	(70,000.00)
<b>To:</b> 199.31.61190.863.22.0000.997.000	Salaries Teachers and Oth Prof	36,355.00
<b>TOTAL FUNCTION 31</b>		<b>654,103.00</b>
<b>To:</b> 199.33.62994.105.99.3021.000.000	Printing/Duplication	10.00
<b>TOTAL FUNCTION 33</b>		<b>10.00</b>

**FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)**

<b>ACCOUNTS</b>	<b>REASON</b>	<b>AMOUNT</b>
<b>To:</b> 199.36.64998.004.23.0000.000.000	Student Clothing not uniforms	2,000.00
<b>TOTAL FUNCTION 36</b>		<b>2,000.00</b>
<b>From:</b> 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	(4,000.00)
<b>From:</b> 199.41.63993.737.99.3057.737.000	Consumable Supplies Office	(1,000.00)
<b>From:</b> 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	(27,500.00)
<b>From:</b> 199.41.62990.733.99.0000.733.000	Misc Contracted Services	(10,000.00)
<b>From:</b> 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	(2,000.00)
<b>From:</b> 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	(3,250.00)
<b>To:</b> 199.41.63990.737.99.0000.737.000	Other Supplies and Materials	90,694.00
<b>TOTAL FUNCTION 41</b>		<b>42,944.00</b>
<b>To:</b> 199.51.64296.876.99.0000.876.000	Technology Laptop Insurance	800.00
<b>To:</b> 199.51.61210.911.99.0000.934.000	Extra Duty Pay OT Supp Pers	9,000.00
<b>To:</b> 199.51.62990.911.99.0000.934.000	Misc Contracted Services	6,293.00
<b>To:</b> 199.51.63192.911.99.0000.934.000	Building Maintenance Supplies	8,707.00
<b>To:</b> 199.51.64296.047.99.0000.000.000	Technology Laptop Insurance	1,378.00
<b>From:</b> 199.51.63990.999.99.3057.996.000	Other Supplies and Materials	(425,918.00)
<b>To:</b> 199.51.64296.048.99.0000.000.000	Technology Laptop Insurance	2,585.02
<b>To:</b> 199.51.64296.003.99.0000.000.000	Technology Laptop Insurance	7,421.00
<b>To:</b> 199.51.64296.002.99.0000.000.000	Technology Laptop Insurance	7,470.00
<b>TOTAL FUNCTION 51</b>		<b>(382,263.98)</b>
<b>To:</b> 199.53.61290.736.99.0000.997.000	Salaries or Wages Support Pers	85,224.00
<b>TOTAL FUNCTION 53</b>		<b>85,224.00</b>
<b>TOTAL FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)</b>		<b>0.00</b>
<b>OTHER PLAN SOURCES ( USES ) - OPERATING FUND (199)</b>		
<b>To:</b> 199.41.62990.744.99.0000.938.000 Bond planning		
<b>TOTAL FUNCTION 41</b>		<b>61,650.00</b>
<b>TOTAL OTHER PLAN USES - OPERATING FUND (199)</b>		<b>61,650.00</b>

**BOARD OF TRUSTEES  
Richardson Independent School  
District Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, CFO, Finance & Support Services

## **INFORMATION ITEM**

**TOPIC:** Monthly Financial Statements

### **BACKGROUND INFORMATION**

The financial statements for the General Fund, Child Nutrition Fund and Debt Service Fund are presented for review.

### **SUPERINTENDENT'S RECOMMENDATION**

The Superintendent presents these financial statements for the Board's Information



## FINANCE OFFICE

### RICHARDSON INDEPENDENT SCHOOL DISTRICT

*Where all students connect, learn, grow and succeed*

Date: December 7, 2020  
To: David Pate, CPA  
Chief Financial Officer  
From: Kimberlyee Chappell, CPA  
Executive Director of Finance  
Subject: Summary of September 2020 Monthly Financial Statements

#### YEAR TO DATE PAYROLL COSTS EXCLUDING TRS – FUND 199

As of September 30, 2020, the year to date budget of payroll costs for the General Fund exceeds actual costs by \$3.4 million. Actual payroll costs for the General Fund (excluding TRS On-behalf payments) totaled \$46,268,997, an increase of \$1,861,335 when compared to \$44,407,662 at September 30, 2019.

#### SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE

##### General Fund (199)

As of September 30, 2020, 25% of the year has passed. Revenues are consistent with budget expectations and/or prior year activity, except for the following sources:

- Earnings from Temporary Deposits and Investments (Object 5742) decreased by 89% due to the sharp decline in interest rates.
- Athletic Activities (Object 5752) decreased by 98% due to COVID-19 related restrictions.

As of September 2020, expenditures are consistent with budget expectations and/or prior year activity, except for the following functions:

- Function 51 (Plant Maintenance and Operations) – General supplies increased due to the purchase of personal protective equipment (PPE).
- Function 61 (Community Services) – Contracted services increased due to the purchase of the web-based subscription EZChildTrack by the XPlore program to track students and payments.
- Function 35 (Food Service) and Function 81 (Facilities, Acquisition and Construction) – the retention stipend paid in September 2020 impacted all functions, but specifically these functions which normally do not incur activity during the school year. In January 2021, a budget transfer will be initiated to accurately reflect actual activity.

## Child Nutrition Fund (240)

As of September 30, 2020, 25% of the year has passed. Revenues are consistent with budget expectations and/or prior year activity, except for the following sources:

- Earnings from Temporary Deposits and Investments (Object 5742) decreased by 93% due to the sharp decline in interest rates.
- Food Service (Object 5751) decreased by 90% because of campus closures due to COVID-19. This code reports the revenues collected from students and adults for meals.

As of September 30, 2020, 25% of the year has passed. Expenditures in all functions represent 25% or less of the budget.

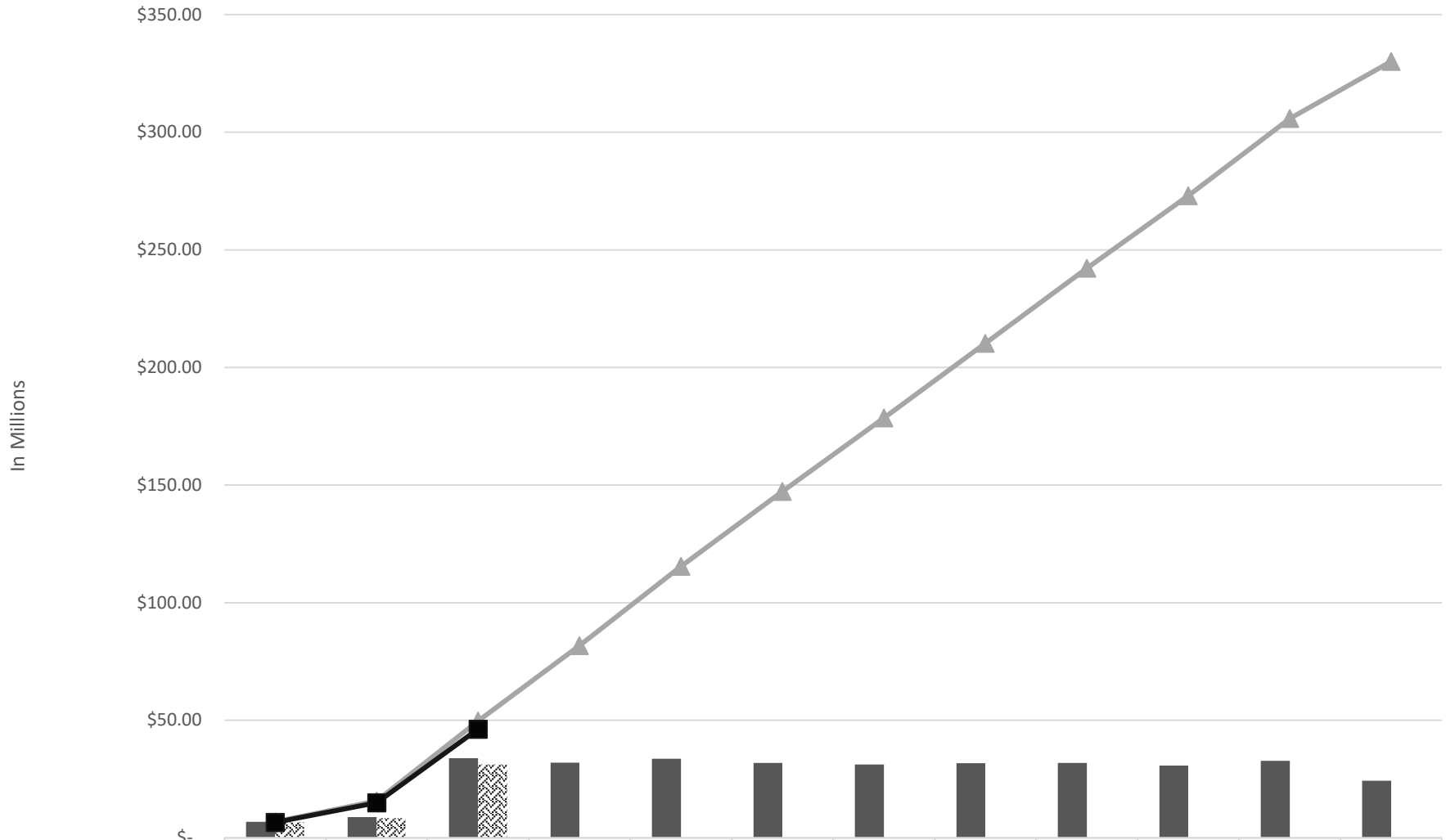
## Debt Service Fund (599)

Revenues are consistent with budget expectations and/or prior year activity, except for the following source:

- Earnings from Temporary Deposits and Investments (Object 5742) decreased by 93%, due to the sharp decline in interest rates.

The District makes scheduled principal and interest payments in February and interest payments in August. The expenditures in Function 72 – Interest on Long-term Debt represent the scheduled interest payments. The expenditures in Function 73 – Bond Issuance Costs and Fees include paying agent, arbitrage rebate calculation and continuing disclosure fees.

## FY 2021 General Fund Payroll Analysis Excluding TRS On-behalf



■ Budget By Month	\$6.84	\$8.91	\$33.94	\$32.01	\$33.71	\$31.91	\$31.20	\$31.77	\$31.91	\$30.82	\$32.81	\$24.27
▨ Actual By Month	\$6.62	\$8.39	\$31.25									
▲ Cumulative Budget	\$6.84	\$15.75	\$49.69	\$81.70	\$115.41	\$147.32	\$178.51	\$210.28	\$242.19	\$273.01	\$305.82	\$330.09
■ Cumulative Actual	\$6.62	\$15.02	\$46.27									

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE  
BUDGET TO ACTUAL  
GENERAL FUND (161 and 199)**

<b>% OF YEAR COMPLETE: 25%</b>	<b>Sep-20</b>	<b>Sep-20</b>	<b>Percent of Actual</b>	<b>Sep-19</b>	<b>Sep-19</b>	<b>Percent of Actual</b>
<b>DESCRIPTION</b>	<b>Budget</b>	<b>Actual</b>	<b>to Budget</b>	<b>Budget</b>	<b>Actual</b>	<b>to Budget</b>
<b>REVENUES</b>						
5711 Taxes Current Year Levy	\$ 262,439,510.00	\$ (1,242.99)	0%	\$ 244,904,013.00	\$ -	0%
5712 Taxes Prior Years	300,000.00	(448,209.06)	-149%	30,000.00	116,781.84	389%
5719 Penalties Interest and Other Tax Revenues	1,000,000.00	52,519.12	5%	650,000.00	59,939.77	9%
5739 Tuition and Fees	2,750,000.00	89,738.32	3%	4,434,732.00	624,981.90	14%
5742 Earnings from Temporary Deposits and Investments	1,500,000.00	78,028.18	5%	2,750,000.00	707,627.38	26%
5743 Rent	1,666,000.00	534,843.05	32%	1,666,000.00	383,081.98	23%
5744 Revenue from Foundations, Other Non-Profit Organizations Gifts and Bequests	-	311.71	100%	15,000.00	627.71	4%
5745 Insurance Recovery	-	8,046.49	100%	25,000.00	1,824.28	7%
5749 Other Revenues from Local Sources	195,000.00	55,995.18	29%	195,000.00	51,265.79	26%
5752 Athletic Activities	-	1,940.65	100%	4,000.00	122,178.41	3054%
5754 Quasi External Interfund Transactions	-	-	0%	-	7,525.99	100%
5769 Miscellaneous Revenues from Intermediate Sources	-	93,000.00	100%	50,000.00	-	0%
5811 Per Capita Apportionment	14,660,059.00	587,416.00	4%	7,282,096.00	-	0%
5812 Foundation School Program Act Entitlements	65,234,388.00	33,689,204.00	52%	76,490,197.00	38,936,938.00	51%
5819 Other Foundation School Program Act Revenues	-	-	0%	-	512,369.30	100%
5829 State Program Revenues Distributed by Texas Education Agency	-	-	0%	3,000.00	-	0%
5831 Teacher Retirement TRS Care On-Behalf Payments	21,960,000.00	4,776,914.42	22%	21,960,000.00	4,302,798.48	20%
5929 Federal Revenues Distributed by Texas Education Agency	1,400,000.00	-	0%	1,400,000.00	1,058.73	0%
5931 School Health and Related Services (SHARS)	5,900,000.00	11,243.71	0%	6,750,000.00	70,731.10	1%
5939 Federal Revenues Distributed by State of Texas Government Agencies (Other than Texas Education Agency)	140,000.00	4,048.14	3%	140,000.00	56,230.15	40%
<b>TOTAL REVENUES</b>	<b>379,144,957.00</b>	<b>39,533,796.92</b>		<b>368,749,038.00</b>	<b>45,955,960.81</b>	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE  
BUDGET TO ACTUAL  
GENERAL FUND (161 and 199)**

<b>% OF YEAR COMPLETE: 25%</b>	<b>Sep-20</b>	<b>Sep-20</b>	<b>Percent of Actual</b>	<b>Sep-19</b>	<b>Sep-19</b>	<b>Percent of Actual</b>
<b>DESCRIPTION</b>	<b>Budget</b>	<b>Actual</b>	<b>to Budget</b>	<b>Budget</b>	<b>Actual</b>	<b>to Budget</b>
<b>EXPENDITURES</b>						
11 Instruction	241,772,656.81	29,166,078.71	12%	232,919,894.13	28,806,834.43	12%
12 Instructional Resources and Media Services	6,495,741.00	739,062.19	11%	6,297,602.45	768,608.12	12%
13 Curriculum Development and Instructional Staff Development	8,684,050.54	1,427,715.76	16%	7,480,743.28	2,210,454.13	30%
21 Instructional Leadership	5,908,147.00	1,572,115.29	27%	5,903,651.35	1,308,650.55	22%
23 School Leadership	26,539,209.39	5,074,330.86	19%	26,009,585.00	4,655,632.93	18%
31 Guidance, Counseling and Evaluation Services	19,655,500.00	3,196,853.58	16%	17,217,055.39	2,517,083.79	15%
32 Social Work Services	1,307,607.00	382,418.83	29%	1,407,336.37	336,963.57	24%
33 Health Services	5,795,792.00	722,587.26	12%	4,693,771.97	533,371.59	11%
34 Student (Pupil) Transportation	12,960,101.00	1,447,807.79	11%	10,819,066.56	1,996,740.97	18%
35 Food Service	-	229,576.63	100%	-	3,003.97	100%
36 Cocurricular/Extracurricular Activities	6,125,432.00	689,982.52	11%	5,837,570.31	953,393.09	16%
41 General Administration	10,504,833.13	2,369,046.63	23%	10,340,048.84	2,485,754.42	24%
51 Plant Maintenance and Operations	32,776,915.93	8,393,411.08	26%	30,910,278.09	6,550,174.02	21%
52 Security and Monitoring Services	2,512,589.00	258,448.55	10%	2,921,272.10	220,442.62	8%
53 Data Processing Services	5,898,198.00	1,276,017.73	22%	5,697,281.81	1,079,803.88	19%
61 Community Services	1,109,601.20	325,757.26	29%	843,064.00	177,348.50	21%
71 Debt Service	9,178.00	-	0%	13,328.00	-	0%
72 Interest on Long-term Debt	67.00	-	0%	67.00	-	0%
81 Facilities, Acquisition and Construction	-	6,094.31	100%	-	-	0%
91 Contracted Instructional Services Between Public Schools	1,199,930.00	-	0%	545,490.00	-	0%
93 Payments to Member Districts of Shared Services Arrangements	255,704.00	-	0%	255,704.00	-	0%
95 Payments to Juvenile Justice Alternative Education Programs	50,000.00	3,000.00	6%	50,000.00	3,000.00	6%
99 Other Intergovernmental Charges	1,174,025.00	293,506.00	25%	1,167,100.00	291,775.00	25%
<b>TOTAL EXPENDITURES</b>	<b>390,735,278.00</b>	<b>57,573,810.98</b>		<b>371,329,910.65</b>	<b>54,899,035.58</b>	
<b>EXCESS (DEFICIENCY) REVENUES OVER (UNDER) EXPENDITURES</b>	<b>(11,590,321.00)</b>	<b>(18,040,014.06)</b>		<b>(2,580,872.65)</b>	<b>(8,943,074.77)</b>	
<b>OTHER FINANCING SOURCES (USES)</b>						
7912 Sale of Real and Personal Property	-	90,358.98	100%	65,000.00	1,292.00	2%
8911 Transfers Out	(1,000,000.00)	(1,000,000.00)	100%	(1,000,000.00)	(1,000,000.00)	100%
<b>TOTAL OTHER FINANCING SOURCES (USES)</b>	<b>(1,000,000.00)</b>	<b>(909,641.02)</b>		<b>(935,000.00)</b>	<b>(998,708.00)</b>	
<b>NET CHANGE IN FUND BALANCE</b>	<b>(12,590,321.00)</b>	<b>(18,949,655.08)</b>		<b>(3,515,872.65)</b>	<b>(9,941,782.77)</b>	
<b>FUND BALANCE JULY 1 (BEGINNING)</b>	<b>156,733,103.16</b>	<b>156,733,103.16</b>		<b>122,725,098.49</b>	<b>122,725,098.49</b>	
<b>FUND BALANCE SEPTEMBER 30</b>	<b>\$ 144,142,782.16</b>	<b>\$ 137,783,448.08</b>		<b>\$ 119,209,225.84</b>	<b>\$ 112,783,315.72</b>	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE  
BUDGET TO ACTUAL  
FOOD SERVICE FUND (240)**

**% OF YEAR COMPLETE: 25%**  
**DESCRIPTION**

	<b>Sep-20 Budget</b>	<b>Sep-20 Actual</b>	<b>Percent of Actual to Budget</b>	<b>Sep-19 Budget</b>	<b>Sep-19 Actual</b>	<b>Percent of Actual to Budget</b>
<b>REVENUES</b>						
5742 Earnings from Temporary Deposits and Investments	\$ 52,149.00	\$ 1,736.84	3%	\$ 39,002.00	\$ 28,102.94	72%
5749 Revenues from Local Sources	-	7,511.57	100%	-	-	0%
5751 Food Service	5,119,689.00	84,652.34	2%	4,886,691.26	835,074.51	17%
5829 TEA/Non-Foundation Revenue	88,883.00	-	0%	88,882.00	640,253.00	720%
5921 School Breakfast Program	3,527,562.00	266,686.78	8%	3,253,000.00	178,302.02	5%
5922 National School Lunch Program	9,126,772.00	424,810.80	5%	8,852,210.00	6,314.00	0%
5923 United States Department of Agriculture Donated Commodities	-	69,073.97	100%	-	56,253.89	100%
5939 Federal Revenues Distributed by State of Texas Government Agencies (Other than Texas Education Agency)	124,511.00	12,936.60	10%	118,540.00	-	0%
5949 Federal Revenues Distributed Directly from Federal Government	-	-	0%	-	8,619.04	100%
<b>TOTAL REVENUES</b>	<u>18,039,566.00</u>	<u>867,408.90</u>		<u>17,238,325.26</u>	<u>1,752,919.40</u>	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE  
BUDGET TO ACTUAL  
FOOD SERVICE FUND (240)**

% OF YEAR COMPLETE: 25%						
DESCRIPTION	Sep-20 Budget	Sep-20 Actual	Percent of Actual to Budget	Sep-19 Budget	Sep-19 Actual	Percent of Actual to Budget
EXPENDITURES						
35 Food Service	17,759,984.00	2,027,805.83	11%	17,311,901.69	2,478,821.25	14%
51 Plant Maintenance and Operations	277,082.00	26,653.25	10%	211,112.00	35,552.36	17%
61 Community Services	<u>2,500.00</u>	<u>-</u>	0%	<u>2,500.00</u>	<u>-</u>	0%
TOTAL EXPENDITURES	<u>18,039,566.00</u>	<u>2,054,459.08</u>		<u>17,525,513.69</u>	<u>2,514,373.61</u>	
EXCESS (DEFICIENCY) REVENUES OVER (UNDER) EXPENDITURES	-	(1,187,050.18)		(287,188.43)	(761,454.21)	
OTHER FINANCING SOURCES (USES)						
7915 Operating Transfers In	<u>-</u>	<u>-</u>	0%	<u>-</u>	<u>-</u>	0%
TOTAL OTHER FINANCING SOURCES (USES)	<u>-</u>	<u>-</u>		<u>-</u>	<u>-</u>	
NET CHANGE IN FUND BALANCE	-	(1,187,050.18)		(287,188.43)	(761,454.21)	
ESTIMATED FUND BALANCE JULY 1 (BEGINNING)	<u>4,044,586.21</u>	<u>4,044,586.21</u>		<u>4,090,723.28</u>	<u>4,090,723.28</u>	
FUND BALANCE SEPTEMBER 30	<u>\$ 4,044,586.21</u>	<u>\$ 2,857,536.03</u>		<u>\$ 3,803,534.85</u>	<u>\$ 3,329,269.07</u>	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE  
BUDGET TO ACTUAL  
DEBT SERVICE FUND (599)**

**% OF YEAR COMPLETE: 25%**  
**DESCRIPTION**

	<b>Sep-20 Budget</b>	<b>Sep-20 Actual</b>	<b>Percent of Actual to Budget</b>	<b>Sep-19 Budget</b>	<b>Sep-19 Actual</b>	<b>Percent of Actual to Budget</b>
<b>REVENUES</b>						
5711 Taxes on Current Year Levy	\$ 87,978,861.00	\$ (390.49)	0%	\$ 80,807,933.00	\$ -	0%
5712 Taxes for Prior Years	50,000.00	(144,118.95)	-288%	50,000.00	35,460.67	71%
5719 Penalties, Interest and Other Tax Revenues	200,000.00	15,925.50	8%	200,000.00	16,840.72	8%
5742 Earnings from Temporary Deposits and Investments	160,000.00	8,049.81	5%	160,000.00	121,757.91	76%
5746 Tax Increment Fund	950,000.00	-	0%	950,000.00	-	0%
5829 State Program Revenues Distributed by TEA	<u>481,708.00</u>	<u>-</u>	0%	<u>624,958.00</u>	<u>-</u>	0%
<b>TOTAL REVENUES</b>	<u>89,820,569.00</u>	<u>(120,534.13)</u>		<u>82,792,891.00</u>	<u>174,059.30</u>	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE  
BUDGET TO ACTUAL  
DEBT SERVICE FUND (599)**

**% OF YEAR COMPLETE: 25%**  
**DESCRIPTION**

	<b>Sep-20 Budget</b>	<b>Sep-20 Actual</b>	<b>Percent of Actual to Budget</b>	<b>Sep-19 Budget</b>	<b>Sep-19 Actual</b>	<b>Percent of Actual to Budget</b>
<b>EXPENDITURES</b>						
71 Debt Service	59,915,829.00	-	0%	48,559,992.00	-	0%
72 Interest on Long-term Debt	28,298,402.00	12,812,115.39	45%	30,018,286.00	16,954,390.85	56%
73 Bond Issuance Costs and Fees	200,000.00	2,031.66	1%	3,264,613.00	1,710.38	0%
97 Payment to Tax Increment Fund	<u>950,000.00</u>	<u>-</u>	0%	<u>950,000.00</u>	<u>-</u>	0%
<b>TOTAL EXPENDITURES</b>	<u>89,364,231.00</u>	<u>12,814,147.05</u>		<u>82,792,891.00</u>	<u>16,956,101.23</u>	
<b>EXCESS (DEFICIENCY) REVENUES OVER (UNDER) EXPENDITURES</b>	<b>456,338.00</b>	<b>(12,934,681.18)</b>		<b>-</b>	<b>(16,782,041.93)</b>	
<b>OTHER FINANCING SOURCES (USES)</b>						
7911 Issurance of Bonds	-	-	0%	-	-	0%
7916 Premium or Discount on Issuance of Bonds	-	-	0%	-	-	0%
8949 Other Uses	<u>-</u>	<u>-</u>	0%	<u>-</u>	<u>-</u>	0%
<b>TOTAL OTHER FINANCING SOURCES (USES)</b>	<u>-</u>	<u>-</u>		<u>-</u>	<u>-</u>	
<b>NET CHANGE IN FUND BALANCE</b>	<b>456,338.00</b>	<b>(12,934,681.18)</b>		<b>-</b>	<b>(16,782,041.93)</b>	
<b>ESTIMATED FUND BALANCE JULY 1 (BEGINNING)</b>	<u>25,593,075.82</u>	<u>25,593,075.82</u>		<u>28,000,672.96</u>	<u>28,000,672.96</u>	
<b>FUND BALANCE SEPTEMBER 30</b>	<u>\$ 26,049,413.82</u>	<u>\$ 12,658,394.64</u>		<u>\$ 28,000,672.96</u>	<u>\$ 11,218,631.03</u>	

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, Chief Financial Officer, Finance and Support Services

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**ACTION ITEM**

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**TOPIC:** Quarterly Investment Report

**BACKGROUND INFORMATION**

The District is required by the Public Funds Investment Act (the "Act"), Chapter 2256 of the Government Code, to report on at least a quarterly basis information regarding the District's investment portfolio. Board Policy CDA (Local) requires that the Investment Officer prepare on a quarterly basis an investment report which presents the cost and market basis of all investments held by the District as well as a statement as to the compliance with District policy.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends that the District approve the Investment Report for the quarter ended September 30, 2020, as submitted by the Investment Officers.

**RESOLUTION**

WHEREAS, the District is required by the Public Funds Investment Act (the "Act"), Chapter 2256 of the Government Code and Board Policy CDA (Local) to regularly review the Investment portfolio of the District.

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves the Investment Report for the quarter ended September 30, 2020, as submitted by the Investment Officers.

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT OFFICER'S CERTIFICATION STATEMENT  
INVESTMENT REPORT  
FOR THE QUARTER ENDED  
SEPTEMBER 30, 2020**

To the members of the RISD Board of Trustees:

The Public Funds Investment Act, Chapter 2256.023 of the Government Code requires the investment officer of each local government to submit to its governing body a quarterly report of investment transactions.

The attached report represents the investment portfolio for the Richardson Independent School District as of September 30, 2020 and is in material compliance with the investment policy and strategy established by the District in accordance with the Public Funds Investment Act (Chapter 2256).

**PORTFOLIO SUMMARY REPORT**

Beginning Book Value at 06/30/2020	\$	337,037,770
Plus: Additions/Purchases		81,158,872
Less: Maturities/Sales/Calls/Withdrawals		(159,663,903)
Ending Book Value at 09/30/2020	<u>\$</u>	<u>258,532,739</u>
Beginning Market Value at 06/30/2020	\$	337,282,716
Plus: Additions/Purchases during period		81,040,337
Net increase/(decrease) in market value during period		(49,692)
Less: Maturities/Sales/Calls/Withdrawals at market value		(159,642,578)
Accrued Interest		90,146
Ending Market Value at 09/30/2020	<u>\$</u>	<u>258,720,929</u>

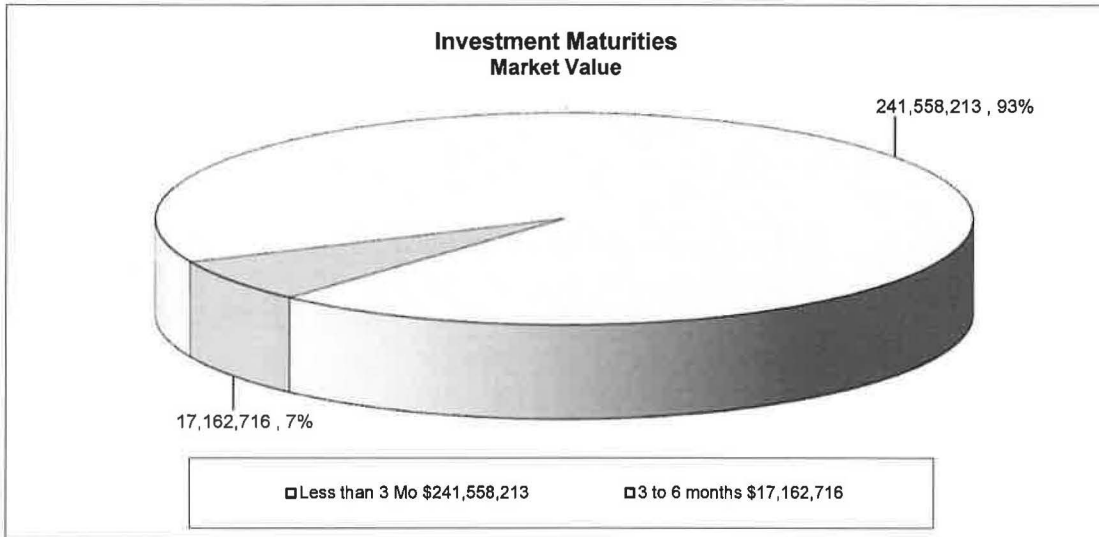
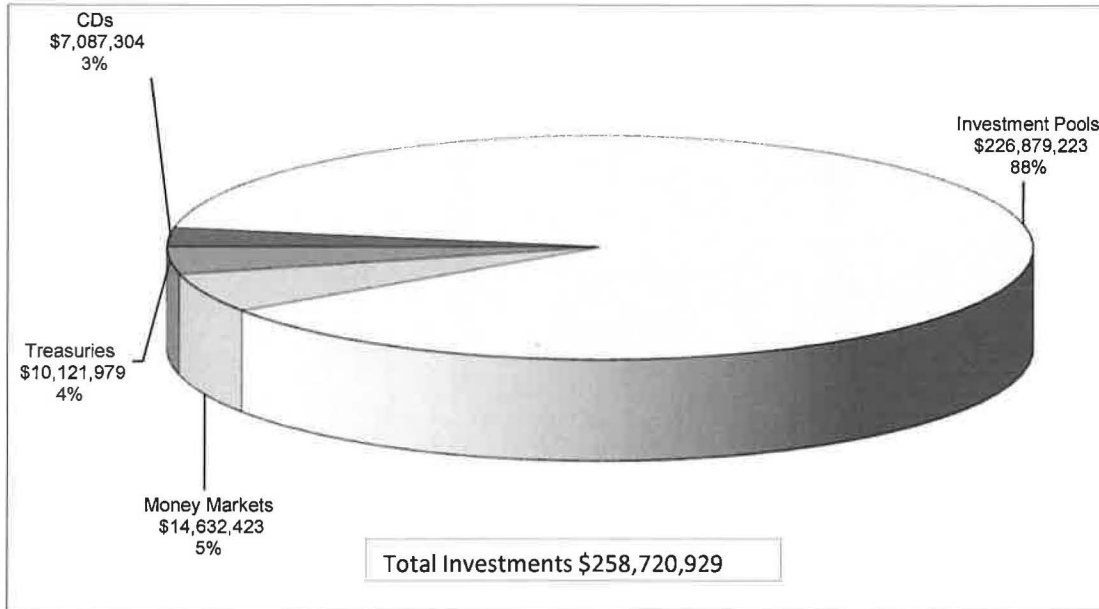
	<b>June 30, 2020</b>	<b>September 30, 2020</b>
Average Weighted Maturity	18	9
Average Weighted Yield	1.4025%	0.3504%

Respectfully submitted and certified by:

  
\_\_\_\_\_  
Chief Financial Officer

  
\_\_\_\_\_  
Executive Director of Finance

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
TOTAL PORTFOLIO AS OF SEPTEMBER 30, 2020**

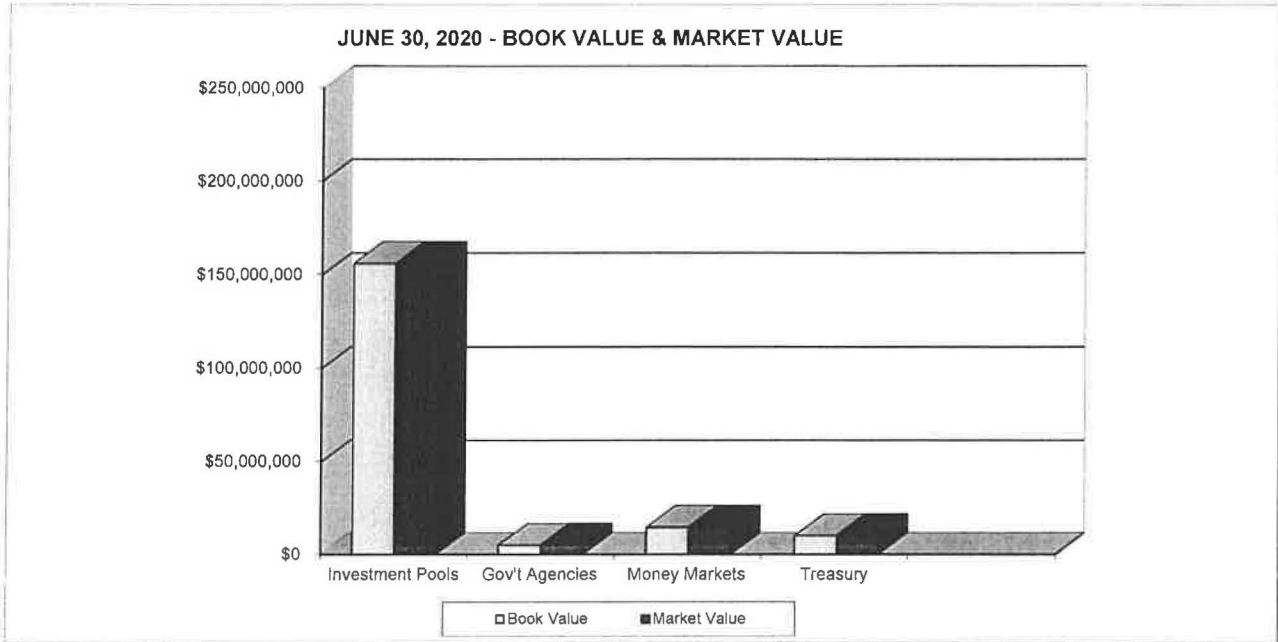


WEIGHTED AVERAGE YIELDS 06/30/20 TO 09/30/20	
General Operating Fund	0.3610%
Debt Service Fund	0.2841%
Food Service Fund	0.1769%
Capital Projects Funds	0.1803%
Permanent Local School Fund	0.1802%
Workers' Compensation Fund	0.7500%
<b>TOTAL PORTFOLIO</b>	<b>0.3504%</b>

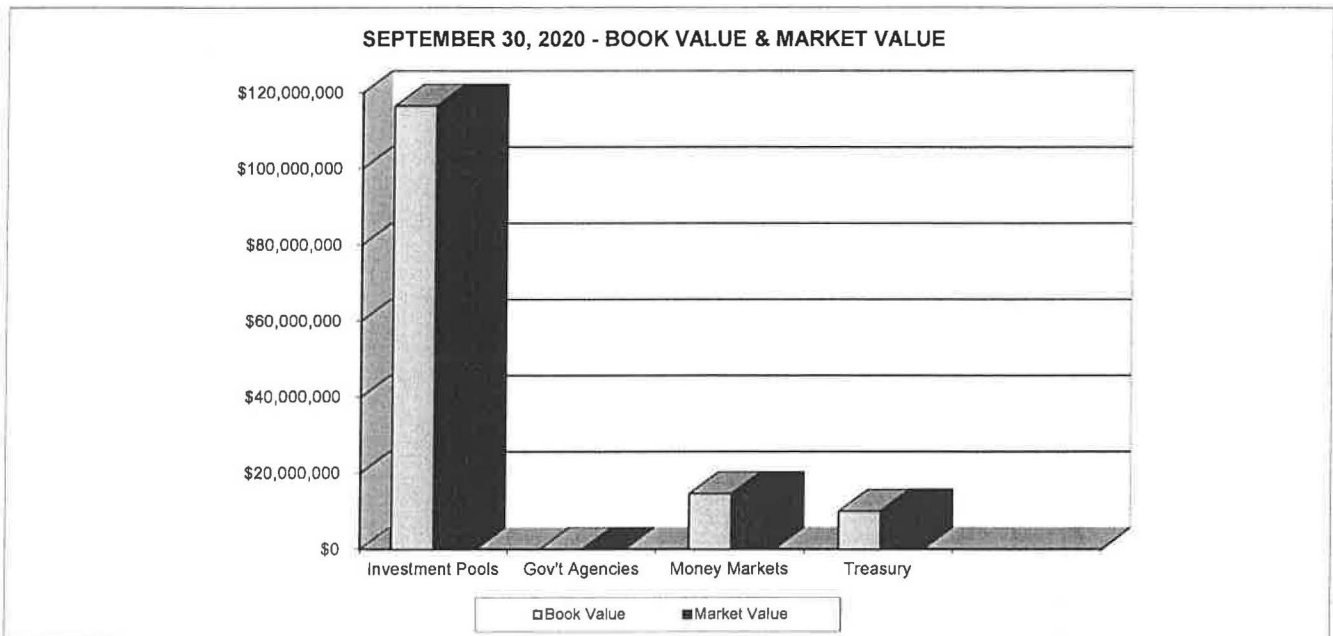
  

BENCHMARK COMPARISON 06/30/20 TO 09/30/20	
TexPool Rate	0.1775%
Treasury Bill 30 Day Rate	0.0935%
Treasury Bill 90 Day Rate	0.1086%
Average of 3 and 6 Month T-Bill Rates	0.1178%

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT PORTFOLIO  
OPERATING FUND**

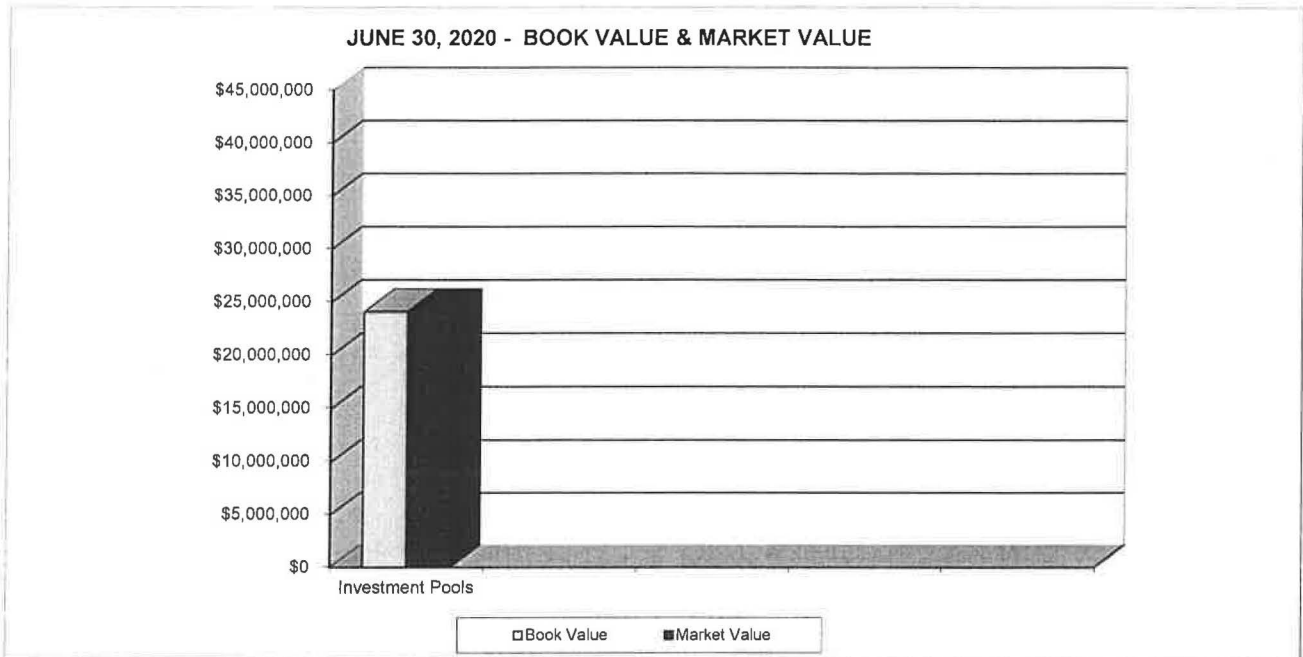


	Investment Pools	Gov't Agencies	Money Markets	Treasury	Totals
Book Value	\$156,049,985	\$5,000,374	\$14,608,541	\$10,042,417	\$185,701,317
Market Value	\$156,049,985	\$5,042,938	\$14,608,541	\$10,176,593	\$185,878,057

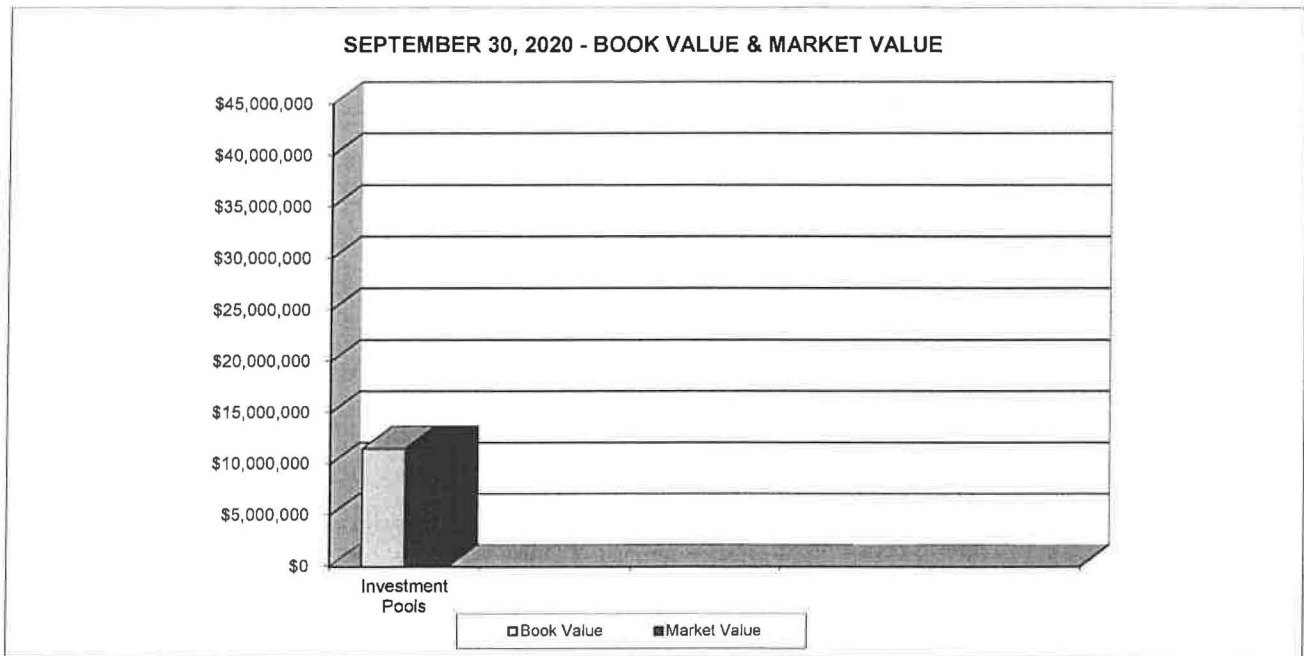


	Investment Pools	Gov't Agencies	Money Markets	Treasury	Totals
Book Value	\$116,484,187	\$0	\$14,632,423	\$10,021,092	\$141,137,702
Market Value	\$116,484,187	\$0	\$14,632,423	\$10,121,979	\$141,238,589

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT PORTFOLIO  
DEBT SERVICE FUND**

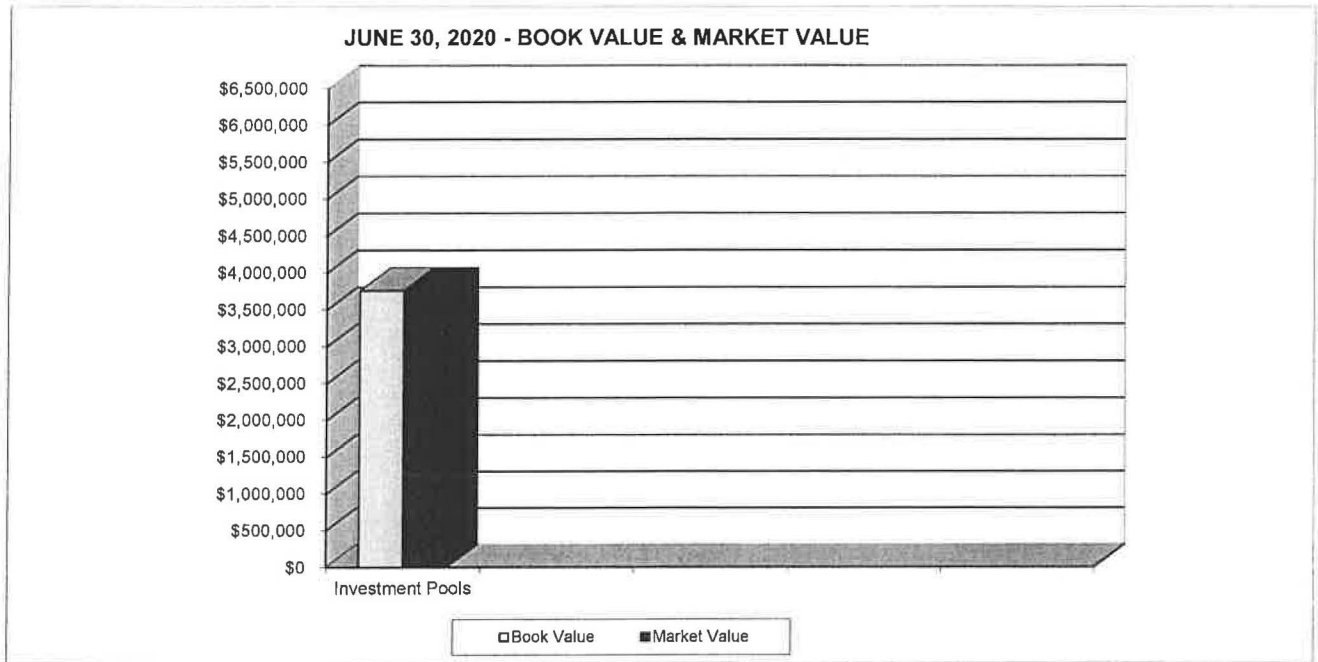


	Investment Pools	Totals
Book Value	\$24,154,601	\$24,154,601
Market Value	\$24,154,601	\$24,154,601

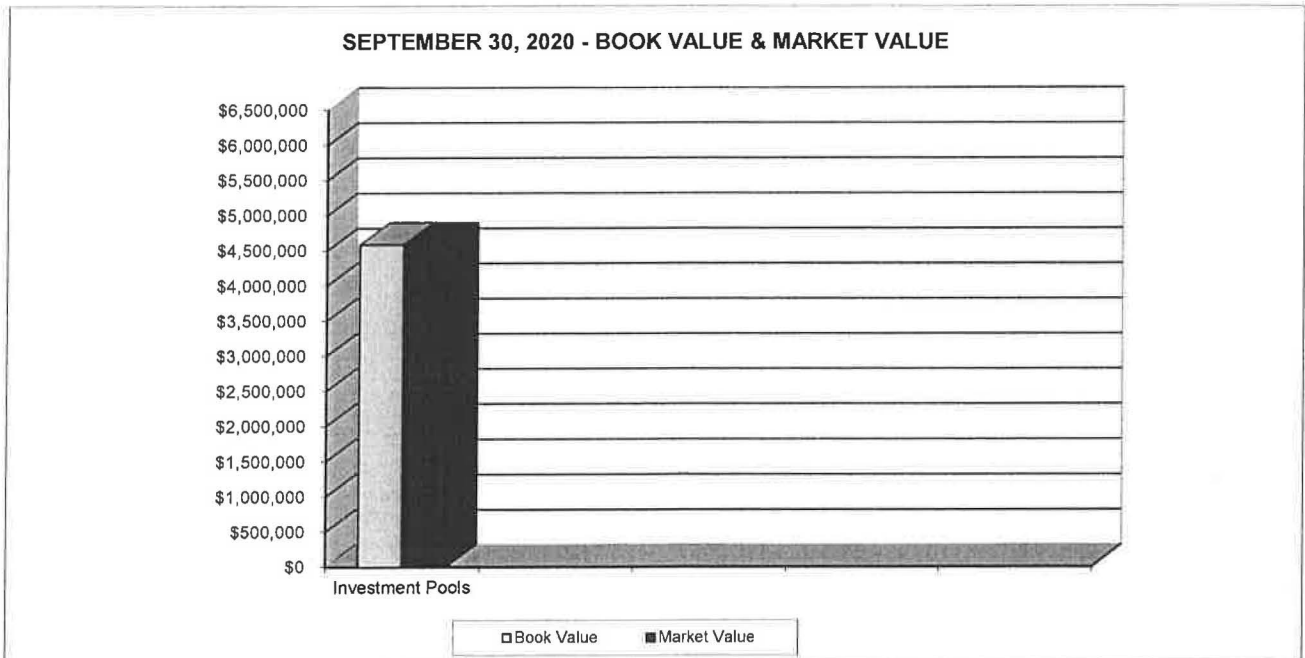


	Investment Pools	Totals
Book Value	\$11,542,564	\$11,542,564
Market Value	\$11,542,564	\$11,542,564

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT PORTFOLIO  
FOOD SERVICE FUND**

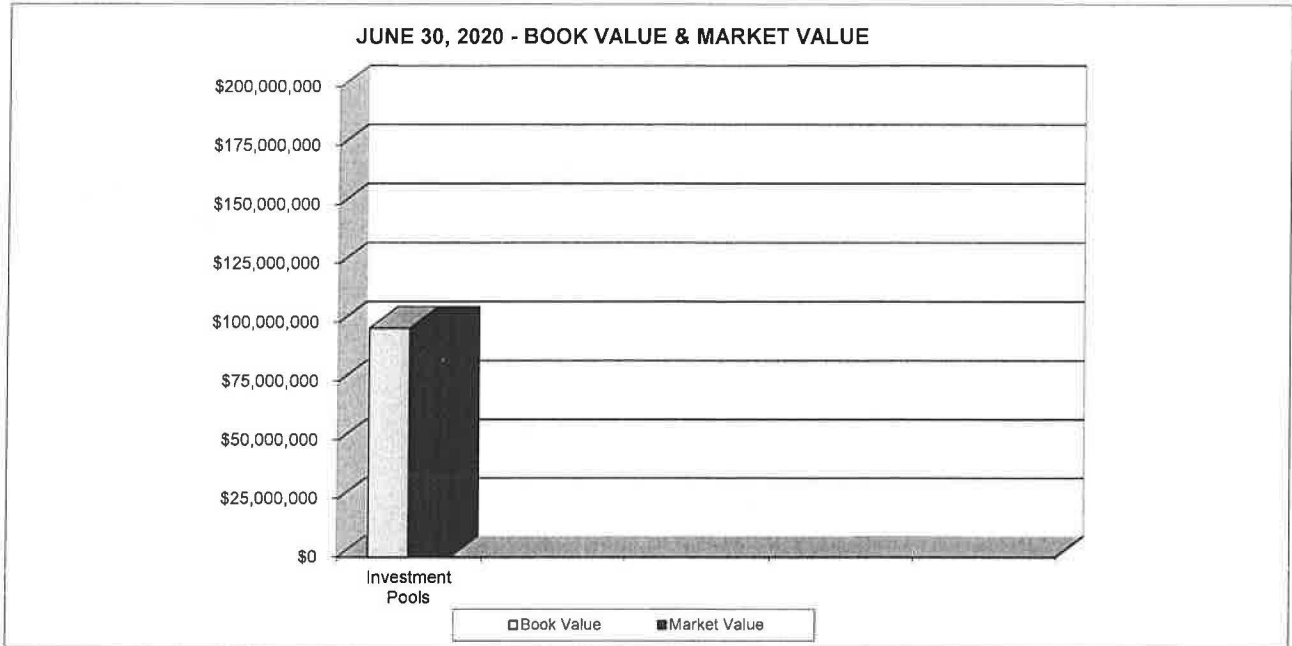


	<b>Investment Pools</b>	<b>Totals</b>
Book Value	\$3,761,898	\$3,761,898
Market Value	\$3,761,898	\$3,761,898



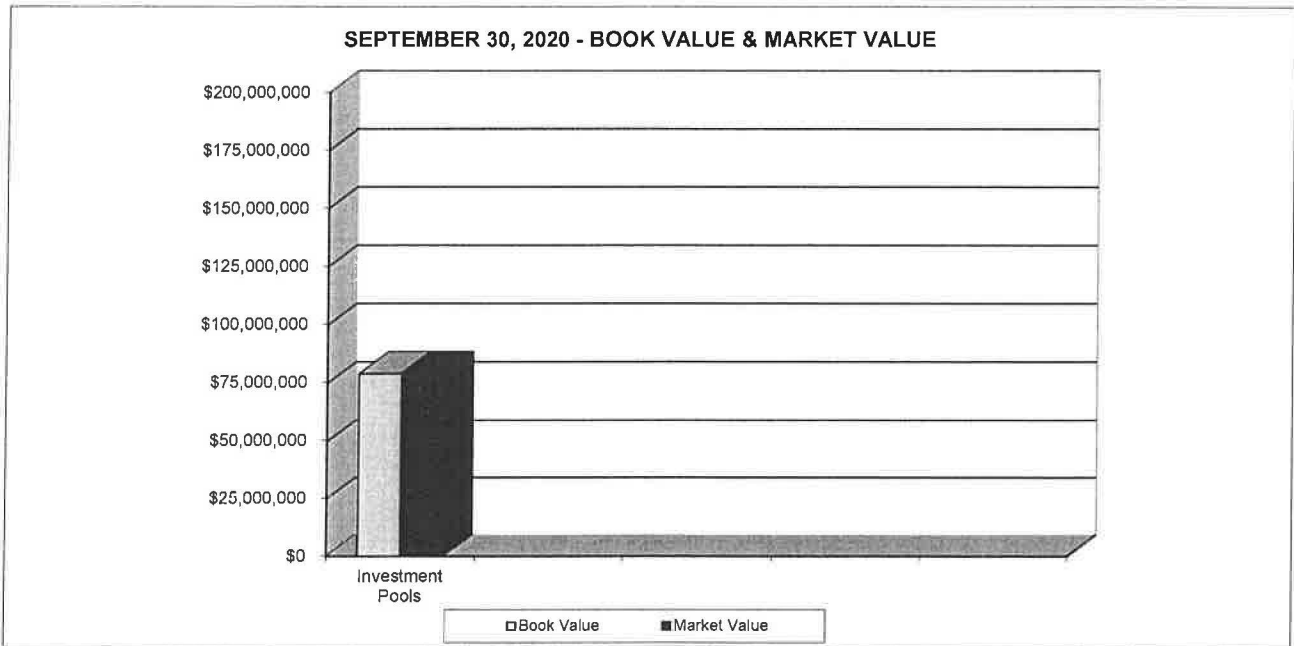
	<b>Investment Pools</b>	<b>Totals</b>
Book Value	\$4,585,116	\$4,585,116
Market Value	\$4,585,116	\$4,585,116

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT PORTFOLIO  
CAPITAL PROJECT FUNDS**



Book Value	Investment Pools	\$97,819,186
Market Value		\$97,819,186

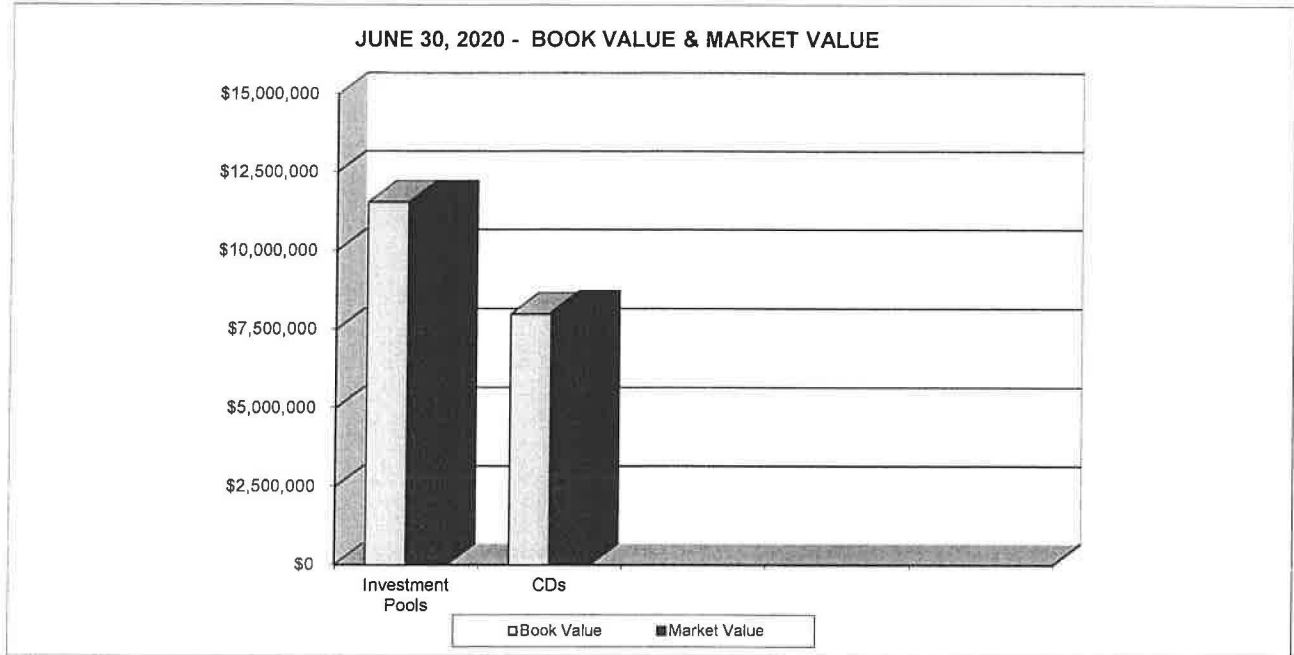
Totals	\$97,819,186
Totals	\$97,819,186



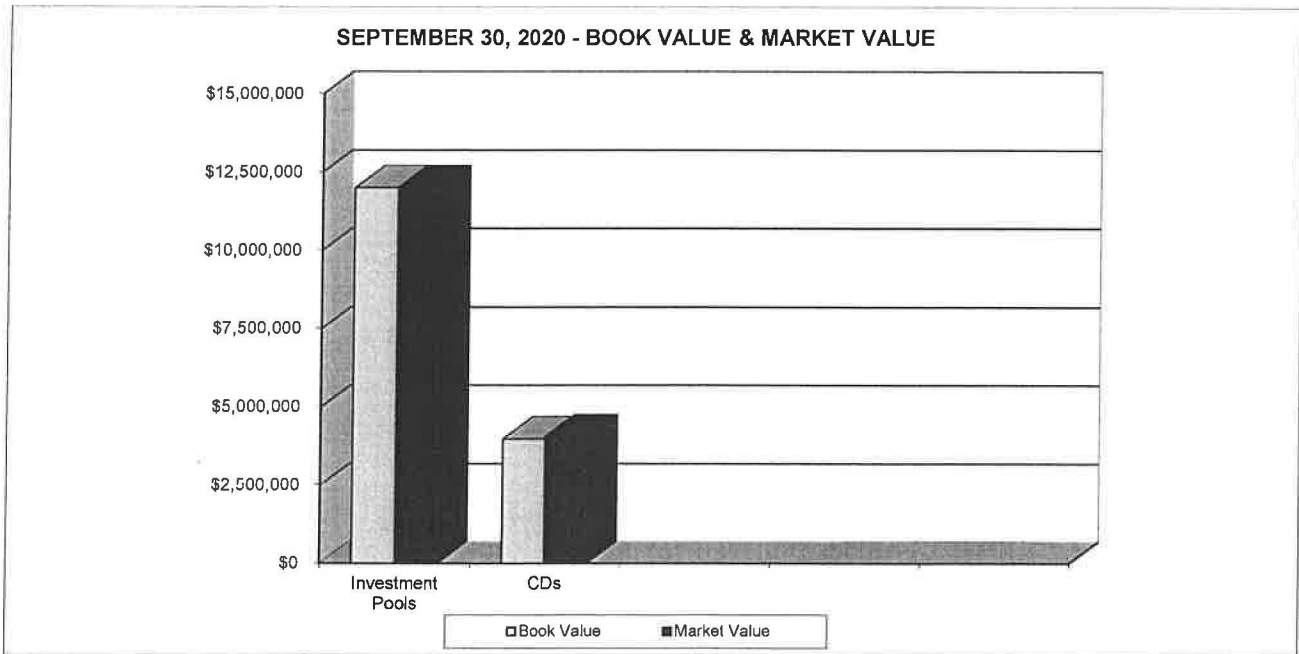
Book Value	Investment Pools	\$79,255,107
Market Value		\$79,255,107

Totals	\$79,255,107
Totals	\$79,255,107

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT PORTFOLIO  
PERMANENT LOCAL SCHOOL FUND**

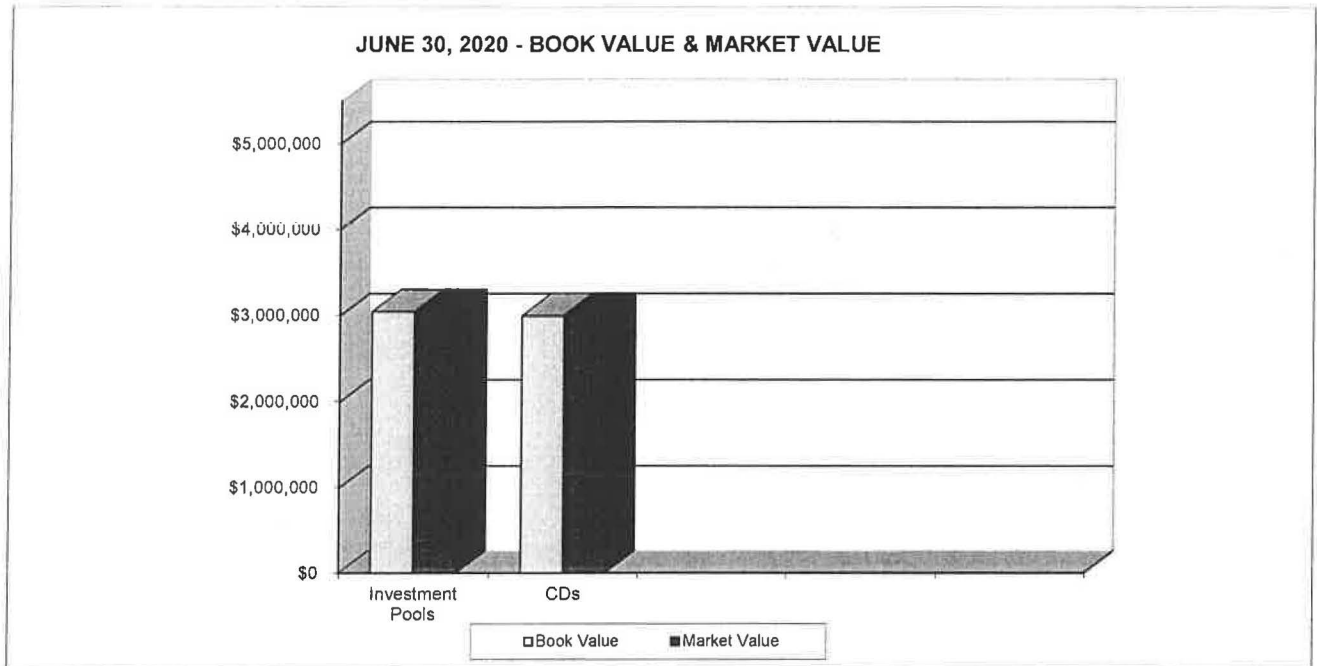


	Investment Pools	CDs	Totals
Book Value	\$11,551,214	\$8,000,000	\$19,551,214
Market Value	\$11,551,214	\$8,062,305	\$19,613,519

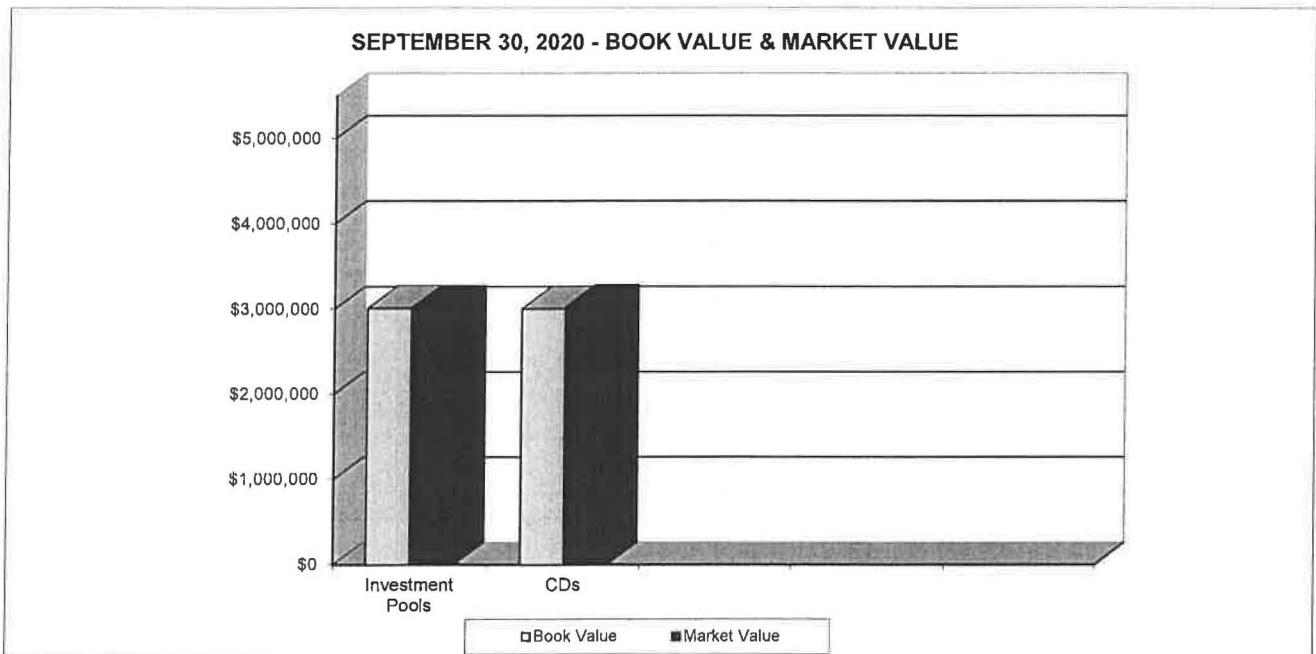


	Investment Pools	CDs	Totals
Book Value	\$12,004,514	\$4,000,000	\$16,004,514
Market Value	\$12,004,514	\$4,069,846	\$16,074,360

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
INVESTMENT PORTFOLIO  
WORKERS' COMPENSATION FUND**



	Investment Pools	CDs	Totals
Book Value	\$3,049,554	\$3,000,000	\$6,049,554
Market Value	\$3,049,554	\$3,005,901	\$6,055,455



	Investment Pools	CDs	Totals
Book Value	\$3,007,735	\$3,000,000	\$6,007,735
Market Value	\$3,007,735	\$3,017,458	\$6,025,193

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
JUNE 30, 2020 TO SEPTEMBER 30, 2020**

**INVESTMENT PORTFOLIO - BOOK VALUE**

**OPERATING FUND**

EVARE ID No.	Buy Date	Par Value	Description	Maturity Date	06/30/20 Book Value	Investments Purchased/ Deposited	Investments Matured/Called Sold/Withdrawn	09/30/20 Book Value	06/30/20 09/30/20 Yield Earned
AR-0018	-	56,328,074	Lone Star Gov	10/01/20	54,312,038	10,016,036	8,000,000	56,328,074	0.3528
AR-0009	-	49,070,916	TexPool-OF	10/01/20	90,657,404	69,475,118	111,061,606	49,070,916	0.3271
AR-0019	-	11,085,197	TexSTAR	10/01/20	11,080,543	4,654	-	11,085,197	0.3367
AR-0026	-	14,632,423	LegacyBank-MMDA	10/01/20	14,608,541	23,882	-	14,632,423	0.6632
20-0001	09/27/19	5,000,000	Agency Bond 1.875	09/24/20	5,000,374	46,501	5,046,875	-	1.8422
20-0004	12/18/19	10,000,000	US Treasury 2.50	12/31/20	10,042,417	-	21,325	10,021,092	1.6444
					185,701,317	79,566,190	124,129,806	141,137,702	

**INVESTMENT PORTFOLIO - MARKET VALUE**

**OPERATING FUND**

EVARE ID No.	Buy Date	Par Value	Description	Maturity Date	06/30/20 Market Value	Investments Purchased/ Deposited	Increase/ (Decrease) Market Value	Investments Matured/Called Sold/Withdrawn at Market	Purchased/ Accrued Interest	09/30/20 Market Value
AR-0018	-	56,328,074	Lone Star Gov	10/01/20	54,312,038	10,016,036	-	8,000,000	-	56,328,074
AR-0009	-	49,070,916	TexPool-OF	10/01/20	90,657,404	69,475,118.27	-	111,061,606	-	49,070,916
AR-0019	-	11,085,197	TexSTAR	10/01/20	11,080,543	4,654	-	-	-	11,085,197
AR-0026	-	14,632,423	LegacyBank-MMDA	10/01/20	14,608,541	23,882	-	-	-	14,632,423
20-0001	09/27/19	5,000,000	Agency Bond 1.875	09/24/20	5,042,938	-	3,937	5,046,875	-	-
20-0004	12/18/19	10,000,000	US Treasury 2.50	12/31/20	10,176,593	-	(117,793)	-	63,179	10,121,979
					185,878,057	79,519,689	(113,856)	124,108,481	63,179	141,238,589

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
JUNE 30, 2020 TO SEPTEMBER 30, 2020**

**INVESTMENT PORTFOLIO - BOOK VALUE**

**DEBT SERVICE FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Book Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Investments Matured/Called Sold/Withdrawn</u>	<u>09/30/20 Book Value</u>	<u>06/30/20 09/30/20 Yield Earned</u>
AR-0010	-	11,542,564	TexPool	10/01/20	24,154,601	200,079	12,812,116	11,542,564	0.3136
					<u>24,154,601</u>	<u>200,079</u>	<u>12,812,116</u>	<u>11,542,564</u>	

**INVESTMENT PORTFOLIO - MARKET VALUE**

**DEBT SERVICE FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Market Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Increase/ (Decrease) Market Value</u>	<u>Investments Matured/Called Sold/Withdrawn at Market</u>	<u>Purchased/ Accrued Interest</u>	<u>09/30/20 Market Value</u>
AR-0010	-	11,542,564	TexPool	10/01/20	24,154,601	200,079	-	12,812,116	-	11,542,564
					<u>24,154,601</u>	<u>200,079</u>	<u>-</u>	<u>12,812,116</u>	<u>-</u>	<u>11,542,564</u>

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
JUNE 30, 2020 TO SEPTEMBER 30, 2020**

**INVESTMENT PORTFOLIO - BOOK VALUE**

**FOOD SERVICE FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Book Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Investments Matured/Called Sold/Withdrawn</u>	<u>09/30/20 Book Value</u>	<u>06/30/20 09/30/20 Yield Earned</u>
AR-0011	-	4,585,116	TexPool	10/01/20	3,761,898	823,218	-	4,585,116	0.3274
					<u>3,761,898</u>	<u>823,218</u>	<u>-</u>	<u>4,585,116</u>	

**INVESTMENT PORTFOLIO - MARKET VALUE**

**FOOD SERVICE FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Market Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Increase/ (Decrease) Market Value</u>	<u>Investments Matured/Called Sold/Withdrawn at Market</u>	<u>Purchased/ Accrued Interest</u>	<u>09/30/20 Market Value</u>
AR-0011	-	4,585,116	TexPool	10/01/20	3,761,898	823,218	-	-	-	4,585,116
					<u>3,761,898</u>	<u>823,218</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,585,116</u>

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
JUNE 30, 2020 TO SEPTEMBER 30, 2020**

**INVESTMENT PORTFOLIO - BOOK VALUE**

**CAPITAL PROJECT FUNDS**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Book Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Investments Matured/Called Sold/Withdrawn</u>	<u>09/30/20 Book Value</u>	<u>06/30/20 09/30/20 Yield Earned</u>
AR-0022	-	21,954,923	TEXPOOL-629	10/01/20	28,734,855	12,457	6,792,389	21,954,923	0.3186
AR-0012	-	235,073	TEXPOOL-641	10/01/20	234,967	106	-	235,073	0.3135
AR-0012	-	3,996,428	TEXPOOL-642	10/01/20	3,994,633	1,795	-	3,996,428	0.3257
AR-0012	-	1,249,564	TEXPOOL-643	10/01/20	1,249,003	561	-	1,249,564	0.3502
AR-0012	-	51,819,119	TEXPOOL-644	10/01/20	63,605,728	27,767	11,814,376	51,819,119	0.3204
					<u>97,819,186</u>	<u>42,686</u>	<u>18,606,764</u>	<u>79,255,107</u>	

**INVESTMENT PORTFOLIO - MARKET VALUE**

**CAPITAL PROJECT FUNDS**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Market Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Increase/ (Decrease) Market Value</u>	<u>Investments Matured/Called Sold/Withdrawn at Market</u>	<u>Purchased/ Accrued Interest</u>	<u>09/30/20 Market Value</u>
AR-0022	-	21,954,923	TEXPOOL-629	10/01/20	28,734,855	12,457	-	6,792,389	-	21,954,923
AR-0012	-	235,073	TEXPOOL-641	10/01/20	234,967	106	-	-	-	235,073
AR-0012	-	3,996,428	TEXPOOL-642	10/01/20	3,994,633	1,795	-	-	-	3,996,428
AR-0012	-	1,249,564	TEXPOOL-643	10/01/20	1,249,003	561	-	-	-	1,249,564
AR-0012	-	51,819,119	TEXPOOL-644	10/01/20	63,605,728	27,767	-	11,814,376	-	51,819,119
					<u>97,819,186</u>	<u>42,686</u>	<u>-</u>	<u>18,606,764</u>	<u>-</u>	<u>79,255,107</u>

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
JUNE 30, 2020 TO SEPTEMBER 30, 2020**

**INVESTMENT PORTFOLIO - BOOK VALUE**

**PERMANENT LOCAL SCHOOL FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Book Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Investments Matured/Called Sold/Withdrawn</u>	<u>09/30/20 Book Value</u>	<u>06/30/20 09/30/20 Yield Earned</u>
AR-0023	-	12,004,514	TEXPOOL-497	10/01/20	11,551,214	453,300	-	12,004,514	0.3137
20-0003	09/27/19	4,000,000	Certificate of Deposit	09/28/20	4,000,000	72,033	4,072,033	-	1.7900
20-0007	03/27/20	4,000,000	Certificate of Deposit	03/26/21	4,000,000	-	-	4,000,000	0.7500
					<u>19,551,214</u>	<u>525,334</u>	<u>4,072,033</u>	<u>16,004,514</u>	

**INVESTMENT PORTFOLIO - MARKET VALUE**

**PERMANENT LOCAL SCHOOL FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Market Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Increase/ (Decrease) Market Value</u>	<u>Investments Matured/Called Sold/Withdrawn at Market</u>	<u>Purchased/ Accrued Interest</u>	<u>09/30/20 Market Value</u>
AR-0023	-	12,004,514	TEXPOOL-497	10/01/20	11,551,214	453,300	-	-	-	12,004,514
20-0003	09/27/19	4,000,000	Certificate of Deposit	09/28/20	4,054,436	-	64,164	4,072,033	-	46,567
20-0007	03/27/20	4,000,000	Certificate of Deposit	03/26/21	4,007,869	-	-	-	15,410	4,023,279
					<u>19,613,519</u>	<u>453,300</u>	<u>64,164</u>	<u>4,072,033</u>	<u>15,410</u>	<u>16,074,360</u>

**RICHARDSON INDEPENDENT SCHOOL DISTRICT  
JUNE 30, 2020 TO SEPTEMBER 30, 2020**

**INVESTMENT PORTFOLIO - BOOK VALUE**

**WORKERS' COMPENSATION FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Book Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Investments Matured/Called Sold/Withdrawn</u>	<u>09/30/20 Book Value</u>	<u>06/30/20 09/30/20 Yield Earned</u>
AR-0013	-	3,007,735	TexPool-WC	10/01/20	3,049,554	1,365	43,184	3,007,735	0.3168
20-0006	03/27/20	3,000,000	Certificate of Deposit	03/26/21	3,000,000	-	-	3,000,000	0.7500
					<u>6,049,554</u>	<u>1,365</u>	<u>43,184</u>	<u>6,007,735</u>	

**INVESTMENT PORTFOLIO - MARKET VALUE**

**WORKERS' COMPENSATION FUND**

<u>EVARE ID No.</u>	<u>Buy Date</u>	<u>Par Value</u>	<u>Description</u>	<u>Maturity Date</u>	<u>06/30/20 Market Value</u>	<u>Investments Purchased/ Deposited</u>	<u>Increase/ (Decrease) Market Value</u>	<u>Investments Matured/Called Sold/Withdrawn at Market</u>	<u>Purchased/ Accrued Interest</u>	<u>09/30/20 Market Value</u>
AR-0013	-	3,007,735	TexPool-WC	10/01/20	3,049,554	1,365	-	43,184	-	3,007,735
20-0006	03/27/20	3,000,000	Certificate of Deposit	03/26/21	3,005,901	-	-	-	11,557	3,017,458
					<u>6,055,455</u>	<u>1,365</u>	<u>-</u>	<u>43,184</u>	<u>11,557</u>	<u>6,025,193</u>

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, Chief Financial Officer, Finance and Support Services

**INFORMATION ITEM**

**TOPIC: Review of Local Policy: CDA (Local) – Other Revenues: Investments**

**BACKGROUND INFORMATION**

The Texas Education Code requires the Board to review the District's investment policy each year to ensure the District's investment strategies and practices conform to the Board's objectives. The investment committee has completed its annual consideration and review of the District's investment policy and strategies. Based on its review, the committee does not recommend changes to local policy CDA or underlying investment strategies.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent provides the attached policy CDA (Local) for the Board's information.

**Policy**

It is the policy of the District to invest public funds in a manner that ensures the safety of invested funds, maintains sufficient liquidity to provide for the daily needs of the District, and provides the highest investment return. All investments made by the District shall comply with the Public Funds Investment Act (Texas Government Code Chapter 2256, Subchapter A) and all federal, state, and local statutes, rules, and regulations.

**Prudence**

Investments shall be made with judgment and care, under then-prevailing circumstances, which a person of prudence, discretion, and intelligence exercises in the management of the person's own affairs, not for speculation, but for investment, considering the probable safety of the capital, as well as the probable income to be derived.

The standard of prudence to be used by investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. Investment officers acting in accordance with written procedures and the investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security credit risk or market price changes, provided that deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

**Objectives**

In order of importance, the primary objectives of the District's investment activities are:

**Safety**—Investments of the District shall be selected in a manner that seeks to ensure the preservation of capital in the overall portfolio. To meet this objective, the portfolio must be diversified in such a way that potential losses of individual securities do not exceed the income generated from the remainder of the portfolio.

**Liquidity**—The District's investment portfolio will remain sufficiently liquid to enable the District to meet all operating requirements that can be reasonably anticipated based upon cash flow projections, which are to be prepared on a combination of a weekly, monthly, and annual basis.

**Return on investment**—The District's investment portfolio shall be designed with the objective of attaining a rate of return throughout budgetary and economic cycles, commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

**Investment Strategy**

The District shall have a written investment strategy for each fund or group of funds it controls. Covered funds shall include the:

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

Covered Funds

1. General fund;
2. Special revenue fund(s)—including funds used to account for federal, state, and local grants, as well as the food service fund and the campus activity fund;
3. Debt service funds;
4. Capital project funds;
5. Proprietary funds—including the funds used to account for the workers' compensation program; and
6. Trust and agency funds—including the student activity fund.

The District shall follow the investment strategies listed below, in order of importance, for each covered fund:

1. Each investment option shall be reviewed to ensure understanding of the suitability of the investment to the financial requirements of the District;
2. Investments shall be selected that provide preservation and safety of invested funds;
3. Investments shall support the District's objective to remain sufficiently liquid;
4. Investments shall be marketable if the need arises to liquidate invested funds before maturity;
5. The investment type shall be consistent with the Board's desired diversification of the investment portfolio; and
6. All invested funds of the District shall attain a rate of return commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

The District shall diversify its investments in all funds by security type and institution. The District shall consider purchase of high quality short-term to medium-term securities that will complement each other in a laddered or liability-matching portfolio structure.

In addition to the strategies explained above for the debt service fund, the District may purchase securities that have maturities longer than one year provided the legal limits are not exceeded.

The investment committee shall review the investment strategies annually and make recommendations for revision as necessary. The investment committee includes, but is not limited to, the treasurer of the Board, the chief financial officer, and the cash manager.

**Authority for  
Investment Program**

In accordance with the Public Funds Investment Act (PFIA), the responsibility for conducting investment transactions resides with the Board. Management oversight responsibility for the investment program is delegated to the chief financial officer, who shall develop and maintain written procedures for the operation of the investment program consistent with these policies.

Procedures to be set forth in the AOG should include reference to safekeeping, bond market association repurchase agreements, depository contracts, and collateral agreements. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions. No person may engage in an investment transaction except as provided under the terms of this policy and the procedures set forth in the AOG. The chief financial officer shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

**Quality and  
Capability of  
Investment  
Management**

Designated investment officers of the District shall participate in periodic training through courses and seminars offered by professional organizations, associations, and other independent sources approved by the investment committee to ensure the quality and capability of investment management in compliance with the PFIA.

**Ethics and Conflicts  
of Interest**

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program or that could impair their ability to make impartial decisions. Employees and investment officers shall disclose to the Superintendent any material financial interest in financial institutions that could conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the District, particularly with regard to the time of purchases and sales. A District investment officer who has a personal relationship [see Gov't Code 2256.005] with a business organization offering to engage in an investment transaction with the District, or who is related within the second degree by affinity or consanguinity to a qualified representative in that organization, shall file a statement disclosing that personal business interest in the manner described in the Personal Interest section of CDA(LEGAL).

**Sellers of  
Investments**

The investment officer will maintain a list of financial institutions, approved by the investment committee, who are authorized to provide investment services. Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC), and be in good standing with the Financial Industry Regulatory Authority (FINRA).

An annual review of the financial condition and registration of new qualified bidders shall be conducted by the investment committee.

**Competitive Bidding**

The District shall require competitive bidding for all individual security purchases and sales except for:

1. Transactions with money market mutual funds and local government investment pools, and
2. Treasury and agency securities purchased at issue through an approved broker/dealer or financial institution.

**Authorized and Suitable Investments**

From those investments authorized by law and described in CDA(LEGAL), the Board shall permit investment of District funds in the following investment types only, consistent with the strategies and maturities defined in this policy:

1. Obligations of the United States or its agencies and instrumentalities; direct obligations of the state of Texas or its agencies; other obligations, the principal and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of, the state of Texas, the United States, or its instrumentalities, including obligations that are fully guaranteed or insured by the FDIC or by the explicit full faith and credit of the United States; obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent. *Gov't Code 2256.009*
2. Certificates of deposit (CDs) issued by a depository institution that has its main office or branch office in Texas, that is guaranteed or insured by the FDIC or its successor and is secured by obligations described in item 1 above, including mortgage-backed securities directly issued by a federal agency or instrumentality that have a market value of not less than the principal amount of the certificates or are secured in any other manner and amount provided by law for the deposits of the investment entity; or CDs invested through an approved broker or depository institution that has its main office or a branch office in Texas, is appointed by the District as custodian, and who arranges for the deposit of funds in CDs in one or more federally insured depository institutions, in which the full amount of the principal and accrued interest is insured by

the United States or its instrumentalities. *Gov't Code 2256.010*

Bids for certificates of deposit may be solicited orally, in writing, electronically, or in any combination of those methods. *Gov't Code 2256.005(c)*

3. Fully collateralized repurchase agreements that have a defined termination date, are secured by a combination of cash and obligations of the United States or its instrumentalities, are pledged to the District, held in the District's name, and deposited with a third party selected and approved by the investment committee, and placed through a primary government securities dealer, as defined by the Federal Reserve or a bank domiciled in Texas. *Gov't Code 2256.011*

The District shall have a master repurchase agreement signed with the bank or dealer with whom all repurchase agreements are traded.

4. No-load money market mutual funds that are regulated by the SEC, have a dollar-weighted average stated maturity of 90 days or fewer, are invested exclusively in obligations described by items 1–3 above, and include in their investment objectives the maintenance of a stable net asset value of \$1 for each share. Investments in mutual funds shall be limited to the percentages authorized by Government Code 2256.014(c). *Gov't Code 2256.014*
5. A public funds investment pool meeting the requirements of Government Code 2256.016. *Gov't Code 2256.016*

The District currently invests in the following public funds investment pools:

- a. Lone Star Investment Pool (maximum dollar-weighted average maturity is 60 days);
  - b. TexPool (maximum dollar-weighted average maturity is 60 days); and
  - c. TexSTAR (maximum dollar-weighted average maturity is 60 days).
6. Guaranteed investment contracts that have a defined termination date and are secured by obligations described by Government Code 2256.09(a)(1), excluding those obligations described by Government Code 2256.09(b), in an amount at least equal to the amount of bond proceeds invested under the contract; such obligations must be pledged to the District

and held in the District's name with an approved third party.  
*Gov't Code 2256.015*

**Effect of Loss of  
Required Rating**

The District shall take all prudent measures consistent with its investment policy to liquidate an investment that does not have the minimum rating.

**Existing Investments**

The District is not required to liquidate investments that were authorized investments mandated by the Board-adopted investment policy at the time of purchase.

**Collateral**

Collateralization shall be required on two types of investments:

1. Certificates of deposit; and
2. Repurchase agreements.

In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be 110 percent of market value of principal and accrued interest.

The District chooses to limit collateral to those items that are listed as authorized investments above.

Collateral shall always be held by an independent third party with whom the District has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the District and retained. The District shall grant the right of collateral substitution with prior notice and consent from the District.

**Interest Rate Risk**

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification. The District shall monitor interest rate risk using weighted average maturity and specific identification.

**Market Pricing**

Market prices shall be monitored for all investments acquired with public funds as described by Government Code 2256.09(a)(1). Prices shall be acquired through the District's investment software, which downloads software based on the investments' CUSIP number.

**Monitoring Rating  
Changes**

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

**Safekeeping and  
Custody**

All security transactions, including collateral for repurchase agreements, entered into by the District shall be conducted on a delivery-versus-payment (DVP) basis. Securities shall be held by a

third-party custodian designated by the investment committee and evidenced by safekeeping receipts.

**Diversification**

The District shall diversify its investments by security type and institution. The asset mix of the District's portfolio is expressed in terms of maximum commitment so as to allow sufficient flexibility to take advantage of market considerations within the context of this policy. The asset mix requirements are as follows:

Money Market Accounts	10% (maximum)
Certificates of Deposit	50% (maximum)
U.S. Treasury Obligations	100% (maximum)
U.S. Government Securities	100% (maximum)
Repurchase Agreements	15% (maximum)
Public Funds Investment Pools	100% (maximum)
Guaranteed Investment Contracts	25% (maximum)

The District may elect to use a singular investment instrument, either a flexible repurchase agreement, as defined in Section 9.3, or a guaranteed investment contract, as defined in Section 9.7 for the face value of the notes plus any accrued but unpaid interest.

The District may elect to use a singular investment instrument, either a flexible repurchase agreement, as defined in Section 9.3, or a guaranteed investment contract, as defined in Section 9.7 for the bond proceeds plus any accrued interest received upon delivery of such proceeds.

**Maximum Maturity**

To the extent possible, the District shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the District shall not directly invest in securities maturing more than 24 months from the date of purchase. However, securities with a maturity of greater than 12 months shall not exceed 20 percent of the total portfolio.

Bond proceeds may be invested in securities exceeding 12 months if the maturity of such investments is made to coincide as nearly as practicable with the expected use of the funds.

**Internal Control**

The investment portfolio, as well as compliance with this policy, shall be reviewed annually by the investment committee and the District's external auditor in conjunction with the annual audit of the District's financial statements. *Gov't Code 2256.005(m)*

**Performance Standards**

The investment portfolio shall be designed with the objective of obtaining a rate of return through budgetary and economic cycles,

commensurate with the investment risk constraints and cash flow needs.

**Market Yield  
(Benchmark)**

The District's investment strategy is a passive one, in that the majority of securities shall be purchased and held to maturity. Additionally, cash inflows and outflows shall be monitored daily. Given this strategy, the basis used by the investment officer to determine whether market yields are being achieved shall be the 90-day U.S. Treasury Bill and the average Fed Funds rate.

**Reporting**

The chief financial officer shall present to the Board a quarterly report, prepared by the investment officer, on the investment portfolio, including the cost of investments and market value as of quarter-end currently held in the portfolio, a breakdown of the percentage of portfolio of each instrument, the average buy yield versus the established benchmark, as well as a report on the maturities of the portfolio and their percentages of the portfolio.

On a quarterly basis, the investment officer shall prepare a report that includes a summary statement by fund with:

1. The beginning market value for the period, the ending market value for the period, and the fully accrued interest for the period;
2. The book value and market value of each separately invested asset at the end of the reporting period by the type of asset and fund type invested;
3. The maturity of each investment; and
4. The compliance of the investment portfolio as it relates to this policy and the District's investment strategy.

The District shall retain an independent auditor to formally review its investment reports at least annually; the auditor shall report the results of the review to the Board.

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, Chief Financial Officer, Finance and Support Services

**ACTION ITEM**

**TOPIC: Review a Resolution Designating Investment Officers for the District**

**BACKGROUND INFORMATION**

In compliance with Board Policy CDA (Local): *Other Revenues: Investments*, the Board shall adopt a written instrument that designates the Chief Financial Officer, Executive Director of Finance and the Cash Manager as investment officers for the District. Shown are copies of Board Policy CDA (Local) and the Certificate of Secretary designating the investment officers.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent provides the attached policy CDA (Local) and Certificate of Secretary for the Board's approval.

**Certificate of Secretary  
For the Richardson Independent School District**

The undersigned hereby certifies as the duly elected and acting Secretary of the Richardson Independent School District, that the following is a true and correct copy of a resolution adopted by the School Board of the Richardson Independent School District to be effective on the 4th day of November 2019 and that said resolution has not been rescinded, modified or changed:

Resolved, that the Chief Financial Officer, Executive Director of Finance, and the Cash Manager are hereby authorized as Investment Officers for the District and empowered for and in the name of the District to do any of the following:

- From time to time, change operational processing within the depository contract:
- Sign by facsimile signature, checks or drafts against any account of the District, which, if by facsimile, may be relied upon, regardless of by who or what means the same may have been imprinted on said instruments, as valid, effective, conclusive and binding for all purposes upon the District as if the same had in fact been manually executed for and on behalf of the District;
- Negotiate and conclude any contract or agreement which they may deem necessary, proper, or convenient for establishing and maintaining adequate banking functions.
- Authorize and initiate wire transfer of funds from District accounts, and appoint and designate in writing any Officer, agent or employee of the District to authorize and initiate wire transfer of funds from District account.

In Witness whereof, the undersigned has executed this Certificate of Secretary as of the \_\_\_\_\_ day of \_\_\_\_\_, and caused to be affixed hereto the seal of said District.

\_\_\_\_\_  
Board Secretary  
December 7, 2020

**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, Chief Financial Officer, Finance and Support Services

**ACTION ITEM**

**TOPIC: Review of Independent Sources of Instruction for the Training of Investment Officers**

**BACKGROUND INFORMATION**

In compliance with Board Policy CDA (Local): *Other Revenues: Investments*, the Board shall annually approve the independent sources of instruction for investment officers for the District. Shown is the list submitted for Board review and approval.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends that the Board approves the attached list of independent resources of instruction for the training of investment officers.

**Investment Training Organizations  
As of November 2020  
Richardson Independent School District**

Government Finance Officer Association

Government Finance Officer Association of Texas

Government Treasurer's Organization of Texas

Education Service Centers

Texas Association of School Administrators

Texas Association of School Boards

Texas Association of School Business Officials

Texas Municipal League

Texas State University

UNT Center for Public Management

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, Chief Financial Officer, Finance and Support Services

**ACTION ITEM**

**TOPIC: Review a List of Qualified Investment Brokers**

**BACKGROUND INFORMATION**

In compliance with Board Policy CDA (Local): *Other Revenues: Investments*, the Board shall review, revise, and adopt a list of brokers qualified to do business with the District.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends that the Board approves the attached list of qualified investment brokers.

## Annual Review of Qualified Investment Brokers

In compliance with the Board Policy CDA (Local), the Board authorizes the following list of qualified brokers to engage in investment transactions with the District. The qualified brokers are:

Comerica Bank  
First Public/Lone Star  
Frost Bank  
FTN Financial Capital Markets  
Hilltop Securities  
LegacyTexas Bank  
TexPool  
TexSTAR  
Vining Sparks  
Wells Fargo Securities, LLC

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Board President  
December 7, 2020

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Board Secretary

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, CFO Financial Services

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## **INFORMATION ITEM**

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**TOPIC:** Unclaimed Property to be claimed by RISD

### **BACKGROUND INFORMATION**

Title 6, Chapters 71 through 76 of the Texas Property Code requires all financial institutions, businesses, government entities and organizations that are holding unclaimed property to file an unclaimed property report with the Texas Comptroller's office. The attached report lists items identified in the Texas Comptroller's database that can be claimed by the Richardson Independent School District.

### **SUPERINTENDENT'S RECOMMENDATION**

The Superintendent provides the report for the Board's information.

**PROPERTY ESCHEATED TO THE TEXAS COMPTROLLER'S OFFICE TO BE CLAIMED BY RISD**

<b>Property Name Reported by State</b>	<b>Amount</b>	<b>Reporting Institution</b>
AIKIN ELEMENTARY	41.62	SAFEWAY INC
AIKIN ELEMENTARY SCHOOL	75.00	NOT DISCLOSED
BERKNER HIGH SCHOOL	88.02	CIRRO GROUP INC
BERKNER HIGH SCHOOL TRACK TEAM	45.00	CICI ENTERPRISES LP
BIG SPRINGS ELEMENTARY	40.70	NOT DISCLOSED
BRENTFIELD ELEM	308.16	TIME INC SHARED SVCS
BRENTFIELD ELEMENTARY PTA	277.24	NOT DISCLOSED
BRENTFIELD ELEMENTARY PTA	224.78	SAFEWAY INC
BRENTFIELD ELEMENTARY PTA	134.32	SAFEWAY INC
BRENTFIELD ELEMENTARY SCHOOL	30.20	CLOVER TECHNOLOGIES GROUP LLC
DARTMOUTH ELEMENTARY SCHOOL	67.50	NOT DISCLOSED
DOBIE PRIMARY E S	105.74	NOT DISCLOSED
DOBIE PRIMARY SCHOOL	143.90	CLOVER TECHNOLOGIES GROUP LLC
DOBIE PRIMARY SCHOOL	143.90	CLOVER TECHNOLOGIES GROUP LLC
DOVER ELEMENTARY	47.80	CLOVER TECHNOLOGIES GROUP LLC
DOVER ELEMENTARY SC	180.00	NOT DISCLOSED
FFICE RICHARDSON ISD TAX O	1,100.00	COMERICA BANK AND ITS AFFILIATES
GREENWOOD HILLS	33.00	NOT DISCLOSED
GREENWOOD HILLS ELEM SCHOOL	25.00	NOT DISCLOSED
GREENWOOD HILLS ELEM SCHOOL	25.00	NOT DISCLOSED
GREENWOOD HILLS ELEMENTARY SCH	61.55	NOT DISCLOSED
J J PEARCE HIGH SCHOOL	160.00	DALLAS COUNTY COMMUNITY COLLEGE DIS
J J PEARCE HIGH SCHOOL	160.00	DALLAS COUNTY COMMUNITY COLLEGE DIS
JJ PEARCE HIGH SCHOOL	320.00	BRINKER RESTAURANT CORP
JJ PEARCE HIGH SCHOOL	90.00	BRINKER RESTAURANT CORP
JJ PEARCE HIGH SCHOOL	320.00	BRINKER RESTAURANT CORP
JJ PEARCE HIGH SCHOOL	90.00	BRINKER RESTAURANT CORP
LAKE HIGHLANDS HIGH SCHOOL	184.90	LIFETOUCH NTL SCHOOL STUDIOS INC
LAKE HIGHLANDS HIGH SCHOOL	1,329.93	LIFETOUCH NTL SCHOOL STUDIOS INC
LAKE HIGHLANDS HIGH SCHOOL	184.90	LIFETOUCH NTL SCHOOL STUDIOS INC
LAKE HIGHLANDS HIGH SCHOOL	1,329.93	LIFETOUCH NTL SCHOOL STUDIOS INC
LAKE HIGHLANDS HIGH SCHOOL BAND	38.00	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL BAND	154.40	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL BAND	41.20	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL BAND	27.15	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL BAND	172.40	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL BAND	227.60	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL ORCH	79.20	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL ORCH	144.80	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL ORCH	61.20	TIME INC SHARED SVCS
LAKE HIGHLANDS HIGH SCHOOL ORCH	79.20	TIME INC SHARED SVCS
LAKE HIGHLANDS JR HIGH SCHOOL	100.00	NOT DISCLOSED
LAKE HIGHLANDS JUNIOR HIGH	29.65	NOT DISCLOSED
LAKE HIGHLANDS JUNIOR HIGH	26.41	NOT DISCLOSED
LAKE HIGHLANDS JUNIOR HIGH	38.16	SAFEWAY INC
LAKE HIGHLANDS JUNIOR HIGH	26.52	SAFEWAY INC
LAKE HIGHLANDS JUNIOR HIGH	32.15	SAFEWAY INC
LIBERTY JR HIGH SCHOOL BAND	50.00	QSP INC
MATH SCIENCE TECH MAGNET SCHOOL	50.00	NOT DISCLOSED
MATH SCIENCE TECH MAGNET SCHOOL	50.00	NOT DISCLOSED
PEARCE HIGH SCHOOL	201.00	WORLDS FINEST CHOCOLATE
PEARCE HIGH SCHOOL	45.00	WORLDS FINEST CHOCOLATE
PEARCE HIGH SCHOOL	201.00	WORLDS FINEST CHOCOLATE
PEARCE HIGH SCHOOL	45.00	WORLDS FINEST CHOCOLATE
RICHARDSON HIGH SCHOOL	78.00	TIME INC SHARED SVCS
RICHARDSON HIGH SCHOOL	789.08	GAYLORD ENTERTAINMENT CO

Property Name Reported by State	Amount	Reporting Institution
RICHARDSON HIGH SCHOOL	789.08	GAYLORD ENTERTAINMENT CO
RICHARDSON HIGH SCHOOL	28.00	AMBIT ENERGY HOLDINGS LLC
RICHARDSON HIGH SCHOOL	82.22	NOT DISCLOSED
RICHARDSON HIGH SCHOOL	82.22	NOT DISCLOSED
RICHARDSON HIGH SCHOOL JOURNALISM	44.56	GOOGLE INC
RICHARDSON HIGH SCHOOL JOURNALISM	44.56	GOOGLE INC
RICHARDSON HIGH SCHOOL PTA	142.64	SAFEWAY INC
RICHARDSON INDEPENDENT SCHOOL DIS	114.35	NOT DISCLOSED
RICHARDSON INDEPENDENT SCHOOL DIS	114.35	NOT DISCLOSED
RICHARDSON INDEPENDENT SCHOOL DIS	114.35	NOT DISCLOSED
RICHARDSON ISD	\$ 146.33	STAPLES INC
RICHARDSON ISD	80.26	OCE IMAGISTICS INC
RICHARDSON ISD	53.00	OCE IMAGISTICS INC
RICHARDSON ISD	384.25	SCHOLASTIC BOOK CLUBS INC
RICHARDSON ISD	890.00	AXA EQUITABLE
RICHARDSON ISD	100.00	AXA EQUITABLE
RICHARDSON ISD	250.00	AXA EQUITABLE
RICHARDSON ISD	141.00	EDUCATIONAL TESTING SVC
RICHARDSON ISD	141.00	EDUCATIONAL TESTING SVC
RICHARDSON ISD	486.90	NCS PEARSON INC
RICHARDSON ISD	52.69	SIX CONTINENTS HOTELS INC
RICHARDSON ISD	399.87	PROGRESSIVE COUNTY MUTUAL INS CO
RICHARDSON ISD	350.00	PROVIDENT BANK
RICHARDSON ISD	76.81	TEXAS HEALTH PHYSICIANS GROUP
RICHARDSON ISD	400.00	EAGLE MOUNTAIN SAGINAW ISD
RICHARDSON ISD	2,425.49	HSBC FINANCE CORP
RICHARDSON ISD	600.00	WELLS FARGO BANK NA
RICHARDSON ISD	1,391.57	WFG LENDER SERVICES LLC
RICHARDSON ISD	49.00	APPLE INC
RICHARDSON ISD	1,326.48	NOT DISCLOSED
RICHARDSON ISD	44.52	NOT DISCLOSED
RICHARDSON ISD	141.00	NOT DISCLOSED
RICHARDSON ISD	141.00	NOT DISCLOSED
RICHARDSON ISD EDI PO PROCESSING	25.65	STAPLES INC
RICHARDSON ISD EDI PO PROCESSING	83.05	STAPLES INC
RICHARDSON ISD EDI PO PROCESSING	63.69	STAPLES INC
RICHARDSON ISD SCHOO	196.16	WASTE MGT HOLDINGS INC
RICHARDSON WEST JR HIGH SCHOOL	36.54	LIFETOUCH NTL SCHOOL STUDIOS INC
RICHARDSON WEST JR HIGH SCHOOL	36.54	LIFETOUCH NTL SCHOOL STUDIOS INC
RICHARDSON WEST JUNIOR HIGH SCHOOL	65.32	TIME INC SHARED SVCS
RICHARDSON WEST JUNIOR HIGH SCHOOL	65.32	TIME INC SHARED SVCS
RICHLAND ELEMENTARY SCHOOL	91.78	NOT DISCLOSED
RICHLAND ELEMENTARY SCHOOL	91.78	NOT DISCLOSED
RICHLAND ELEMENTARY SCHOOL R	27.35	NOT DISCLOSED
RICHLAND ELEMENTARY SCHOOL R	27.35	NOT DISCLOSED
RISD - TAX OFFICE	234.22	TEXAS HEALTH PHYSICIANS GROUP
RISD - TAX OFFICE	169.25	TEXAS HEALTH PHYSICIANS GROUP
RISD - TAX OFFICE	142.58	TEXAS HEALTH PHYSICIANS GROUP
RISD - TAX OFFICE	33.50	TEXAS HEALTH PHYSICIANS GROUP
RISD 37 RISD ACADEMY	326.95	WASTE MGT HOLDINGS INC
RISD 44 AUDELIA CREE	213.81	WASTE MGT HOLDINGS INC
RISD THURGOOD MARSHA	226.67	WASTE MGT HOLDINGS INC
THURGOOD MARSHALL SCHOOL	79.50	LIFETOUCH NTL SCHOOL STUDIOS INC
TWAIN ELEMENTARY SCHOOL	34.17	NOT DISCLOSED
TWAIN ELEMENTARY SCHOOL	34.17	NOT DISCLOSED
TWAIN ELEMENTARY SCHOOL	34.17	NOT DISCLOSED
	<u>\$ 24,122.23</u>	

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Department:** Division of Instruction

**Submitted by:** Dr. Jeannie Stone, Superintendent  
Tabitha Branum, Deputy Superintendent

## **ACTION ITEM**

**TOPIC:** 2020 – 2021 District Improvement Plan

**BACKGROUND INFORMATION:**

Section 11.251 of the Texas Education Code requires the Board of Trustees to ensure that a District Improvement Plan and improvement plans for each campus are developed, reviewed, and revised annually for the purpose of improving the performance of all students. The statute requires the Board to approve District and Campus performance objectives annually and to ensure that District and Campus plans are:

- Mutually supportive to accomplish the identified objectives; and
- At a minimum, support the state goals and objectives set out under Chapter Four of the Educational Code (public education mission, objectives, and goals).

The Administration reviewed and evaluated the 2019- 2020 District Improvement Plan. The feedback from the 2019 – 2020 Plan was considered in developing the 2020 - 2021 District Improvement Plan. A new Goal was added for the 2020-2021 District Improvement Plan to address the district's plan and response to the current Coronavirus Pandemic. This year's District Improvement Plan aligns with the strategies outlined in the District Strategic Plan. District stakeholders, including RISD Principals, Curriculum Directors, Instructional Leadership Team members, and District Planning Committee members, assisted in development of the 2020 – 2021 District Improvement Plan by providing input regarding proposed objectives and actions. The 2020 – 2021 District Improvement Plan is aligned with the Board of Trustees' goals and based on identified District needs.

**SUPERINTENDENT'S RECOMMENDATION:**

The Superintendent recommends that the Richardson Independent School District Board of Trustees approve the performance objectives of the District Improvement Plan for 2020-2021.

**PROPOSED RESOLUTION**

**WHEREAS**, Section 11.251 of the Texas Education Code requires every school district to develop, review, and revise annually a District improvement Plan and improvement plans for each campus for the purpose of improving the performance of all students; and

**WHEREAS**, in-depth District and campus planning is critical to support continuous improvement of all RISD students; and

**WHEREAS**, RISD has a structured District Improvement Planning process during which District data is studied and analyzed, the plan from the prior year is carefully evaluated, and a new District Improvement Plan is developed; and

**WHEREAS**, Campus Improvement Plans, based on the District Improvement Plan, will be completed and presented to the Board of Trustees in December 2020; and

**WHEREAS**, the Board finds that the District Improvement Plan supports the accomplishment of its identified objectives and supports campus improvement and the state mission, goals, and objectives for public education;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees of the Richardson Independent School District approves the performance objectives of the District Improvement Plan for the 2020-2021 school year.

**APPROVED** on the 7th day of December, 2020.

\_\_\_\_\_  
Karen Clardy  
President, RISD Board of Trustees

ATTEST:

\_\_\_\_\_  
Regina Harris  
Secretary, RISD Board of Trustees

**Richardson Independent School District**  
**District Improvement Plan**  
**2020-2021 Goals/Performance Objectives/Strategies**



# Mission Statement

**The mission of Richardson Independent School District is to ensure that ALL connect, learn, grow and succeed through relevant and personalized learning experiences distinguished by**

**-a welcoming and accepting climate**

**-a safe, innovative, and adaptive environment**

**-a supportive, collaborative, and invested culture among students, staff, families, and community**

## Vision

*RISD - Where all students learn, grow, and succeed*

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# Goals

**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 1:** Ensure all students graduate college and/or career ready as measured by CCMR indicators (AP, College Ready Assessments, Dual-Credit)


**Evaluation Data Sources:** Increase students meeting the CCMR indicator from 65% to 70% (Board Goal)

<p><b>Strategy 1:</b> Educate staff, students and community on College, Career, Military Ready (CCM-R) indicators as defined by accountability and HB3 funding formula</p> <p><b>Strategy's Expected Result/Impact:</b> Communications Plan</p> <p># of students, staff and community aware of CCMR indicators (baseline)</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendents</p> <p>Executive Director College &amp; Career Readiness</p> <p>Executive Director of CTE</p> <p>Director of Guidance and Counseling</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
<p><b>Strategy 2:</b> Continue to monitor National Clearinghouse data for college enrollment and completion.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of students completing college or postsecondary program on time as defined by National Clearinghouse</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director College &amp; Career Readiness</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
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<p><b>Strategy 3:</b> Assess students for college readiness at district expense as follows:  Grade 10 TSI  Grade 11 ACT  Grade 12 ACT</p> <p><b>Strategy's Expected Result/Impact:</b> Student results and analysis</p> <p>Increase in # of students meeting ACT/TSI benchmark for being college ready (4%)</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent Secondary</p> <p>Executive Director College &amp; Career Readiness</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 4:</b> Create and implement summer bridge programs to support increasing access to more rigorous course offerings (PTECH/STEM, Superintendent Scholar program)</p> <p><b>Strategy's Expected Result/Impact:</b> Completed Bridge Course Design</p> <p># of students enrolled in programs</p> <p>Increased performance as identified above</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of CCR</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Director of Counseling</p> <p>Principals</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 5:</b> Educate ALL students on the benefits of committing to Dallas Promise. (LHHS, BHS and RHS)</p> <p><b>Strategy's Expected Result/Impact:</b> 80% of 2021 Seniors will sign to Dallas Promise college program.</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of CCR</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Director of Counseling</p> <p>Principals</p> <p>College and Career Counselors</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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 No Progress

 Accomplished










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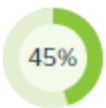
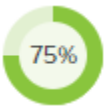
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 2:** Enhance Career and Technical (CTE) opportunities for students

**Evaluation Data Sources:** Increase in students completing a coherent sequence of courses will increase from 11% to 15%

<p><b>Strategy 1:</b> Create and/or revise district curriculum for all CTE courses to include performance based assessments</p> <p><b>Strategy's Expected Result/Impact:</b> Completed Scope &amp; Sequence</p> <p>Completed exemplar lessons for teachers</p> <p>Strategic Plan D3.5</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of CTE</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 2:</b> Revise program of study to align with new CTE pathways leading to associates or license/certification (7-12)</p> <p><b>Strategy's Expected Result/Impact:</b> Deletion of CTE courses that do not lead to an identified outcome</p> <p>Revised POS</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of CTE</p> <p>Director of Counseling</p> <p>Assistant Superintendent of Teaching and Learning</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 3:</b> Develop and implement a communication and marketing effort to inform students, parents and community on the benefits of a career pathway and CTE licenses/certifications</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in # of students completing pathways</p> <p>Increase in positive student response on climate survey related to relevant courses</p> <p>Strategic Plan D3.1-3.9</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of CTE</p> <p>Director of Guidance and Counseling</p> <p>Chief Communications Officer</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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Nov	Jan	Mar	June														
																	



<b>Strategy 4:</b> Expand RISD & City of Richardson Summer Internship Program <b>Strategy's Expected Result/Impact:</b> # of students applied to program  # of business partners committed to host an intern  # of students placed in program  Website and communication hub for program <b>Staff Responsible for Monitoring:</b> Superintendent  Deputy Superintendent Assistant Superintendent of Teaching and Learning Executive Director of CTE	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 5:</b> Expand student enrollment in PTECH programs and strengthen programs of support for PTECH campuses and students <b>Strategy's Expected Result/Impact:</b> # of students enrolled  PTECH Supports (website, parent meeting)  Strategic Plan D2.1 <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Assistant Superintendent of Teaching and Learning  Executive Director of CTE  Executive Director of CCR	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				
<b>Strategy 6:</b> Utilize partnership with Tech Titans to strengthen district-wide STEM Program PK-12 <b>Strategy's Expected Result/Impact:</b> Increase of students identifying STEM as pathway  Student Climate Survey Response <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Assistant Superintendent of Teaching and Learning  Executive Director of CTE  Director of Guidance and Counseling	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
				







<b>Strategy 7: Implement Year 3 of BHS STEM Grant</b> <b>Strategy's Expected Result/Impact:</b> BHS Learning Community logic model short and long-term goals as approved by Educate Texas and Texas Instruments <b>Staff Responsible for Monitoring:</b> Deputy Superintendent Assistant Superintendent Teaching and Learning Services Executive Director of STEM and Innovation Executive Director of CTE	<b>Reviews</b>			
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	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 8: Create and implement work-base field experiences for core and CTE teachers (PTECH, ICIA, STEM)</b> <b>Strategy's Expected Result/Impact:</b> # of Teacher Externships  # of Teachers involved in work-based field experiences  Teacher survey/reflection responses <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Executive Director of CTE  Executive Director of STEM and Innovation	<b>Reviews</b>			
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



**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 3:** Enhance AP programming and increase opportunities for students to take more rigorous coursework

**Evaluation Data Sources:** Increase percentage of students for all AP Exams scoring a 3 or higher will increase from 30 to 33%.

<p><b>Strategy 1:</b> Implement &amp; Support College Board Exam Description (CED)</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan and Results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Curriculum/Assessment Department</p> <p>Executive Directors Teaching and Learning</p> <p>Assistant Superintendent of Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Utilize quarterly summative assessments to provide formative feedback to teachers, campus and district support personnel</p> <p><b>Strategy's Expected Result/Impact:</b> Evidence of 4 PLC Questions</p> <p>Item analysis</p> <p>STAAR results</p> <p>TELPAS results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Executive Directors Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
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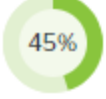

<p><b>Strategy 3:</b> Utilize new calibrated walkthrough form to ensure implementation of the College Board Curriculum</p> <p><b>Strategy's Expected Result/Impact:</b> Walk-through documents and data</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p> <p>Executive Directors Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 4:</b> Analyze student AP data to drive curricular and instructional decisions (during district-wide PLC early release days)</p> <p><b>Strategy's Expected Result/Impact:</b> Evidence of 4 PLC Questions</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators/Teachers</p> <p>Executive Directors Teaching and Learning</p> <p>Assistant Superintendent of Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 5:</b> Require all AP and Pre-AP teachers to attend College Board Summer Training at least once every three years</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development</p> <p>Evaluation Results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director College and Career Readiness Assistant Superintendent of Teaching and Learning Campus Administrators</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 6:</b> Require all new teachers to attend College Board Summer Training</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development Evaluation Results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators</p> <p>Executive Director College and Career Readiness</p> <p>Assistant Superintendent of Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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



<b>Strategy 7:</b> Provide teachers, principals, counselors and parents with informational sessions regarding AP potential <b>Strategy's Expected Result/Impact:</b> Implementation plan and timeline  Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Executive Director College and Career Readiness  Assistant Superintendent Teaching and Learning  Executive Directors Teaching and Learning <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>				
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 4:** Provide students with a pathway of dual-credit or OnRamps courses to support their College and Career Readiness.

**Evaluation Data Sources:** Increase students meeting the 9 hour or Reading/Math dual-credit requirement as defined by state CCMR indicator will increase from 11% to 15%.




<p><b>Strategy 1:</b> Communicate with stakeholders the benefits of dual credit program</p> <p>a. Benefits of dual credit</p> <p>b. Qualifications for dual credit</p> <p>c. Process for enrollment into dual credit</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan and Results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administrators/Staff</p> <p>Executive Director College and Career Readiness</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Executive Directors Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	Reviews			
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<p><b>Strategy 2:</b> Maintain and support professional development for educators facilitating OnRamps courses</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development</p> <p>Evaluation Results</p> <p>% of students who graduate with 3 hours of AP, Dual-Credit, License or Certification (CCR Priority Goal)</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director College and Career Readiness</p> <p>Assistant Superintendent Teaching and Learning</p> <p>Executive Directors Teaching and Learning</p> <p>Campus Administrators</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	Reviews			
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<p><b>Strategy 3:</b> Ensure alignment and effective pathway completion with Higher Ed partners including DCCCD, UTD, and UT</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan and Results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director Advanced Learning Services</p> <p>Executive Director of CTE</p> <p>Assistant Superintendent of Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 4:</b> Develop parent information and marketing resource center at each high school campus for all advanced academics offerings</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan and Results</p> <p>Performance Growth Goal</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director College and Career Readiness</p> <p>Campus Administrators/Staff</p> <p>Assistant Superintendent Teaching and Learning</p> <p>Executive Directors Teaching and Learning</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 5:</b> Administer TSI to all 10th grade students</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan and Results</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director College and Career Readiness</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Campus Administrators</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 6:</b> Implement TSI Preparation Course (Summer Bridge and School embedded)</p> <p><b>Strategy's Expected Result/Impact:</b> # of students taking course</p> <p>% increase in TSI scores</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of Advanced Learning Services</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 5:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

**Evaluation Data Sources:** Move as a district from Proficient to Advanced in overall measurement in the area of classroom on the BrightBytes Survey. This includes teacher and student use of the 4C's (Communication, Collaboration, Critical Thinking & Creativity), teacher and student Digital Citizenship skills, and using digital methods for assessment within the classroom.

<p><b>Strategy 1:</b> Increase number of technology rich exemplary lessons and PD sessions</p> <p><b>Strategy's Expected Result/Impact:</b> # of lessons available in Schoology</p> <p># of teachers using exemplary lessons</p> <p>Feedback from teacher focus group</p> <p>Bright Bytes Survey Results (maintain Advanced score under Environment)</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning Chief Technology Officer</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Provide purposeful innovative, and relevant professional development opportunities for all staff to ensure technology integration that impacts teaching and learning</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development Catalog</p> <p>Professional Development Survey Feedback Results ( 5%increase positive result for technology professional development)</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer Executive Director of Professional Development</p>	<b>Reviews</b>			
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<p><b>Strategy 3:</b> Create customized learning plan based on campus needs assessment (Brightbytes)</p> <p><b>Strategy's Expected Result/Impact:</b> Customized Plan</p> <p>Outcome identified in plan met</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer Executive Director of Learning Community</p>	<b>Reviews</b>			
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



<p><b>Strategy 4:</b> Showcase teacher exemplars using technology</p> <p><b>Strategy's Expected Result/Impact:</b> # of teacher exemplars</p> <p># of views</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning Chief Technology Officer</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 5:</b> Continue to seek input from a variety of stakeholders to provide needs assessment, research, and action items for Technology to implement in accordance with the Technology Plan</p> <p><b>Strategy's Expected Result/Impact:</b> Research &amp; Planning Documentation</p> <p>Bright Bytes Survey Results (Increase from Proficient to Advanced)</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 6:</b> Create parent workshops to support We Grow 1:1 Technology Initiative. Topics include: Digital footprint; Managing digital environment; Cybersafety at home; Cyberbullying</p> <p><b>Strategy's Expected Result/Impact:</b> Workshop Dates and Topics</p> <p>Session Attendance</p> <p>Session Feedback</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 7:</b> Create a new student We Grow Hub while also enriching a dynamic parent information site to support We Grow 1:1</p> <p><b>Strategy's Expected Result/Impact:</b> Website Hits</p> <p>Bright Bytes Survey Results (move to Exemplary in Beliefs)</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer Chief Communications Officer</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 8:</b> Ensure teachers and students demonstrate appropriate and safe digital behavior</p> <p><b>Strategy's Expected Result/Impact:</b> Completion of Digital Citizenship Curriculum and lesson exemplars</p> <p>% decrease in number of student referrals/discipline incidences for inappropriate technology use</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer Principals</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 6:** Implement activities into RISD campuses in order to support students' academic, social and emotional growth.

**Evaluation Data Sources:** % of students who engaged in SEL implementation from 50% to 70%.




<p><b>Strategy 1:</b> Provide ongoing PBIS professional development and supports based on campus needs.  <b>Strategy's Expected Result/Impact:</b> % positive response on climate survey (staff and students)</p> <p>Decrease in ISS/OSS referral</p> <p>PBIS walkthrough and feedback process</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p>Student Services Department</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Monitor implementation and training on CHAMPS PK-12 to address classroom management, structure and routines in virtual and face to face learning models.  <b>Strategy's Expected Result/Impact:</b> Walkthrough</p> <p>Reduced Referrals from classroom and common areas</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Chief Executive of Student Services</p> <p>Assistant Superintendent of Administrative Services</p> <p>Executive Directors of Learning Communities</p> <p><b>Equity Plan</b></p>	<b>Reviews</b>			
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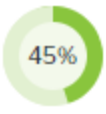




<p><b>Strategy 3:</b> Monitor and support implementation of SEL programming at all RISD campuses, including formation of a HS SEL committee.</p> <p><b>Strategy's Expected Result/Impact:</b> % positive response SEL survey results</p> <p>Walkthrough data</p> <p>Decrease in ISS/OSS referrals</p> <p>Strategic Plan: E6.1-E6.4</p> <p><b>Staff Responsible for Monitoring:</b> Campus Administration</p> <p>Student Services Department</p> <p><b>Equity Plan</b></p>	<b>Reviews</b>			
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<p><b>Strategy 4:</b> Research, develop and implement Behavior Response to Intervention (RTI)</p> <p><b>Strategy's Expected Result/Impact:</b> Completed behavior RTI framework</p> <p>Completed Communication Plan</p> <p>Designed Professional Development Plan</p> <p>Baseline year: # of students at each RTI tier</p> <p><b>Staff Responsible for Monitoring:</b> -Student Services Department</p> <p>-Assistant Superintendent of Administrative Services</p>	<b>Reviews</b>			
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 7:** Continue Pk-12 programing to support healthy life choices by students and staff

**Evaluation Data Sources:** 100% of students identify programs and levels of support available when in crisis (student survey)

<p><b>Strategy 1:</b> Expand liveWiselive Healthy through a community engagement series.  <b>Strategy's Expected Result/Impact:</b> % increase in positive response on student and staff survey</p> <p># attend at parent information workshops (baseline)</p> <p>feedback and evaluation from staff, students and community</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Chief Executive Director Student Services</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 2:</b> Implement health and wellness plan as recommended by the SHAC Committee  <b>Strategy's Expected Result/Impact:</b> Wellness Plan Results</p> <p>Student Climate Survey Results</p> <p>Staff Climate Survey Results</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent Teaching and Learning            Assistant Superintendent Administrative Services            Director of Health, PE &amp; Wellness</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 3:</b> Strengthen program for drug/alcohol/vaping awareness and prevention though the Drug and Violence Committee  <b>Strategy's Expected Result/Impact:</b> Committee Recommendation</p> <p>Student Climate Survey Results</p> <p>Staff Climate Survey Results</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administration Services</p> <p>Executive Director of Student Services</p> <p>Director of Prevention Programs</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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Nov	Jan	Mar	June														
<p><b>Strategy 4:</b> Ensure 100% of students have a school/home connection (club, extra curricular, activity, an adult at school)  <b>Strategy's Expected Result/Impact:</b> Student Involvement Report  <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of Administrative Services</p> <p>Executive Directors of Fine Arts &amp; Athletics</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
Reviews																	
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Nov	Jan	Mar	June														

<b>Strategy 5:</b> Ensure systems of support are provided to students at-risk including: a. Refugee/Asylees b. Homeless c. Foster Care <b>Strategy's Expected Result/Impact:</b> Program Descriptions  Service Reports <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services  Chief Executive Director of Student Services  Director of Student Welfare	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Ensure Title IX policies and practices are utilized appropriately at all campuses. * Required training based on updated Title IX regulations *Defined roles and responsibilities *Addition of new central role: Executive Director Title IX, Compliance and Investigations <b>Strategy's Expected Result/Impact:</b> Campus Investigation Data <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services Executive Director Title IX, Compliance and Investigations RISD Legal Counsel Chief Executive Director Student Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Monitor and train on Anonymous Alerts at high school level and research expansion to JH campuses <b>Strategy's Expected Result/Impact:</b> Anonymous Alert Data Review <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services  Chief Executive Director Student Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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**Goal 1:** We will ensure that we have diverse and engaging programs and learning opportunities to meet the unique needs of all our students.

**Performance Objective 8:** Ensure a culture and environment that embraces equity, diversity and inclusion throughout RISD programs and systems of support

**Evaluation Data Sources:** Increase hiring and representation of staff and students in all areas of district function, including increased achievement of Hispanic, AA, Asian, ELL and SPED performance as measured by STAAR (43% to 50% hiring).

<p><b>Strategy 1:</b> Expanding the focus of the Equity Council to evaluate, support, sustain and make recommendations to implement the Equity Policy</p> <p><b>Strategy's Expected Result/Impact:</b> Equity Council meeting timeline and agendas</p> <p>Equity Council recommendations and report to Board of Trustees</p> <p>Formation of the Racial Equity Committee</p> <p>Completed Professional Development and implementation plan for CC</p> <p>Board Goals</p> <p>Board Recommendations</p> <p>% positive response increase in culture survey (staff and student)</p> <p>Strategic Plan: E7.1</p> <p><b>Staff Responsible for Monitoring:</b> Director of Equity, Diversity and Inclusion</p> <p>Assistant Superintendent of Administrative Services</p> <p>Chief Executive Director of Student Services</p> <p>Deputy Superintendent</p> <p>Superintendent</p> <p><b>Equity Plan</b></p>	Reviews			
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<p><b>Strategy 2:</b> Communicate strategy to inform all stakeholders of the supports and strategies from the Division of Equity</p> <p><b>Strategy's Expected Result/Impact:</b> Dynamic communication plan</p> <p># of hits on Equity website</p> <p>Strategic Plan: C1.3</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Chief Executive Director of Student Services</p> <p>Deputy Superintendent</p>	<b>Reviews</b>			
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	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Provide professional learning in the areas of Cultural Competence and Culturally Responsive Teaching Pk-12</p> <p><b>Strategy's Expected Result/Impact:</b> All staff completed 2 hours of training</p> <p>8 choice sessions fall 2020: Six live; two ongoing virtual options</p> <p>Culturally and Linguistically Responsive Teaching: Skyview and Audelia Creek</p> <p>Walkthrough data and evaluation</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Assistant Superintendent of Administrative Services</p> <p>Director of Equity, Diversity and Inclusion</p> <p>Executive Director of Professional Learning</p> <p>Chief Executive Director of Student Services</p>	<b>Reviews</b>			
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<p><b>Strategy 4:</b> Support COPE training and funding at identified campuses</p> <p><b>Strategy's Expected Result/Impact:</b> COPE survey results and reflections</p> <p># of participants</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Director of Diversity, Equity and Inclusion</p> <p>Chief Executive Director of Student Services</p>	<b>Reviews</b>			
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<b>Strategy 5: Support Campus Racial Literacy Implementation</b> <b>Strategy's Expected Result/Impact:</b> Completed Plan <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services  Chief Executive Director of Student Services  Director of Diversity, Equity and Inclusion	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6: Expand and support Compelling Why</b> <b>Strategy's Expected Result/Impact:</b> # of students increase participating in the program <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services  Director of Diversity, Equity and Inclusion  Chief Executive Director of Student Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7: Develop actionable steps for implementing the Equity Policy in the work for students with disabilities.</b> <b>Strategy's Expected Result/Impact:</b> Task Force recommendations in 5 areas - evaluation, programming, staffing, related services, campus support Representation in restricted environments aligns with proportionate representation in the general population Hiring practices reflect the population served Equitable services for all students with disabilities <b>Staff Responsible for Monitoring:</b> Special Student Services Executive Director Assistant Superintendent of Administrative Services <b>Equity Plan</b>	<b>Reviews</b>			
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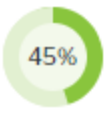






**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 1:** Improve student performance and ensure 100% of campuses are rated "Met Standard"

**HB3 Goal**

**Evaluation Data Sources:** 100% of campuses meet standard; meet or exceed identified Board Goals for 2020-2021



<p><b>Strategy 1:</b> Monitor ACE Implementation  <b>Strategy's Expected Result/Impact:</b> # and %of students on grade level as measured by reading and math assessments</p> <p>Performance Growth Goals</p> <p>Strategic Plan:  E1.1-E1.20</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Director of School Improvement</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
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	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Utilize district-wide professional development days and early release days to support and train teachers on effective Tier I Instruction (Balanced Literacy implementation (Pk-12), TRS Implementation , Culturally Relevant Strategies, and SEL components)</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development Evaluation Results</p> <p>Inclusion of strategies in Campus Plan based on data</p> <p>Walkthrough analysis</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Deputy Superintendent</p> <p>Principals</p> <p>Executive Director of Professional Development</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				







<p><b>Strategy 3:</b> Evaluate and monitor all student groups measured for accountability</p> <p><b>Strategy's Expected Result/Impact:</b> Improved Student Performance on state required assessments (STAAR, TELPAS)</p> <p>Review of student performance data by student groups each 9 weeks</p> <p>Review of student performance data by student groups by teacher each 9 weeks</p> <p>Data Meetings as called by Central Office Staff</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>District and Campus Staff</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> All campuses with an accountability rating of a D will create and submit a Targeted Improvement Plan (TIP)</p> <p><b>Strategy's Expected Result/Impact:</b> Student Growth</p> <p>Accountability Rating Improvement</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Directors of Learning Community</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> All campuses will create and submit a campus growth plan to address Domain II and Domain III</p> <p><b>Strategy's Expected Result/Impact:</b> Growth for Domain II and Domain III</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Director of Learning Community</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 2:** Align and maintain written, taught, and assessed curriculum at all grade levels and in all subject areas (TRS, Lead4Ward and PLC)

**Evaluation Data Sources:** 100% of campuses meet standard; meet or exceed identified Board Goals for 2020-2021

<p><b>Strategy 1:</b> Refine TEKS Resource System based on feedback by teachers and principals</p> <p><b>Strategy's Expected Result/Impact:</b> Revised Curriculum</p> <p>% increase positive response on climate survey</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of Teaching and Learning</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Monitor TRS Implementation through RISD aligned walkthrough form</p> <p><b>Strategy's Expected Result/Impact:</b> Walkthrough Analysis</p> <p>Student Performance Goals</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Teaching and Learning</p> <p>Executive Directors</p> <p>Curriculum Directors</p> <p>Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<b>Strategy 3:</b> Embed Lead4ward supports, tools and resources into curriculum documents <b>Strategy's Expected Result/Impact:</b> Walkthrough Analysis  Curriculum Document  Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Teaching and Learning  Campus Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Use Performance Assessments and Quarterly Summative Assessments to monitor and evaluate student progress towards mastery of grade level standards <b>Strategy's Expected Result/Impact:</b> Performance Growth Goals  Quarterly heat map report by campus <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Assistant Superintendent Teaching and Learning  Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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**Goal 2:** We will guarantee that all students will perform at or above grade level.




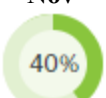




**Performance Objective 3:** Ensure a strong vertically aligned math curriculum K-8 to support 3rd through Junior High math achievement and increase in Algebra I Junior High enrollment.

**Evaluation Data Sources:** The percent of students who score at the meets level in 3rd grade math will grow from 52% to 54% AND Percent of students completing Algebra I and meeting standard on Algebra I EOC before entering high school will increase from 38% to 39%

Percent of African American students who score at the meets level in 3rd grade math will grow from 35% to 38% and Algebra I will increase 12% to 14%

Percent of Hispanic students who score at the meets level in 3rd grade math will grow from 42% to 45% and Algebra I will increase from 24% to 30%

<p><b>Strategy 1:</b> Focused PD on understanding and using visual cues, anchor charts and fact fluency K-8 (5-7th grade teacher pull out and monthly PLCs to ensure vertical alignment strategies)</p> <p><b>Strategy's Expected Result/Impact:</b> % increase of student performance (Board Goal)</p> <p>teacher survey</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of Teaching and Learning</p> <p>Director of PK-12 Math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<p><b>Strategy 2:</b> Innovative unit preview videos for every unit in TRS that is housed in Schoology K-8 to ensure effective planning and Tier 1 instruction</p> <p><b>Strategy's Expected Result/Impact:</b> % increase of student performance (Board Goal)</p> <p>teacher survey</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of Teaching and Learning</p> <p>Director of PK-12 Math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 3:</b> Focused PD on level of TEKS and use of hands on manipulatives to help students reach master level of standard</p> <p><b>Strategy's Expected Result/Impact:</b> % increase of student performance (Board Goal)</p> <p>teacher survey</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Director of PK-12 Math</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

<b>Strategy 4:</b> Develop math cadre to focus on vertical alignment and essential standards PK-8 <b>Strategy's Expected Result/Impact:</b> % increase of student performance (Board Goal) <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Executive Director of Teaching and Learning  Director of PK-12 Math	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	Nov 	Jan	Mar	June
<b>Strategy 5:</b> Summer bridge to support students that have an existing achievement gap as seen on STAAR <b>Strategy's Expected Result/Impact:</b> % increase of student performance  summer bridge attendance <b>Staff Responsible for Monitoring:</b> Executive Director of Teaching and Learning  Director Math Pk-12  Assistant Superintendent Teaching and Learning	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	Nov 	Jan	Mar	June
<b>Strategy 6:</b> Utilize intervention tools to diagnose student learning needs to differentiate instruction (IXL, GPS, Motivation math) <b>Strategy's Expected Result/Impact:</b> Student growth goals  CBAs, MAP data <b>Staff Responsible for Monitoring:</b> Director Math PK-12  Assistant Superintendent Teaching and Learning  Executive Director Teaching and Learning	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	Nov 	Jan	Mar	June
<b>Strategy 7:</b> Research best practices to address math acceleration beginning in elementary <b>Strategy's Expected Result/Impact:</b> Program recommendation and action plan <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Executive Director of Teaching and Learning  Director of PK-12 Math	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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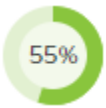
**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 4:** Improve graduation rates to ensure students are college and/or career ready



**Evaluation Data Sources:** Graduation rate for all RISD students will increase from 91% to 94%

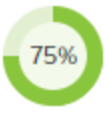





African American students graduating in RISD will increase to 90%

Hispanic students graduating in RISD will increase to 90%

<p><b>Strategy 1:</b> Implement Graduation Teams at 4 High Schools (Design program for JH implementation)</p> <p><b>Strategy's Expected Result/Impact:</b> # of successful graduation plans implemented</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Administrative Services</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Develop drop-out prevention and credit-recovery protocol and system of supports</p> <p><b>Strategy's Expected Result/Impact:</b> Implement Leaver Protocols</p> <p>Reduce # of dropouts</p> <p>Increase # of students graduating on time as measured by state and federal graduation rate (accountability subset)</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Administrative Services</p> <p><b>Equity Plan</b></p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<p><b>Strategy 3:</b> Implement Grade Repair Program</p> <p><b>Strategy's Expected Result/Impact:</b> # of courses completed for grade repair</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Administrative Services</p> <p><b>Equity Plan</b></p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				

<b>Strategy 4:</b> Provide comprehensive training in the area of Cultural Awareness/Proficiency <b>Strategy's Expected Result/Impact:</b> Implementation Plan and Timeline  Dropout Rate  All staff completion of 2 hours of Cultural Competence training  Graduation Rate  Student Survey Results  Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Chief Executive Director of Student Services  Director of Equity, Diversity and Inclusion <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 5:</b> Provide PD on Tier I and Tier II Behavior Management Techniques and Strategies <b>Strategy's Expected Result/Impact:</b> Professional Development  Evaluation Results  # of discipline referrals; % decrease of student discipline referrals <b>Staff Responsible for Monitoring:</b> Chief Executive Director of Student Services  District and Campus Staff <b>Funding Sources:</b> - 199 - General Fund	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>Strategy 6:</b> Provide teachers with professional development on positive behavior intervention supports (PBIS) <b>Strategy's Expected Result/Impact:</b> # of discipline referrals; % decrease of student discipline referrals  Implementation Plan and Timeline  Focus data analysis (Triggers & Interventions) <b>Staff Responsible for Monitoring:</b> Chief Executive Director of Student Services  District and Campus Staff <b>Funding Sources:</b> - 199 - General Fund	Reviews			
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<b>Strategy 7:</b> Continue to strengthen and expand Edgenuity on all campuses for credit recovery <b>Strategy's Expected Result/Impact:</b> End of Course results  # credits recovered  Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Assistant Superintendent of Teaching and Learning  Executive Directors  Director of Guidance and Counseling  Campus Administrators <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
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	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 8:</b> Ensure monitoring of students at risk of losing credits <b>Strategy's Expected Result/Impact:</b> End of Course Results  Meeting to discuss status of students  # of students behind on credit attainment; % of students behind on credit attainment <b>Staff Responsible for Monitoring:</b> Campus Administrators/Staff  Executive Directors  Assistant Superintendent of Teaching and Learning <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
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	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 9:</b> Create a system to ensure every student has at least 1 adult connection <b>Strategy's Expected Result/Impact:</b> % positive increase on student survey <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Executive Directors  Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 10:</b> Ensure resources and supports available to expand AVID programming and meet the needs of ALL students <b>Strategy's Expected Result/Impact:</b> % increase of students enrolled/supported by AVID <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Executive Director of CCR	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 11:</b> Redesign summer school EOC and EOC intervention programming during the school year based on results of EOC program evaluation <b>Strategy's Expected Result/Impact:</b> Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Executive Directors of Learning Communities	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 5:** Create a Pk-12 System to educate stakeholders on the importance of student attendance.

**Evaluation Data Sources:** Increase RISD attendance rate from 95.5% to 96.5%

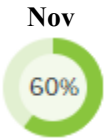
<b>Strategy 1:</b> Implement A2A System of Attendance <b>Strategy's Expected Result/Impact:</b> % Increase in Student Attendance <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services  Campus Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Create a district and campus recognition program to celebrate campuses with %increase growth in student attendance <b>Strategy's Expected Result/Impact:</b> Recognition Program <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services  Campus Principals	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 6:** Implement a systematic approach to develop new and existing programming for special student services to ensure quality instruction and service supports for ALL students.

**Evaluation Data Sources:** Student performance meets or exceeds expected increase as defined by Board Goals

<p><b>Strategy 1:</b> Equip campus staff with training on disability awareness, evidence based best practices and classroom design and behavior management strategies</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan</p> <p>Training Timeline</p> <p>% positive response increase on climate survey (staff)</p> <p>Feedback from staff</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Executive Director of Special Student Services</p> <p>Executive Director of Teaching and Learning</p> <p>Principals</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Provide support to campus staff through campus facilitators and behavior specialists to implement best practices strategies that support quality programming and instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan</p> <p>Training Dates</p> <p>% positive response increase on climate survey (staff)</p> <p>Feedback from staff</p> <p>Walkthrough performance</p> <p>SSS program evaluation (PASS, Structured Learning, Development Program)</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Executive Director of Special Student Services</p> <p>Executive Director of Teaching and Learning</p>	<b>Reviews</b>			
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<p><b>Strategy 3:</b> Expand the parent education program targeted to support parents through awareness and understanding of special student services and centralized programming</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan</p> <p>Training Dates</p> <p>Parent Participation rate Increases</p> <p>Parent Feedback</p> <p>Feedback through parent organizations</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Executive Director of Special Student Services</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Embed tools and resources to staff to support students with disabilities and learning needs in district curriculum</p> <p><b>Strategy's Expected Result/Impact:</b> % increase student performance on STAAR and other national assessments (5% target increase)</p> <p>% increase positive response on climate survey (staff)</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Executive Director of Special Student Services</p> <p>Assistant Superintendent of Teaching and Learning</p>	<b>Reviews</b>			
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	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Continue to benchmark special education staffing and make recommendations accordingly</p> <p><b>Strategy's Expected Result/Impact:</b> Staffing Recommendations</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Administrative Services</p> <p>Assistant Superintendent of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>




<p><b>Strategy 6:</b> Develop and implement a pilot for a coteaching/inclusion model to increase performance in academics and behavior for students with disabilities.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation Plan</p> <p>Training for special educators and general educators</p> <p>Feedback from teachers who participate in pilot</p> <p><b>Staff Responsible for Monitoring:</b> Special Student Services Executive Director</p> <p>Assistant Superintendent for Administrative Services</p> <p>Teaching and Learning</p> <p><b>Results Driven Accountability - Equity Plan</b></p>	<b>Reviews</b>			
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<p><b>Strategy 7:</b> Expand Take Flight programming for students with dyslexia to provide choices in interventions that improve efficiency and effectiveness by training another cadre of dyslexia teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved reading achievement for students with dyslexia</p> <p>Completion of interventions in less time</p> <p><b>Staff Responsible for Monitoring:</b> Special Student Services Executive Director</p> <p>Director of Dyslexia Programs</p> <p>Assistant Superintendent for Administrative Services</p> <p><b>Results Driven Accountability</b></p>	<b>Reviews</b>			
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	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 8:</b> Build training programming for Certified Academic Language Therapists to insure effective interventions for students with dyslexia and other reading disabilities.</p> <p><b>Strategy's Expected Result/Impact:</b> increased capacity in trained staff</p> <p>improved reading achievement for students with dyslexia and other reading disabilities</p> <p><b>Staff Responsible for Monitoring:</b> Special Student Services Executive Director</p> <p>Director of Dyslexia Programs</p> <p>Assistant Superintendent of Administrative Services</p> <p><b>Results Driven Accountability</b></p>	<b>Reviews</b>			
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No Progress       Accomplished       Continue/Modify       Discontinue				









**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 7:** Ensure 100% of English Language Learners (ELL) students will make progress towards an advanced level in proficiency in Reading, Writing, Listening and Speaking. ELL students will meet all passing standards for all district and state assessments.

Strategic Plan: D1.1-D1.5

**Evaluation Data Sources:** Student performance meets or exceeds expected increase as defined by Board Goals










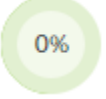


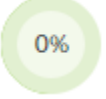


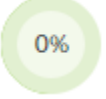


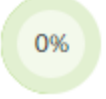


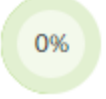


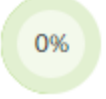











<p><b>Strategy 1:</b> Implement new bilingual and dual language program of services</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in data scores for students in bilingual program and dual language program</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Deputy Superintendent</p> <p>Executive Director of Teaching and Learning</p>	<b>Reviews</b>			
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<p><b>Strategy 2:</b> Implement SEIDLITZ training for all teachers supporting students identified as ELL/ESL learners</p> <p><b>Strategy's Expected Result/Impact:</b> # of teachers trained</p> <p>% increase of students meeting TELPAS and STAAR Progress Measure Goals</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of Teaching and Learning</p> <p>Director of ESL</p>	<b>Reviews</b>			
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<p><b>Strategy 3:</b> Ensure ESL teachers have professional development in working with ESL students including Sheltered Instruction training, strategies, English Language, proficiency Standards (ELPS), and/or RtI for ELLs.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of teachers receive professional development</p> <p>Walkthrough analysis (strategies in action)</p> <p>TELPAS progress</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning</p> <p>Executive Director of Teaching and Learning</p>	<b>Reviews</b>			
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



<b>Strategy 4:</b> Ensure all content teachers will be ESL certified by 2022. <b>Strategy's Expected Result/Impact:</b> 100% of teachers are ESL certified <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources  Assistant Superintendent of Teaching and Learning  Principals	<b>Reviews</b>			
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<b>Strategy 5:</b> Expand and enrich programs to support parent engagement <b>Strategy's Expected Result/Impact:</b> % positive increase in parent climate survey <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Chief Communications Officer	<b>Reviews</b>			
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<b>Strategy 6:</b> Implement ELlevation and ensure all ESL and content teachers progress monitor and adjust to meet needs of students (and actively utilize intervention resources to address student needs) <b>Strategy's Expected Result/Impact:</b> ELlevation usage reports  Performance Growth Goals <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Principals	<b>Reviews</b>			
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	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Develop RtI system to scaffold language acquisition, concept development and skill mastery Pk-12. <b>Strategy's Expected Result/Impact:</b> TELPAS, STAAR data, CBAs <b>Staff Responsible for Monitoring:</b> Director of ESL Services  Executive Director of Teaching and Learning Services  Assistant Superintendent of Teaching and Learning Services  Deputy Superintendent	<b>Reviews</b>			
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 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 8:** Implement the MTSS Framework (Multi Tiered Systems of Support) and its components district wide.

**Evaluation Data Sources:** MAP and Branching Minds




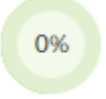


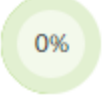






<p><b>Strategy 1:</b> Create a professional learning plan for the implementation of NWEA MAP at all campuses that serve students in KG-10.</p> <p><b>Strategy's Expected Result/Impact:</b> All campuses will have a core team that will serve as Trainer of Trainers for their staff.</p> <p><b>Staff Responsible for Monitoring:</b> Director of MTSS, Director of Intervention and Enrichment</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 2:</b> Create a professional learning plan for the implementation of Branching Minds at all campuses that serve students in KG-12.</p> <p><b>Strategy's Expected Result/Impact:</b> All campuses will have a core team that will serve as Trainer of Trainers for their staff.</p> <p><b>Staff Responsible for Monitoring:</b> Director of MTSS</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 3:</b> Implement MAP Growth Assessments three times a year at all campuses serving students in KG-10.</p> <p><b>Strategy's Expected Result/Impact:</b> All campuses K-10 will have academic universal screener data paired with specific learning targets for every student in the areas of reading and math.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Intervention and Enrichment, Director of MTSS, Executive Director of ACI, Director of Data Analysis</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<p><b>Strategy 4:</b> Pilot MAP Growth Assessments in the area of science.</p> <p><b>Strategy's Expected Result/Impact:</b> Pilot campuses will implement the MAP Science Growth Assessment.</p> <p><b>Staff Responsible for Monitoring:</b> Director of Intervention and Enrichment, Director of MTSS, Executive Director of ACI, Director of Data Analysis</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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<b>Strategy 5:</b> Pilot a universal screener for behavior (SRSS). <b>Strategy's Expected Result/Impact:</b> Proactively screening for and supporting behavioral needs will positively impact student growth and development <b>Staff Responsible for Monitoring:</b> Director of MTSS, Chief Executive Officer of Student Services, PBIS Specialist, Director of Application Development <b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6	<b>Reviews</b>			
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**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 9:** Increase literacy implementation, enrichment and intervention, in grades PreK-12.

**Evaluation Data Sources:** Met 3rd grade reading board goal








<b>Strategy 1:</b> Implement PreK-2 balanced literacy intervention strategies and specific PD for literacy intervention. <b>Strategy's Expected Result/Impact:</b> Increase in MAP scores Increase in DRA reading levels <b>Staff Responsible for Monitoring:</b> Deputy Superintendent Assistant Superintendent Teaching and Learning Services Chief Intervention Officer	<b>Reviews</b>			
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<b>Strategy 2:</b> Ensure that every teacher in RISD is a teacher of literacy PreK-12 <b>Strategy's Expected Result/Impact:</b> Professional development on best practice literacy strategies for teachers PreK-12. <b>Staff Responsible for Monitoring:</b> Chief Intervention Officer	<b>Reviews</b>			
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<b>Strategy 3:</b> Ensure that every teacher that serves PK-2 students in RISD attend Foundations of Literacy Training <b>Strategy's Expected Result/Impact:</b> Increase in reading levels, MAP reading scores <b>Staff Responsible for Monitoring:</b> Chief Intervention Officer	<b>Reviews</b>			
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 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 10:** Create a culture of literacy for ALL in grades PK-2.

**HB3 Goal**

**Evaluation Data Sources:** MAP/DRA Scores













<b>Strategy 1:</b> Create a Cadre of Literacy Leaders <b>Strategy's Expected Result/Impact:</b> Collaborate on Balanced Literacy Guide, create literacy leaders on each campus to build literacy capacity <b>Staff Responsible for Monitoring:</b> Chief Intervention Officer	<b>Reviews</b>			
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 No Progress	 Accomplished	 Continue/Modify	 Discontinue	











**Goal 2:** We will guarantee that all students will perform at or above grade level.

**Performance Objective 11:** Implement PK for ALL.

**HB3 Goal**

**Evaluation Data Sources:** Circle Data/Enrollment

<p><b>Strategy 1:</b> Provide training for all new Pre-K administrators.  <b>Strategy's Expected Result/Impact:</b> Administrators will be knowledgeable of the Texas Pre-K Guidelines, TEA High-Quality Pre-K expectations, our RISD Connected Coaching model, and CLI Engage Progress Monitoring.  <b>Staff Responsible for Monitoring:</b> Katy Phinney</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 2:</b>            Provide Pre-K teachers, paraprofessionals and administrators training and support for implementing a full-day Pre-K program. This includes live zoom trainings(recorded) focused on program expectations, scheduling and best practices; and in-person support as needed.  <b>Strategy's Expected Result/Impact:</b> All RISD Pre-K campuses will now offer a full-day Pre-K program.  <b>Staff Responsible for Monitoring:</b> Katy Phinney</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 3:</b> All new to Pre-K teachers will participate in the Region10 Texas Pre-K Guidelines and CIRCLE Foundations trainings.  <b>Strategy's Expected Result/Impact:</b> All new to Pre-K teachers will have a deep knowledge of the 10 domains of the Texas Pre-K Guidelines; including outcomes, child behaviors and instructional strategies. Teachers will develop a solid foundation for best practices in Pre-K; including instructional methods and classroom environment.  <b>Staff Responsible for Monitoring:</b> Katy Phinney</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 4:</b> Implement a Connected Coaching Model for Pre-K campus administrators, campus instructional supports, and the Pre-K department to collaboratively coach all Pre-K teachers utilizing Schoology. All Pre-K teachers are required to receive 15 hours of direct coaching as described by TEA.  <b>Strategy's Expected Result/Impact:</b> Pre-K teachers will gain new knowledge and implement teaching strategies which strengthens their foundation of Pre-K instruction. Strengthen campus level capacity surrounding Pre-K instruction and best practices.  <b>Staff Responsible for Monitoring:</b> Katy Phinney</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<p><b>Strategy 5:</b> Equip all new Pre-K classrooms with high-quality curriculum, materials, furniture etc.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will have access to a high-quality environment with developmentally appropriate materials and a robust curriculum that is aligned to the Texas Pre-K Guidelines.</p> <p><b>Staff Responsible for Monitoring:</b> Katy Phinney</p>	<b>Reviews</b>			
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<p><b>Strategy 6:</b> Implement engagement opportunities for Pre-K families including two required parent conferences, connecting families to CLI Engage CIRCLE activities directly aligned to meet individual student needs and providing the RISD take-home backpack program.</p> <p><b>Strategy's Expected Result/Impact:</b> Creates a foundation for parent involvement at the campus, builds a strong relationship of support between the parents and the teacher, and students further develop necessary skills for kindergarten readiness.</p> <p><b>Staff Responsible for Monitoring:</b> Katy Phinney</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 1:** Employ recruiting and hiring practices that ensure the hiring of diverse staff that reflect the RISD student population  
Strategic Action Plans: P3.1-P3.9

**Evaluation Data Sources:** Increase in diverse demographic representation in RISD hiring from 43% to 50%

<p><b>Strategy 1:</b> Implement Year 3 of Salary Study Recommendations to support RISD becoming an "employer of choice"</p> <p><b>Strategy's Expected Result/Impact:</b> Decrease in turnover; Increase in Retention rates; Increase in years of teaching experience; Increase in diversity of staff hired</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent Human Resources</p> <p>Superintendent's Advisory Council</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
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<p><b>Strategy 2:</b> Enrich RISD Recruiting Program to continue to increase diversity and depth of RISD applicants.</p> <p><b>Strategy's Expected Result/Impact:</b> Completed Action Plan</p> <p>Increase in number of applicants</p> <p>Increase in experience of applicants hired</p> <p>Reduced turnover by 3%</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Expand the Early Teaching Internship Program (Grow your Own model) and expand university partnerships</p> <p><b>Strategy's Expected Result/Impact:</b> # of students in Teaching Internship Program</p> <p># of students returning to RISD to teach after college</p> <p># of students enrolling in educator preparation as college freshmen and partner universities</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources</p> <p>Executive Director of Recruiting, Mentoring, Development and Retention</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 4:</b> Analyze and utilize marketing strategy to attract, recruit and hire diverse highly-qualified teaching and support staff <b>Strategy's Expected Result/Impact:</b> Increased diversity in new hires (7%) <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Assistant Superintendent of Human Resources  Executive Director of Recruiting, Mentoring, Development and Retention  Chief of Strategy and Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Increase number of teachers credentialed by DCCCD to increase number of dual-credit offerings <b>Strategy's Expected Result/Impact:</b> Increase number of credentialed teachers from ____ to ____. <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 2:** Seek employee input and feedback from RISD staff to inform decision making  
Strategic Action Plans: P4.1-P4.7

**Evaluation Data Sources:** Increase in positive response rate of staff in focus group response and/or staff survey responses from 77% to 90% (Overall, the district is heading in the right direction)

Increase teacher response rate from 69% to 85%

<p><b>Strategy 1:</b> Conduct Stay Interviews at all Campuses and Departments across RISD.  <b>Strategy's Expected Result/Impact:</b> Stay Interview Patterns &amp; Trends</p> <p>Identified recommendations for improvement and action steps identified</p> <p>Climate and Culture Survey Response Increase from ___ to ___% positive response.  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Activate strategic plan action team to address teacher retention and make recommendations for continuous improvement.  <b>Strategy's Expected Result/Impact:</b> Action Team Recommendations  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Implement Ticket System across RISD Central Systems of Support and evaluate system for completion time and quality of service response.  <b>Strategy's Expected Result/Impact:</b> None  <b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of Operations</p> <p>All Department Leads</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Continue to seek employee input via Staff Climate Survey and maintain greater than or equal to 85% participation rate  <b>Strategy's Expected Result/Impact:</b> Staff Climate Survey Results            Greater than or equal to 85% Participation Rate  <b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent Human Resources</p> <p>Executive Director Accountability &amp; Continuous Improvement</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

0% No Progress

100% Accomplished



→ Continue/Modify

✗ Discontinue

**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 3:** Create a system of support for Auxiliary Staff.

**Evaluation Data Sources:** Decrease turnover for auxiliary staff by 5%.

<p><b>Strategy 1:</b> Create and hire position to support Auxiliary staff. (Auxiliary Outreach-Relationship Expert)  <b>Strategy's Expected Result/Impact:</b> Training Program Defined and Branded</p> <p># of Auxiliary Staff Training  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resource and Operations</p> <p>Executive Director of Support Services</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
Reviews																	
Formative			Summative														
Nov	Jan	Mar	June														
<p><b>Strategy 2:</b> Implement Auxiliary Training Program to include transportation, custodial and child nutrition  <b>Strategy's Expected Result/Impact:</b> Turnover Decrease</p> <p>Employee Satisfaction Response  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources and Operations</p> <p>Executive Director of Support Services</p> <p>Program Specialist Auxiliary Outreach and Training</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
Reviews																	
Formative			Summative														
Nov	Jan	Mar	June														
<p><b>Strategy 3:</b> Design Bloom Conference for Auxiliary Staff  <b>Strategy's Expected Result/Impact:</b> Participant Survey Response above 90% Satisfaction  <b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of HR and Operations            Executive Director of Professional Learning            Executive Director of Support Services</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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Formative			Summative														
Nov	Jan	Mar	June														
<p><b>Strategy 4:</b> Resource and implement Auxiliary Staff as a Campus or District System of Support (monitor, drivers when available will support campus and district needs)  <b>Strategy's Expected Result/Impact:</b> Campus Satisfaction</p> <p>Employee Satisfaction Survey  <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Operations and Human Resources</p> <p>Executive Director of Support Services</p>	<table border="1"> <thead> <tr> <th colspan="4">Reviews</th> </tr> <tr> <th colspan="3">Formative</th> <th>Summative</th> </tr> <tr> <th>Nov</th> <th>Jan</th> <th>Mar</th> <th>June</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Reviews				Formative			Summative	Nov	Jan	Mar	June				
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**Goal 3:** We will recruit, retain, and reward quality personnel.





**Performance Objective 4:** Provide necessary professional development to successfully implement meet the Vision, Mission, Goals and Objectives of the district

Strategic Action Plans: P1.1-P1.4

**Evaluation Data Sources:** Increase in positive response rate by staff on professional development session evaluation responses (True North Logic Evaluation) from 95 % to 100% and Increase positive response rate by staff on professional developed offered at campus from 72% to 85%

<p><b>Strategy 1:</b> Continue to provide professional development in all curricular areas to enhance instructional strategies with a focus on supporting TRS, PLC and Lead4Ward</p> <p><b>Strategy's Expected Result/Impact:</b> Number of Sessions &amp; Participants feedback</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Teaching and Learning</p> <p>Executive Director of Professional Learning</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Continue to provide professional development for instructional staff to support students with disabilities</p> <p><b>Strategy's Expected Result/Impact:</b> Number of Sessions &amp; Participants</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director Special Student Services</p> <p>Executive Director of Professional Development</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Ensure all G/T teachers complete required G/T training</p> <p><b>Strategy's Expected Result/Impact:</b> G/T Training Documentation</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director College &amp; Career Readiness</p> <p>Executive Director of Professional Development</p> <p>Director Advanced Academic Studies</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<p><b>Strategy 4:</b> Continue to provide professional development to support the following district focus areas:</p> <p>a. TRS  b. Professional Learning Communities (4 Questions)  c. Lead4Ward Strategies for planning instruction and data analysis  d. Technology Integration  e. PBIS/Equity</p> <p><b>Strategy's Expected Result/Impact:</b> Number of Sessions &amp; Participants</p> <p>Walkthrough data analysis</p> <p>Performance Growth Goals</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Director of Professional Development</p> <p>Teaching and Learning</p> <p>Campus Administrators</p> <p>Executive Director of Instructional Technology</p> <p><b>Funding Sources:</b> - 199 - General Fund, - 211 - Title I, Part A</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 5:</b> Assess effectiveness of individual professional development sessions to ensure that sessions meet the needs of at least 90% of participants</p> <p><b>Strategy's Expected Result/Impact:</b> Professional Development Evaluation</p> <p>Increase teacher positive response on professional development survey and on district climate survey</p> <p><b>Staff Responsible for Monitoring:</b> Executive Director of Professional Development</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>Strategy 6:</b> Implement PLC Bootcamp annually to ensure PLC leads have the training and support necessary to lead effective PLCs</p> <p><b>Strategy's Expected Result/Impact:</b> # of teachers attending PLC Bootcamp</p> <p>% increase of PLCs meeting the proficient or higher self-evaluation for Quality PLC</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Director of Professional Learning</p>	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June

<p><b>Strategy 7:</b> Provide an on-going system of support for new teachers (Tips in Two, choice after school sessions, schoology course)</p> <p><b>Strategy's Expected Result/Impact:</b> % increase in retention of new teachers in RISD</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Director of Professional Learning</p> <p>Executive Director of Recruitment and Retention</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 8:</b> Provide annual professional development to all substitutes to include safety and security, classroom management and other areas of identified need</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of subs identify professional learning supported them in increase performance as a substitute</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendent of HR</p> <p>Executive Director of Professional Learning</p> <p>Executive Director of Auxiliary Services</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 3:** We will recruit, retain, and reward quality personnel.

**Performance Objective 5:** Strengthen the leadership capacity of central and campus administrators.

**Evaluation Data Sources:** Increase in positive response rate on staff surveys regarding campus leadership from 81% to 90%. ("Overall, the campus is headed in the right direction.")

<p><b>Strategy 1:</b> Continue to strengthen REV meetings to strengthen instructional capacity of campus/central administrators in the areas of:</p> <p>a. PLC (4 Questions)  b. Lead4Ward Strategies  c. TRS</p> <p><b>Strategy's Expected Result/Impact:</b> Principal Feedback</p> <p>Meeting Agendas</p> <p>Performance Growth Goals</p> <p>Increase positive response on climate survey</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent</p> <p>Deputy Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Implement just-in time, job embedded professional development to support campus leadership:</p> <p>a. School safety  b. Campus discipline &amp; Drop-Out Rates  c. ALL District operations</p> <p><b>Strategy's Expected Result/Impact:</b> Principal Feedback</p> <p>Increased positive response on climate survey by principals (feeling supported by supervisor; I have the necessary materials/supports to successfully do my job)</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Assistant Superintendents of Teaching and Learning, Administrative Services, Secondary, Operations, Finance and Communications</p> <p>Executive Director of Professional Development</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<p><b>Strategy 3:</b> Create choice professional development options for principals to address TPESS goals</p> <p><b>Strategy's Expected Result/Impact:</b> TPESS Goals Attained</p> <p>Principal Feedback</p> <p>Increased positive response on climate survey by principals (feeling supported by supervisor; have the necessary materials/supports to successfully do my job)</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Executive Director of Professional Development</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Central administrators will visit campuses weekly and provide quality, timely feedback to campus administrator</p> <p><b>Strategy's Expected Result/Impact:</b> Campus Visit Logs</p> <p>Increased positive response on climate survey by staff (feeling supported by supervisor)</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent</p> <p>Deputy Superintendent</p> <p>Assistant Superintendents and Chief Officers</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Continue to support the TTESS implementation through professional development and support resources to teachers and administrators</p> <p><b>Strategy's Expected Result/Impact:</b> Walkthrough data analysis</p> <p>Staff Survey/Formative Feedback</p> <p>TTESS Final Evaluations</p> <p>Goal Attainment</p> <p>Increase teacher feedback on Climate Survey to positive response of 90%</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendents of Elementary, Secondary and Human Resource</p> <p>Executive Directors Human Resources, Elementary, Secondary and Professional Development</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 6:</b> Continue to support the development of Effective Leadership through TPESS <b>Strategy's Expected Result/Impact:</b> TPESS Final Evaluations  Goal Attainment  Increase positive principal feedback on Climate Survey to 90% (supervisor provides meaningful feedback) <b>Staff Responsible for Monitoring:</b> Assistant Superintendents of Elementary, Secondary and Human Resource  Executive Directors of Human Resources, Elementary, Secondary and Professional Development	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 7:</b> Utilize STAY interview results and surveys to drive decision making and professional development planning <b>Strategy's Expected Result/Impact:</b> Performance Growth Goals  7% reduction in teacher turnover  Increased positive response on climate survey (staff)  <b>Staff Responsible for Monitoring:</b> Superintendent  Deputy Superintendent	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** We will recruit, retain, and reward quality personnel.



**Performance Objective 6:** Title IX








**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 1:** Increase links between home and school by providing systemic opportunities for parent engagement  
 Strategic Plan Action Plans: C2.1-C2.3

**Evaluation Data Sources:** Increase in positive response rate by parent/community in focus groups meetings and/or survey results at or above 85%

<b>Strategy 1:</b> Promote positive parent relations and maintain parent engagement at or greater than 85% <b>Strategy's Expected Result/Impact:</b> Parent Survey Results Greater than or equal to 85% Responses (Strongly Agree/Agree) <b>Staff Responsible for Monitoring:</b> Superintendent's Advisory Council  Campus Administrators <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Continue partnership with Council of PTAs to support parent engagement through the PTA membership drive <b>Strategy's Expected Result/Impact:</b> End of Year Membership Report (Goal 25000 members) <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Chief, Strategy & Engagement <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Enrich the district-wide translator/interpreter program to provide support to non-English speaking parents.  Establish Spanish as a written translation to be included on all all district-produced take-home information materials.  Embed translation feature throughout RISD web presence. <b>Strategy's Expected Result/Impact:</b> Expanded parent engagement and involvement <b>Staff Responsible for Monitoring:</b> Chief, Strategy & Engagement <b>Equity Plan</b> <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 4:</b> Increase business and community partners to support learning objectives including Richardson Mayor's Fellow Internship Program <b>Strategy's Expected Result/Impact:</b> # of partners for RealSpace and Mayor's Program <b>Staff Responsible for Monitoring:</b> Superintendent  Deputy Superintendent  Assistant Superintendent of Secondary  Executive Director of CTE  Chief Strategy & Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Provide parent information in the area of social/emotional learning through a public facing website <b>Strategy's Expected Result/Impact:</b> Parent Feedback  Increase positive response on climate survey  % of parents attending at least one parent workshop <b>Staff Responsible for Monitoring:</b> Chief Executive Director of Student Services  PTA Chief, Strategy Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Develop and implement an awareness and engagement campaign to support Future Ready: STEM for ALL  Host STEM Family Nights  RAMS 101 <b>Strategy's Expected Result/Impact:</b> Students and families have positive perception of STEM  Students and families have greater understanding of college and career options <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Chief, Strategy & Engagement  Executive Director of STEM and Innovation  K-12 Executive Director (BSLC)	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 7:</b> Design and implement Parent University with monthly learning opportunities for parents and community. <b>Strategy's Expected Result/Impact:</b> Increase parent engagement and support. <b>Staff Responsible for Monitoring:</b> Chief, Strategy & Engagement Director, Family and Parent Engagement <b>Equity Plan</b>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	Nov 	Jan 	Mar 	June
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	





**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 2:** Enhance communication processes to provide stakeholders with timely, effective and reliable communication via a dynamic communication system

**Evaluation Data Sources:** Increase of positive response rate from internal and external stakeholders in focus group and/or survey responses at or above 85%

<p><b>Strategy 1:</b> Develop a district and campus School Performance Framework (SPF) to report and showcase district and campus performance beyond accountability information</p> <p><b>Strategy's Expected Result/Impact:</b> Completion of SPF</p> <p>% parent positive response on climate survey</p> <p><b>Staff Responsible for Monitoring:</b> Superintendent</p> <p>Deputy Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Bolder approach within campus communication outreach to parents and community</p> <p>a. Continue training opportunities provided by Strategy &amp; Engagement Department</p> <p>b. Develop campus website recognition program based upon competitive promotion among schools of strategic district initiatives</p> <p>c. Complete migration to new Intranet site</p> <p><b>Strategy's Expected Result/Impact:</b> Improved news/event promotion for campuses with their families and communities. This will refresh communication outreach to these target audiences, complimenting the newly redesigned campus websites</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Continue redesign www.risd.org to incorporate responsive design, improved navigation, modern look, content update, district branding</p> <p><b>Strategy's Expected Result/Impact:</b> Redesigned website in key facets, including: visual appeal, updated content, improved navigation, expanded information sharing</p> <p>Customized accessibility across a platform of devices, including a mobile presence which has increased almost 300 percent since last redesign</p> <p>Filtered content and dynamic content will increase push-out capabilities of message delivery</p> <p>Increased Parent/community positive result for communications on climate survey</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<p><b>Strategy 4:</b> Create two new video series, including a superintendent spotlight, to visually showcase district offerings</p> <p><b>Strategy's Expected Result/Impact:</b> Increased traffic to internal social media outlets, which expands district's ability to utilize public in pushing out messaging</p> <p>Increased number of RISD YouTube channel subscribers</p> <p>Increased positive response rate by parents/community on climate survey for communications</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Engage community to answer questions regarding RISD and provide accurate information on timely/relevant topics</p> <p><b>Strategy's Expected Result/Impact:</b> Increased effectiveness with Inside RISD participation</p> <p>Continued facilitation of Let's Talk web response tool</p> <p>Timely updates to frequently asked questions and better utilization of timely issues</p> <p>Increased positive response rate by parents/community on climate survey for communications</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 6:</b> Enhance positive and proactive communication with English and Spanish media outlets</p> <p><b>Strategy's Expected Result/Impact:</b> Media Highlights for 2018-19</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy and Engagement Exec. Dir., Communications</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 7:</b> Develop and launch redesigned Parent Corner on RISD website to support increased parent communication and engagement</p> <p><b>Strategy's Expected Result/Impact:</b> # of hits Parent Corner</p> <p>Parent Feedback on Climate Survey</p> <p>Parent Focus Group Feedback</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement Family and Parent Engagement Director</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 8:</b> Create comprehensive College and Career Readiness student and parent information program K-12 <b>Strategy's Expected Result/Impact:</b> Live new CCR website  # of hits on new website  Parent Focus Group Feedback <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning  Executive Director of CCR  Director of Guidance and Counseling  Chief, Strategy & Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 9:</b> Introduce web presence for Dallas County Promise post-secondary academic partnership to support CCR communications with parents and community <b>Strategy's Expected Result/Impact:</b> Link to Dallas County Promise website from CCR department site Produce video to use for program promotion Expanded parent communication outreach <b>Staff Responsible for Monitoring:</b> Executive Director of CCR  Chief Strategy & Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				


**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.


**Performance Objective 3:** Continue community involvement in the district strategic planning process.

**Evaluation Data Sources:** Completed 3-5 year Long-Range Strategic Plan representative of staff, students, parents and community.

<p><b>Strategy 1:</b> Communicate strategic planning process and outcomes dynamically throughout the process using a variety of mediums</p> <p><b>Strategy's Expected Result/Impact:</b> Strategic Planning Website traffic data, including number of visits, number of unique visits</p> <p>Number of pushes to community via social media, electronic newsletters</p> <p>Update parent community through school take-home materials</p> <p>Update business community through material shared at civic meetings and partnering with their distribution resources</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Chief Strategy and Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Quarterly reports and district updates to Strategic Plan Design Team and Action Teams</p> <p><b>Strategy's Expected Result/Impact:</b> Distribution lists for emails, newsletters, social media pushes to members of each group</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Chief Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Annually report progress towards strategic plan strategies and objectives.</p> <p><b>Strategy's Expected Result/Impact:</b> Annual Report</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent</p> <p>Chief Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 4:</b> Expand the Partners for All program to double the number of identified district business partners that have identified meaningful engagement activities with the district.</p> <p><b>Strategy's Expected Result/Impact:</b> None</p> <p><b>Staff Responsible for Monitoring:</b> Chief of Strategy and Engagement Community Engagement Coordinator Exec. Dir. of CTE</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 5:</b> Expand Faith Based Partners Program to provide equitable and neighborhood support to all campuses.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in number of active Faith Based partners supporting campuses in meaningful engagement activities.</p> <p><b>Staff Responsible for Monitoring:</b> Chief Strategy and Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 4:** Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations  
Strategic Plan Action Plan: C2.1

**Evaluation Data Sources:** Catalog of volunteer hours, names, hours, organizations, locations. Data collected this year is baseline.





<p><b>Strategy 1:</b> Develop database of volunteer groups to explore volunteer opportunities</p> <p><b>Strategy's Expected Result/Impact:</b> Catalog of of volunteers by interest can be used to match individuals with listing of volunteer opportunities; relaunch Voly software system to generate renewed interest and commitment as district database tracking tool.</p> <p><b>Staff Responsible for Monitoring:</b> Chief Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Develop and implement virtual volunteer program to support our Return to School Blueprint and COVID-19 response.</p> <p><b>Strategy's Expected Result/Impact:</b> Develop a database of virtual volunteers by interest, location and number of hours worked</p> <p><b>Staff Responsible for Monitoring:</b> Chief Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Coordinate and communicate volunteer opportunities (campus-based, district-based, education foundation-based)</p> <p><b>Strategy's Expected Result/Impact:</b> Bolster involvement by community.</p> <p>Attract more involvement from PTA and companies seeking ways to designate their volunteer initiatives.</p> <p>Increased engagement activities with business community.</p> <p><b>Staff Responsible for Monitoring:</b> Chief Strategy &amp; Engagement</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** We will ensure that ALL families, businesses, and community partners are fully engaged in the mission of our district.

**Performance Objective 5:** Evaluate and develop tools to advertise and market RISD brand

Strategic Action Plans: C3.1-3.4





**Evaluation Data Sources:** Enlarge centrally delivered RISD presence throughout all four learning communities. New app and marketing materials will serve as baseline data collected this year.

<b>Strategy 1:</b> Saturate market with messaging via RISD magazine, mailers, student recognition signs <b>Strategy's Expected Result/Impact:</b> Awareness of RISD delivered to homes of each household in RISD <b>Staff Responsible for Monitoring:</b> Chief Strategy and Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Build the RISD brand with strategic intent to promote district <b>Strategy's Expected Result/Impact:</b> Developed marketing strategies, branding guidelines and branding campaigns visible at each campus and through district communication initiatives <b>Staff Responsible for Monitoring:</b> Chief Strategy & Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Implement RISD app, social media manager for consistent delivery to fast-growing generation of parents engaged electronically. <b>Strategy's Expected Result/Impact:</b> Consistencies within delivery methods and design ensure consistent message is delivered across all platforms.  Additional options of message receipt are introduced to reach more people in areas of preference. <b>Staff Responsible for Monitoring:</b> Chief Strategy & Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Develop district website redesign and launch <b>Strategy's Expected Result/Impact:</b> New website designed and rolled out in Fall 2020 <b>Staff Responsible for Monitoring:</b> Chief Strategy and Engagement District Webmaster <b>Title I Schoolwide Elements:</b> 3.1	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Evaluate and expand on current parent communication outreach efforts, including research and developing expanded translation services and support of district communications. <b>Strategy's Expected Result/Impact:</b> None <b>Staff Responsible for Monitoring:</b> Chief of Strategy and Engagement Exec. Dir. Communications	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 1:** Operate in a fiscally responsible, effective, and efficient manner in all financial matters to ensure adequate resources to support continuous improvement in student achievement

**Evaluation Data Sources:** Maintain district FIRST rating; maintain district bond rating








<b>Strategy 1:</b> Benchmark cost per pupil by function with select districts to compare efficiency of current allocation of resources (staffing ratios) <b>Strategy's Expected Result/Impact:</b> Analysis of Benchmark Data <b>Staff Responsible for Monitoring:</b> Chief Financial Officer <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Maintain Multi-Year Financial Plan to project future needs <b>Strategy's Expected Result/Impact:</b> Maintenance of Multi-Year Financial Plan <b>Staff Responsible for Monitoring:</b> Chief Financial Officer <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Seek stakeholder input regarding budget recommendations at least once per year <b>Strategy's Expected Result/Impact:</b> Budget Review Team (BRT) Meeting & Recommendations <b>Staff Responsible for Monitoring:</b> Chief Financial Officer <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Communicate the 2021-22 budget planning timeline <b>Strategy's Expected Result/Impact:</b> Timeline, communications <b>Staff Responsible for Monitoring:</b> Chief Financial Officer <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Recommend district operating budget for approval in June <b>Strategy's Expected Result/Impact:</b> Approval of Budget <b>Staff Responsible for Monitoring:</b> Chief Financial Officer <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Manage Bond 2016 expenditures & Create and communicate calendar for bond expenditures <b>Strategy's Expected Result/Impact:</b> Completion of Scheduled Bond Projects <b>Staff Responsible for Monitoring:</b> Chief Financial Officer <b>Funding Sources:</b> - 199 - General Fund	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 2:** Actively seek alternative revenue sources to meet the needs of RISD services

Strategic Action Plans: F1.1-F1.5& F2.1-F2.4 & F3.1-F 3.2













**Evaluation Data Sources:** Revenue generated from federal, state and competitive grant programs

<b>Strategy 1:</b> Identify grant search engines and other sources for grant identification <b>Strategy's Expected Result/Impact:</b> # of grant matches identified for RISD (Baseline)  <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Executive Director of Federal Programs and grants	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Apply for all federal, state, local and competitive grants that meet the unique needs of RISD and help contribute to RISD Mission Vision <b>Strategy's Expected Result/Impact:</b> # of grants applied (Baseline)  # of grants received (Baseline)  Impact of grants (as measured by grant agreements) <b>Staff Responsible for Monitoring:</b> Deputy Superintendent  Executive Director of Federal Programs and grants	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Maximize CARES ACT funding at local, state and federal level. <b>Strategy's Expected Result/Impact:</b> Total dollars reimbursed to RISD <b>Staff Responsible for Monitoring:</b> Chief Financial Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 5:** We will actively pursue creative funding sources and responsibly manage current resources to support our mission.

**Performance Objective 3:** Develop and pass Bond 2021.

**Evaluation Data Sources:** Election Results

<p><b>Strategy 1:</b> Create the Citizens Bond Planning Committee  <b>Strategy's Expected Result/Impact:</b> Committee Formed                      Committee Calendar                      Committee Recommends Bond 2021 Package for Board of Trustee's Consideration  <b>Staff Responsible for Monitoring:</b> Chief Financial Officer                      Assistant Superintendent of Operations                      Deputy Superintendent                      Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 2:</b> Conduct departmental bond needs assessment for Bond 2021 recommendations to the Bond Planning Committee.  <b>Strategy's Expected Result/Impact:</b> Bond 2021 Recommendation  <b>Staff Responsible for Monitoring:</b> Chief Financial Officer                      Assistant Superintendent of Operations                      Deputy Superintendent                      Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 3:</b> Determine Bond 2021 Capacity  <b>Strategy's Expected Result/Impact:</b> Identified Bond Capacity  <b>Staff Responsible for Monitoring:</b> Chief Financial Officer</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 4:</b> Utilize facility audit, security audit, capacity study, strategic plan, Board Goals, demographer's report and other needs assessment to identify Bond 2021 priorities.  <b>Strategy's Expected Result/Impact:</b> Final Bond Package recommended to Board of Trustees  <b>Staff Responsible for Monitoring:</b> Chief Financial Officer                      Assistant Superintendent of Operations                      Deputy Superintendent                      Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>

<b>Strategy 5:</b> Conduct a community survey to gather feedback regarding Bond 2021 proposed projects and authorization amount. <b>Strategy's Expected Result/Impact:</b> Survey Results <b>Staff Responsible for Monitoring:</b> Chief Financial Officer Chief of Strategy and Engagement Assistant Superintendent of Operations	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<b>Strategy 6:</b> Board of Trustees calls for May 2021 Bond Election <b>Strategy's Expected Result/Impact:</b> Called Bond 2021 by February 2021 <b>Staff Responsible for Monitoring:</b> Chief Financial Officer Assistant Superintendent of Operations Deputy Superintendent Superintendent	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<b>Strategy 7:</b> Prepare and Disseminate Bond 2021 Informational Materials to ALL stakeholders. <b>Strategy's Expected Result/Impact:</b> Community and Campus Information Schedule Bond Election Results <b>Staff Responsible for Monitoring:</b> Chief Financial Officer Assistant Superintendent of Operations Chief of Strategy and Engagement Deputy Superintendent Superintendent	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				





**Goal 6:** We will ensure that our facilities and infrastructure adapt to support our mission.

**Performance Objective 1:** Provide a safe, comfortable, and well-maintained environment at all campuses

Strategic Action Plans: I3.1-I3.4

**Evaluation Data Sources:** Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses;








<p><b>Strategy 1:</b> Monitor effectiveness of security systems and processes on all campuses on a continual basis throughout year (announced and unannounced walkthroughs/observations)</p> <p><b>Strategy's Expected Result/Impact:</b> Completion of Yearly Review</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Operations</p> <p>Director of Safety and Security</p> <p>Campus Administrators</p> <p>Facilities Services</p> <p><b>Funding Sources:</b> - 211 - Title I, Part A</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Perform safety audits include RPD on campuses on three-year-cycle (or as necessary based on changing circumstances); Develop, implement, and report recommendations for improvement based on audit results</p> <p><b>Strategy's Expected Result/Impact:</b> Annual Audits &amp; Recommendations</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Operations</p> <p>Director of Safety and Security</p> <p>Campus Administrators</p> <p>Elementary &amp; Secondary Executive Directors</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 3:</b> Maintain a high level of facilities managements and consistency in facilities learning environment</p> <p><b>Strategy's Expected Result/Impact:</b> Increase of positive response on staff and student climate survey regarding quality of learning environment</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Operations</p> <p>Executive Director of Facilities Management</p> <p><b>Funding Sources:</b> - 199 - General Fund</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 4:</b> Maintain a high level of management and consistency in transportation <b>Strategy's Expected Result/Impact:</b> Increase positive result of climate survey for transportation (5%)  Decrease # of open positions for drivers; Increase % of routes running on-time (Baseline year) <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Operations  Director of Transportation	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Continue to reinforce "I Know What to Do Day" (LiveWiseLiveHealthy) <b>Strategy's Expected Result/Impact:</b> Feedback from staff, students and parents  % positive increase on staff, student and parent survey (5%) <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Operations  Assistant Superintendent of Administrative Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** We will ensure that our facilities and infrastructure adapt to support our mission.

**Performance Objective 2:** Ensure all business, human resources and student information systems meet the needs of students, staff and parents.





**Evaluation Data Sources:** Expect a 95% positive response on district climate survey

<b>Strategy 1:</b> Implement new system upgrades including design/configuration plan, communication plan and training plan <b>Strategy's Expected Result/Impact:</b> Project Plan roadmap completion reports <b>Staff Responsible for Monitoring:</b> Assistant Superintendents for Human Resources and Operations  Chief Financial Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Review existing policies based on best practices and industry standards resulting from Munis implementation. <b>Strategy's Expected Result/Impact:</b> Recommendations for system implementation  Munis Project Plan <b>Staff Responsible for Monitoring:</b> Assistant Superintendents for Human Resources and Operations  Chief Financial Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Provide training and system of support for new system end users <b>Strategy's Expected Result/Impact:</b> Support Plan  Training Documentation  Training and Support Satisfaction Rates <b>Staff Responsible for Monitoring:</b> Assistant Superintendents for Human Resources and Operations  Chief Financial Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Complete configuration, testing and implementation of payroll Human Resources Munis implementation. <b>Strategy's Expected Result/Impact:</b> Payroll and HR system launch <b>Staff Responsible for Monitoring:</b> Chief Financial Officer Assistant Superintendent of HR	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 6:** We will ensure that our facilities and infrastructure adapt to support our mission.

**Performance Objective 3:** Provide a secure and visible environment for data











**Evaluation Data Sources:** Expect a 95% or better positive response on Brightbytes survey (Belief-Advanced)

<p><b>Strategy 1:</b> Update the district's data security posture to ensure all staff and student data remain private (Implement Contentkeeper)</p> <p><b>Strategy's Expected Result/Impact:</b> reduce # of data breaches recorded through year (baseline year)</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer</p> <p>Executive Director of Network Services</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p><b>Strategy 2:</b> Regularly communicate to all stakeholders the security measures in place to ensure all staff and student data remain private</p> <p><b>Strategy's Expected Result/Impact:</b> Communication Plan</p> <p># of hits on website; # of parents attending parent information/awareness events</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer</p> <p>Executive Director of Network Services</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 1:** Develop and implement health guidelines and protocols and publish in The Blueprint.

**Evaluation Data Sources:** RISD COVID 19 Portal

<b>Strategy 1:</b> Develop and Implement Risk Mitigation Protocols <b>Strategy's Expected Result/Impact:</b> RISD Blueprint <b>Staff Responsible for Monitoring:</b> Director of Health Services Assistant Superintendent of Administrative Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Create, communicate and train staff on contact tracing protocol. <b>Strategy's Expected Result/Impact:</b> RISD Blueprint <b>Staff Responsible for Monitoring:</b> Director of Health Services Assistant Superintendent of Administrative Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Design and train staff on Health Screener and Tracking tool <b>Strategy's Expected Result/Impact:</b> RISD Blueprint <b>Staff Responsible for Monitoring:</b> Director of Health Services Assistant Superintendent of Administrative Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Mental Health Outreach for RISD Employees <b>Strategy's Expected Result/Impact:</b> Increase awareness of Mental Health Resources provided by outside agencies and Counseling Services <b>Staff Responsible for Monitoring:</b> Assistant Superintendent Administrative Services Chief Executive Director Student Services Director Counseling Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<b>Strategy 5:</b> Student and family outreach through home visits to ensure quality school connections are established and maintained <b>Strategy's Expected Result/Impact:</b> Increased or maintained attendance % for all campuses <b>Staff Responsible for Monitoring:</b> Assistant Superintendent Administrative Services Chief Executive Director Student Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 2:** Develop systems of support for ALL staff to address needs due to COVID 19.

**Evaluation Data Sources:** Climate Survey and Program participation.

<b>Strategy 1:</b> Develop and implement a strategic recruiting and compensation plan for substitutes <b>Strategy's Expected Result/Impact:</b> RISD Staff Blueprint <b>Staff Responsible for Monitoring:</b> Executive Director for Human Resources Assistant Superintendent of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 2:</b> Create and Implement Covid-19 Sick Bank <b>Strategy's Expected Result/Impact:</b> RISD Staff Blueprint <b>Staff Responsible for Monitoring:</b> Executive Director for Human Resources Assistant Superintendent of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 3:</b> Create and communicate RISD Furlough Program <b>Strategy's Expected Result/Impact:</b> RISD Staff Blueprint <b>Staff Responsible for Monitoring:</b> Executive Director for Human Resources Assistant Superintendent of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 4:</b> Identify and implement employee expectations including social distancing, communication protocols, employee travel, etc. <b>Strategy's Expected Result/Impact:</b> RISD Staff Blueprint <b>Staff Responsible for Monitoring:</b> Executive Director for Human Resources Assistant Superintendent for Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 5:</b> Develop and communicate employee assistance programs including FFCRA. <b>Strategy's Expected Result/Impact:</b> RISD Staff Blueprint <b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Human Resources	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<b>Strategy 6:</b> Ensure substitutes receive robust professional development for Face-to-Face and Virtual instruction. <b>Strategy's Expected Result/Impact:</b> 100% of substitutes receive training <b>Staff Responsible for Monitoring:</b> Executive Director for Human Resources Assistant Superintendent of Human Resources Chief Technology Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

<b>Strategy 7:</b> Implement employee support program for employees who are required to quarantine (RISD provide classroom facilitator) <b>Strategy's Expected Result/Impact:</b> RISD Staff Blueprint <b>Staff Responsible for Monitoring:</b> Executive Director for Human Resources Assistant Superintendent of Human Resources Chief Financial Officer	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>



No Progress



Accomplished



Continue/Modify



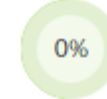


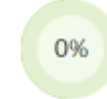






Discontinue

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 3:** Design and Implement intervention and enrichment supports to address COVID 19 projected slide.

**Evaluation Data Sources:** Goal Progress Measures

<p><b>Strategy 1:</b> Continue to provide enrichment opportunities to ALL RISD students regardless of model of instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Advanced learning teachers will work in PLCs to support planning for enrichment with face to face and virtual teachers during effective Tier 1 instruction, and pull out opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent Teaching and Learning Services Executive Director Advanced Learning Services</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 2:</b> Implement RISE (Raising Individual Student Expectations) Saturday Experiences.</p> <p><b>Strategy's Expected Result/Impact:</b> Reduce Tier 3 students from 20% to 10%</p> <p><b>Staff Responsible for Monitoring:</b> Deputy Superintendent Chief Executive Director for Literacy and Intervention</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 4:** Implement teaching and learning supports to address COVID 19 projected slide and student and teacher needs.









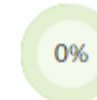




**Evaluation Data Sources:** Student Data (STAAR, MAP, ACT, TSI)  
 Student Survey  
 Student license or certification earned

<p><b>Strategy 1:</b> Ensure quality Tier 1 Instruction during the time of COVID-19 regardless of mode of instruction.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase instructional tools on curriculum pacing guides and differentiated professional development, that supports quality face to face and quality virtual instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning            Executive Director of Teaching and Learning</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 2:</b> Develop professional learning strand to support virtual teachers and co-seat/hybrid teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Climate Survey</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer            Executive Director for Professional Learning            Deputy Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 3:</b> Ensure all teachers are aware of power standards and changes in pacing tools to allow for reteach/scaffold of skills from Spring 2020.</p> <p><b>Strategy's Expected Result/Impact:</b> TRS Standards/Climate Survey Results</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Teaching and Learning            Deputy Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<p><b>Strategy 4:</b> Ensure all staff implementing hybrid/co-seating have the tools and resources necessary to successfully implement the instructional model.</p> <p><b>Strategy's Expected Result/Impact:</b> Teacher feedback</p> <p><b>Staff Responsible for Monitoring:</b> Chief Technology Officer            Deputy Superintendent</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 5:** Ensure that all facilities have the necessary supplies and protocols in place to ensure a well disinfected and safe environment for all.













**Evaluation Data Sources:** Expect a 95% positive response on district climate survey








<b>Strategy 1:</b> Monitor purchasing orders for PPE associated with all campuses and ensure timely distribution.	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<b>Strategy 2:</b> Monitor new cleaning protocols for all facilities, play grounds, and buses utilizing the electrostatic sprayers. <b>Strategy's Expected Result/Impact:</b> Risk mitigation <b>Staff Responsible for Monitoring:</b> Director of Custodial Services, Executive Director of Facility Services	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<b>Strategy 3:</b> Assist with delivering district Covid messaging throughout all facilities by posting approved district signage. <b>Strategy's Expected Result/Impact:</b> Clear communication of district expectations for mitigating Covid risks for all stakeholders. <b>Staff Responsible for Monitoring:</b> Transportation staff, Campus Principals,	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 6:** Ensure quality, timely COVID 19 communication and engagement to support all stakeholders.

**Evaluation Data Sources:** Website visits, Parent University attendance, Social Media data

<p><b>Strategy 1:</b> Back To School External Website to anchor BTS information and resources developed by task force. Format translatable into multiple languages.</p> <p><b>Strategy's Expected Result/Impact:</b> Support Return to School Blueprint communication efforts with staff and community</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement, Exec. Dir. Communications</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 2:</b> Regular Superintendent Video Updates - primary method of updating stakeholders on progress of back to school and ongoing blueprint implementation plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Support Return to School Blueprint communication with staff and community.</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement, Exec. Dir., Communication, Videographer</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 3:</b> Develop district collateral, including one-pagers, graphics and infographics, to support campus and district implementation of the Blueprint and communication efforts.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhanced and increased engagement with district communications regarding Blueprint.</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement, Exec. Dir., Communications, Graphic Designer</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p><b>Strategy 4:</b> Design and implement Parent Corner micro site to support back to school and blueprint communications.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhanced and increased engagement with district stakeholders regarding implementation of Blueprint.</p> <p><b>Staff Responsible for Monitoring:</b> Chief, Strategy &amp; Engagement,; Dir. of Family Engagement; District Webmaster</p>	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				








<b>Strategy 5:</b> Develop and implement Parent University to support back to school blueprint implementation and communication efforts. <b>Strategy's Expected Result/Impact:</b> Increased parent engagement and communication. <b>Staff Responsible for Monitoring:</b> Chief, Strategy & Engagement; Dir., Family Engagement	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

**Goal 7:** We will ensure the safety and wellness of students and staff while also achieving the mission of RISD for ALL to learn, grow and succeed during the time of the Coronavirus Pandemic.

**Performance Objective 7:** Implement new student attendance and tracking system per TEA guidelines and requirements.

**HB3 Goal**

**Evaluation Data Sources:** PEIMS submissions to State, Class counts, Learning Model counts, District Funding and Accurate Attendance Reporting using new attendance codes

<b>Strategy 1:</b> Implement new crisis code reporting and additional PEIMS submissions for student attendance and accounting. <b>Strategy's Expected Result/Impact:</b> Accurately report district data which impacts district funding and COVID reporting. <b>Staff Responsible for Monitoring:</b> Executive Director of Student Information and Reporting, PEIMS Coordinator, Director of Student Information and Reporting	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b> 	<b>Jan</b> 	<b>Mar</b> 	<b>June</b>
<b>Strategy 2:</b> Support learning model tracking and scheduling for Pre-K through 12th grade district wide. <b>Strategy's Expected Result/Impact:</b> Provided accurate learning model counts and student placements in classrooms. <b>Staff Responsible for Monitoring:</b> Executive Director and Director of Student Information and Reporting	<b>Reviews</b>			
	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
 No Progress  Accomplished  Continue/Modify  Discontinue				

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Department:** Federal Programs & Grants

**Submitted by:** Tabitha Branum, Deputy Superintendent

## **ACTION ITEM**

**TOPIC:** Authorization to sign and file all grant applications with TEA

**BACKGROUND INFORMATION:**

The Texas Education Agency often releases competitive or non-competitive grants that include a variety of different areas across the district. Often, these grants help support specific district initiatives that accelerate the work and as a result, the district pursues the grant process. The grants, if awarded, may require the recipients to enter into Shared Service Arrangements (SSA) with other districts. The grant procedures require the Board of Trustees of a recipient district to authorize a district employee to sign the grants and to make the following certification: *"I, as one of the below SSA member entity authorized officials, certify that to the best of my knowledge, the information contained in this application is correct and complete, that the entity that I represent has authorized me to file this application, and that such authorization action is recorded in the minutes of the local agency's board meeting".*

**SUPERINTENDENT'S RECOMMENDATION:**

The Superintendent recommends that the Board of Trustees authorize Dr. Cindy Lawrence to sign and file all grant applications and certifications required with any notice of grant award, including grants with Shared Service Arrangements.

**PROPOSED RESOLUTION**

**WHEREAS**, the State of Texas recently released new grant applications in several areas and RISD intends to apply for some or all of the grants; and

**WHEREAS**, the grant application procedures require the Board of Trustees to authorize an employee to sign the grants on behalf of the District; and

**WHEREAS**, pursuing grant funding supports the Board's Strategy to actively pursue creative funding sources and responsibly manage current resources to support our mission;

**THEREFORE, BE IT RESOLVED**, that the Board authorizes Dr. Cindy Lawrence to sign and file all grant applications and certifications required with any notice of grant award, including grants with Shared Service Arrangements.

DULY PASSED AND APPROVED this 7th day of December, 2020.

APPROVED:

\_\_\_\_\_  
PRESIDENT, BOARD OF TRUSTEES

ATTEST:

\_\_\_\_\_  
SECRETARY, BOARD OF TRUSTEES

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

**Submitted by:** David Pate, CFO, Finance & Support Services

## **ACTION ITEM**

**TOPIC:** Gifts

**BACKGROUND INFORMATION:**

The following gifts to the Richardson Independent School District were received as of November 2020. The Board of Trustees formally accepts gifts to the District of \$5,000 or more as described on the following pages. Gifts or donations of less than \$5,000 and a cumulative year-to-date total are also included for your information.

The Board's acceptance of gifts shall not be construed as a testimonial or endorsement by the Board or the District of a product or business enterprise.

By acknowledging these gifts and formally accepting those of \$5,000 or more, the Board also ratifies corresponding adjustments to the applicable organizations' budgets. Gifts of equipment or supplies do not require an adjustment in an organization's budget. The Superintendent's Advisory Council has approved this adjustment. Staff will provide the Board with the necessary information to formally amend the District's overall budget at the appropriate time.

**SUPERINTENDENT'S RECOMMENDATION:**

The Superintendent recommends that the Board accept the gifts of \$5,000 or more as listed on the following pages.

### **RESOLUTION**

**WHEREAS**, the Board of Trustees has considered the gifts of \$5,000 or more as listed on the following pages; and

**WHEREAS**, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and

**WHEREAS**, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies;

**THEREFORE, BE IT RESOLVED**, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed on the following pages and approves amending the District's overall budget to reflect receipt of the monetary gifts.

**\$5,000 or More**

To	From	Purpose	Cash Received	Estimated Supply/Equip Value
Pearce High School	James Browning Jr.	Chromebook insurance coverage	\$5,499.99	
RISD Schools	State Farm	PPE supplies		\$80,111.00
RISD Schools	Walmart Supercenter	Supplemental classroom supplies		\$8,000.00
White Rock Elementary	WRE Dad's Club	Basketball hoops installed		6,725.00
			<b>\$5,499.99</b>	<b>\$94,836.00</b>
<b>Total Cash &amp; Supply/Equipment Value - Gifts Over \$5,000 December 2020</b>			<b>\$100,335.99</b>	

**Less Than \$5,000**

To	From	Purpose	Cash Received	Estimated Supply/Equip
Apollo Junior High	Anonymous donors via Donors Choose	HEPA filter, headphones		\$588.78
Forest Meadow Junior High	FMJH PTA	Staff incentives	\$283.75	
Forestridge Elementary	Anonymous donors via Donors Choose	Classroom library, Play-Doh, supplemental classroom supplies		\$685.69
Forestridge Elementary	Asefa Nebiyou	Microscope		\$293.99
Jess Harben Elementary	Anonymous donors via Donors Choose	Kinetic sand, manipulatives, supplemental classroom supplies		\$3,590.97
Lake Highlands Elementary	LHE PTA	Brick walkway installed, three trees		\$3,100.00
Lake Highlands Junior High	American Heart Association	Supplemental classroom supplies	\$200.00	
Lake Highlands Junior High	Lake Highlands Estates Neighborhood Assoc	Staff incentives	\$1,000.00	
Liberty Junior High	Anonymous donors via Donors Choose	Classroom library		\$706.02
Liberty Junior High	Richardson ISD Foundation	Conference registration, webcam, headphones, online subscriptions to teaching tools, supplemental classroom supplies		\$3,092.63
Pearce High School	Bill Long	Chromebook insurance coverage	\$100.00	
Pearce High School	Erin Gardner	Chromebook insurance coverage	\$400.00	
Pearce High School	Kathy Long	Chromebook insurance coverage	\$100.00	
Pearce High School	Michael Mignardi	Chromebook insurance coverage	\$100.00	
Pearce High School	Richardson ISD Foundation	Chromebook insurance coverage	\$2,200.00	
Pearce High School	Suzanne Root	Chromebook insurance coverage	\$1,000.00	
Pearce High School	Thomas Blake	Chromebook insurance coverage	\$110.00	
Richardson High School	Richardson ISD Foundation	Online access to Quest	\$150.00	
Richardson High School	RHS PTA	Online access to My Math Labs	\$4,250.07	
Spring Creek Elementary	SCE PTA	Clear desk shields, desk clips, and other supplemental COVID classroom supplies	\$471.84	\$4,350.00
Spring Creek Elementary	SCE Super Dads	Classroom sets of playground balls		\$480.00
Stults Road Elementary	Anonymous donors via Donors Choose	Classroom library, games, manipulates and other supplemental supplies for kindergarten		\$2,801.42
Thurgood Marshall Elementary	Anonymous donors via Donors Choose	Headphones		\$456.30
Thurgood Marshall Elementary	Anonymous donors via Caring for Classrooms	Supplemental classroom supplies		\$480.00
Wallace Elementary	Lake Highlands Estates Neighborhood Assoc	Air purifiers	\$1,000.00	
Yale Elementary	Anonymous donors via Donors Choose	Classroom library		\$1,273.19

**Less Than \$5,000**

To	From	Purpose	Cash Received	Estimated Supply/Equip
			<u>\$11,365.66</u>	<u>\$21,898.99</u>
Total Cash & Supply/Equipment Value - Gifts Under \$5,000			\$33,264.65	
Grand Total of All Gifts Over & Under \$5,000 December 2020			\$133,600.64	
<b>Prior Year Comparison</b>				
Fiscal YTD Cash & Supply/Equipment Value - Gifts Over \$5,000			\$429,467.79	
Fiscal YTD Cash & Supply/Equipment Value - Gifts Under \$5,000			\$85,456.66	
Fiscal YTD Total of All Gifts Over & Under \$5,000 December 2020			<u>\$514,924.45</u>	
Fiscal YTD Total of All Gifts Over & Under \$5,000 December 2019			\$262,895.70	
Increase / (decrease) compared to prior year			\$252,028.75	

**BOARD OF TRUSTEES**  
**Richardson Independent School District**  
**Richardson, Texas**

**Date:** December 7, 2020

## **ACTION ITEM**

**TOPIC:** Consider Adoption of Board Operating Procedures

**BACKGROUND INFORMATION:**

Each year, a subcommittee of the Board of Trustees reviews the Board's operations guidelines and recommends revisions, as appropriate, to ensure the Board maintains a current, comprehensive, practical operations manual to guide and inform Board members in carrying out their official duties and governing the District. We present the Board Operating Procedures for the Board's consideration and approval or reaffirmation.

**SUPERINTENDENT'S RECOMMENDATION**

The Superintendent recommends that the Board of Trustees readopt the Operating Procedures as presented.

**PROPOSED RESOLUTION**

**WHEREAS**, each year, members of the Board of Trustees review the Board's operations guidelines and recommends revisions, as appropriate to ensure the Board maintains a current, comprehensive, practical operations manual to guide and inform Board members in carrying out their official duties and governing the District; and

**WHEREAS**, the Board has reviewed the operations manual and finds that it describes the practices and procedures the Board desires to follow in carrying out its official duties and governing the District; and

**WHEREAS**, maintaining procedures to guide and inform the Board members in carrying out their official duties and responsibilities supports the Board's mission, beliefs, strategic objectives, strategies, and parameters;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees hereby adopts the attached Board of Trustees Operating Procedures and all Board members commit to following these unanimously agreed-upon practices and guidelines described in the manual.

**BOARD OF TRUSTEES  
OF THE  
RICHARDSON INDEPENDENT SCHOOL DISTRICT**

**RESOLUTION ADOPTING BOARD OF TRUSTEES OPERATING PROCEDURES**

STATE OF TEXAS       §  
                                  §  
COUNTY OF DALLAS   §

**WHEREAS**, each year, members of the Board of Trustees reviews the Board’s operations guidelines and recommends revisions, as appropriate, to ensure the Board maintains a current, comprehensive, practical operations manual to guide and inform Board members in carrying out their official duties and governing the District; and

**WHEREAS**, the Board has reviewed the operations manual and finds that it describes the practices and procedures the Board desires to follow in carrying out its official duties and governing the District;

**WHEREAS**, maintaining procedures to guide and inform the Board members in carrying out their official duties and responsibilities supports the Board’s mission, beliefs, strategic objectives, strategies, and parameters;

**THEREFORE, BE IT RESOLVED** that the Board of Trustees hereby adopts the attached Board of Trustees Operating Procedures and all Board members commit to following these unanimously agreed-upon practices and guidelines described in the manual.

Unanimously agreed upon and adopted on this 7th day of December 2020.

\_\_\_\_\_  
Karen Clardy

\_\_\_\_\_  
Jean Bono

\_\_\_\_\_  
Kim Caston

\_\_\_\_\_  
Eric Eager

\_\_\_\_\_  
Regina Harris

\_\_\_\_\_  
Eron Linn

\_\_\_\_\_  
Debbie Rentería

**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** December 7, 2020

**Department:** School Leadership

**Submitted by:** Tabitha Branum, Deputy Superintendent  
Executive Directors for Learning Communities

## **INFORMATION ITEM**

**TOPIC:** 2020-2021 Campus Improvement Plans

### **BACKGROUND INFORMATION:**

Section 11.252 of the Texas Education Code requires each school district to have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee established under §11.251. The purpose of the district improvement plan is to guide district and campus staff in the improvement of student performance of all student groups in support of the state standards adopted under § 39.051.

Section 11.253 of the Texas Education Code requires the principal of each campus, with the assistance of staff, parents, and community to establish academic and other performance objectives for the purpose of improving student achievement. The Board of Trustees must approve these plans on an annual basis. Tonight, we will share the process for developing the Campus Improvement Plans and the expectations for campus goals and performance objectives.

Tonight we provide for the Board's information an overview of the process used to develop and support the development of the Campus Improvement Plans.

**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** December 7, 2020

**Department:** Literacy and Intervention

**Submitted by:** Tabitha Branum, Deputy Superintendent  
Shawna Ballast, Chief Intervention Officer

## INFORMATION ITEM

**TOPIC: Board Student Performance Goals Update - Beginning of Year MAP Results and Multi-Tiered Systems of Support (MTSS)**

**BACKGROUND INFORMATION:**

House Bill 3 (HB 3) amends Texas Education Code (TEC) to add Sec. 11.185 and 11.186 to include plans that target early childhood (EC) literacy and math proficiency and college, career, and military readiness (CCMR).

Goal 1: The percent of students who score at the meets level in 3<sup>rd</sup> grade reading will grow from 47% to 60% by June 2024.

Goal 2: The percent of students who score at the meets level in 3<sup>rd</sup> grade math will grow from 52% to 65% by June 2024.

In an effort to meet the goal progress measures and the Superintendent Goals as identified above, RISD will be implementing the Measure of Academic Progress (MAP) Assessment district-wide for the 2020-2021 school year. Tonight the administrative team will share the results of the Beginning of the Year MAP results for Reading and Math in Grades Kindergarten through 8<sup>th</sup> Grade. Additionally, the Office of Literacy and Intervention will be providing the Board of Trustees an overview of the Multi-Tiered Systems of Support (MTSS). MTSS is a term that encompasses supports for the whole child, and takes into account academics, behavior, and social/emotional supports. To achieve the RISD Board Student Performance Goals, MTSS is foundational to meeting the individual needs of all students whether that is for enrichment or intervention.

# RISD MAP Suite Overview



Literacy & Intervention

nwea



# What is MAP?

## Measures of Academic Progress

MAP Growth is a nationally norm referenced, computer adapted assessment that pinpoints what a student is ready to learn right now.

# What are the key features of MAP?

## Measures Growth Over Time

- Given three times a year
- Uses an equal interval scale (RIT)
- Provides growth projectiles for goal setting

## Adapts to Each Student

- Offers unique, appropriately challenging tests for each student
- Not limited by grade level
- Provides detailed reports on student strengths and areas for support

# What information does MAP provide?

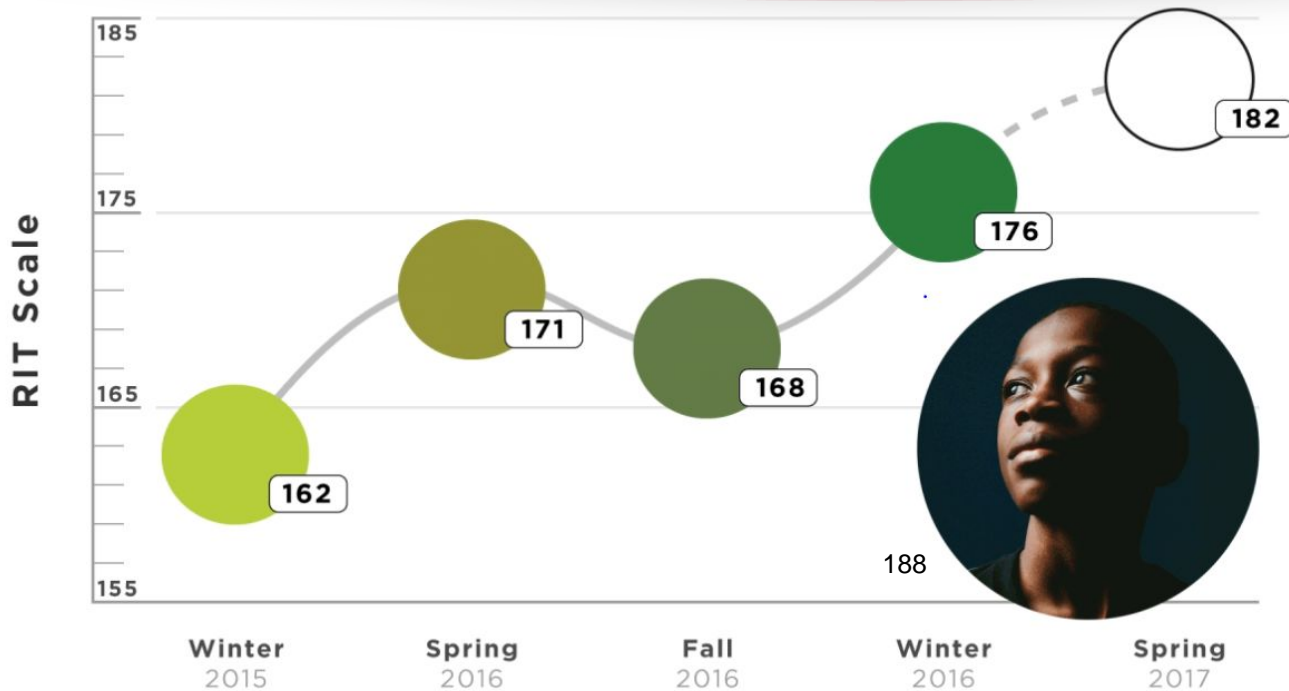
## **Informs Instruction**

- Pinpoints skills that each student is ready to learn today
- Identifies areas of strengths and concerns
- Guides differentiation and flexible grouping

## **Supports Continuous Improvement**

- Provides information about college and career readiness
- Provides projections aligned with state assessments, SAT, and ACT

# Growth Over Time



**MAP Growth** reveals how much growth has occurred between testing events and, when combined with our norms, shows projected proficiency.

Educators can track growth through the school year and over multiple years.

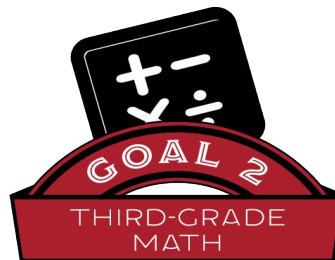
# Board Student Performance Goals

**Goal 1: The percent of students who score at the meets level in 3<sup>rd</sup> grade reading will grow from 47% to 60% by June 2024.**

**Goal Progress Measure 1.2: Percent of students in grades K-3 reading on or above grade level as measured by MAP will increase from 52% to 62% by June 2024**

**Goal 2: The percent of students who score at the meets level in 3<sup>rd</sup> grade math will grow from 52% to 65% by June 2024.**

**Goal Progress Measure 2.2: Percent of students in grades K-3 math on or above grade level as measured by MAP will increase from 55% to 65% by June 2024.**



# Growth Over Time

## MAP Reading by Grade Level

	Fall 2020		Fall 2019*	
Grade Level	All Learning Models		All Learning Models	
	Total Tested	% On or Above Grade Level	Total Tested	% On or Above Grade Level
Grades K-3	11139	56%	5721	50%
KG	2710	68%	1393	40%
1	2874	59%	1456	51%
2	2796	47%	1451	55%
3	2759	51%	1421	52%

# Growth Over Time

## MAP Reading by Student Group (K-3)

	Fall 2020		Fall 2019*	
Student Group	All Learning Models		All Learning Models	
	Total Tested	% On or Above Grade Level	Total Tested	% On or Above Grade Level
All Students (K-3)	11139	56%	5721	50%
African American	2395	49%	1155	27%
American Indian	24	50%	14	36%
Asian	871	50%	311	40%
Hispanic	3845	44%	1357	31%
More than one	345	69%	216	58%
Pacific Islander	8	25%	5	20%
White	3651	74%	2663	70%
Econ. Disad.	6047	41%	2354	24%
Special Education	1273	37%	590	25%
ELL	3633	38%	973	20%

# Growth Over Time

## MAP Reading by Grade Level

	Fall 2020		Fall 2019*	
Grade Level	All Learning Models		All Learning Models	
	Total Tested	% On or Above Grade Level	Total Tested	% On or Above Grade Level
All Grades	28358	50%	13876	50%
KG	2710	68%	1393	40%
1	2874	59%	1456	51%
2	2796	47%	1451	55%
3	2759	51%	1421	52%
4	2661	49%	1502	54%
5	2733	45%	1667	44%
6	2804	41%	1624	46%
7	2380	43%	1163	49%
8	2484	43%	1104	51%
9	2122	48%	588	54%
10	2035	52%	507	60%

# Next Steps

## Instructional Implications-Reading

### What Does the Data Tell us?

- More RISD students appear to be on or above grade level in Kindergarten, 1st and 2nd Grade
- RISD is making progress towards our Goal Progress Measure.
- 2nd and 3rd grade underperforming in progress of GPM
- Evidence of Covid slide in Grades 2-10

### Action Steps

- Targeted interventions (MTSS) at all grade levels-STUDENT SPECIFIC.
  - i-Time; Out of school interventions
  - Use of resources, tools
  - Formative Assessment
- Teaching & Learning identify concepts and skills that need to be “spiraled” in 2nd semester.
- Progress Monitoring
- Heightened focus on “2nd Grade”

# Growth Over Time

## MAP Math by Grade Level

Grade Level	Fall 2020		Fall 2019	
	All Learning Models		All Learning Models	
	Total Tested	% On or Above Grade Level	Total Tested	% On or Above Grade Level
Grades K-3	11102	55%	6858	48%
KG	2691	68%	1646	40%
1	2852	58%	1765	44%
2	2800	53%	1774	58%
3	2759	44%	1673	50%

\* = MAP Reading Spanish tests are not included in the data set because NWEA was norming these tests in 2019-2020.

Note: On or Above Grade Level is performance at or above the 65th percentile based on national norms.

# Growth Over Time

## MAP Math by Student Group (K-3)

Grade Level	Fall 2020		Fall 2019*	
	All Learning Models		All Learning Models	
	Total Tested	% On or Above Grade Level	Total Tested	% On or Above Grade Level
All Students (K-3)	11102	55%	6858	48%
African American	2383	47%	1135	28%
American Indian	24	46%	15	27%
Asian	869	54%	316	46%
Hispanic	3834	40%	2430	29%
More than one	346	67%	213	62%
Pacific Islander	8	63%	6	33%
White	3638	77%	2743	73%
Econ. Disad.	6028	39%	3322	25%
Special Education	1253	38%	651	25%
ELL	3613	37%	2050	23%

\* = MAP Reading Spanish tests are not included in the data set because NWEA was norming these tests in 2019-2020.

Note: On or Above Grade Level is performance at or above the 65th percentile based on national norms.

# Growth Over Time

## MAP Math by Grade Level

Grade Level	Fall 2020		Fall 2019	
	All Learning Models		All Learning Models	
	Total Tested	% On or Above Grade Level	Total Tested	% On or Above Grade Level
All Grades	26753	45%	14616	47%
KG	2691	68%	1646	40%
1	2852	58%	1765	44%
2	2800	53%	1774	58%
3	2759	44%	1673	50%
4	2638	43%	1697	54%
5	2746	43%	1784	44%
6	2787	32%	1695	39%
7	2331	38%	1150	47%
8	2353	39%	1082	49%
9	1792	31%	340	40%
10	1004	35%	10	30%

196

\* = MAP Reading Spanish tests are not included in the data set because NWEA was norming these tests in 2019-2020.

Note: On or Above Grade Level is performance at or above the 65th percentile based on national norms.

# Next Steps

## Instructional Implications

### What Does the Data Tell us?

- RISD is making progress towards our Goal Progress Measure.
- Regression of student growth is more evident in math than in reading (national trend as well).
- Stronger performance in Kindergarten and 1st grade
- Skill-base of math led to greater slide due to Covid
- Kids who were already growing/achieving maintained growth; students who were already struggling regressed at a more significant rate

### Action Steps

- Targeted interventions (MTSS) at all grade levels-STUDENT SPECIFIC.
  - i-Time; Out of school interventions
  - Use of resources, tools
  - Formative Assessment
- Teaching & Learning identify concepts and skills that need to be “spiraled” in 2nd semester.
- Progress Monitoring
- Heightened focus on “2nd Grade”

# MAP Takeaways

- Grade Progress Measure update indicates that RISD is making progress toward the 3rd Grade and 3rd Math Goal Progress Measures.
- This is 1 data point and only Beginning-of the Year (more conclusions and next steps can be determined based on Middle of the Year and End of the Year). This is really BASELINE data!
- MTSS and addressing individual concepts and skills for each student is the #1 priority<sup>198</sup>



**QUESTIONS?**

# Multi-Tiered Systems of Support



*Connect, learn, grow and succeed*

# Agenda

- What is Multi-Tiered System of Supports?
- MTSS Framework Collaboration
- MTSS Best Practices
- Tiers of Support
- Academic, Behavior, Social Emotional Learning
- Board Goals

# Our Team



Literacy & Intervention



**Shawna  
Ballast**  
Chief Intervention Officer



**Laura Moore**  
Director of K-2 Literacy



**Katy Phinney**  
Director of PK



**Amber Lambert**  
Director of Intervention &  
Enrichment



**Laurel Dickson**  
Director of Multi Tiered Systems  
of Support

# 2020



# Closing the Richardson ISD Achievement/Opportunity Gap

**2017-2018**

- Introduce Educational Equity
- Implement PLCs
- Audit Curriculum
- Introduce Lead4Ward
- Develop Leadership
- Implement 1:1

**2019-2020**

- Continue Initiatives
- Develop RTI/MTSS Protocols Practices
- Scale Teaching Trust
- Expand Pre-K
- Implement Balanced Literacy
- Competitively and appropriately staff
- Pilot MAP at selected campuses
- Evaluate ESL/Bilingual Model
- Explore Dual Language Model
- Launch Algebra 1 for ALL
- Launch P-TECH at 3 Campuses
- CTE Course Mapping for CCMR
- Redesign Reading Supports Program

**2021-2022**

- Continue Initiatives
- Implement Universal Pre-K
- Ensure AVID for ALL
- Implement Personalized Learning Districtwide

**2018-2019**

- Continue Initiatives
- Establish K-12 Learning Communities
- Implement TRS (New Curriculum)
- Launch ACE Campuses
- Develop Campus Coaches
- Implement SEL Program
- Conduct ESL/Bilingual Audit
- Launch STEM for ALL, Dallas Promise, Partners for ALL
- Adopt Equity Policy

**2020-2021**

- Continue Initiatives
- Implement RTI/MTSS
- Implement MAP District-wide
- Build Pre-K for ALL
- Implement Dual Language
- Pilot Personalized Learning Pathway
- Launch Reading Support Program

**2024 BOARD GOALS**

**3rd Grade Reading:**  
The percent of students who score at the meets level in 3rd grade reading will grow from 47% to 60% by June 2024.

**3rd Grade Math:**  
The percent of students who score at the meets level in 3rd grade math will grow from 52% to 65% by June 2024.

**Algebra I:**  
Percent of students completing Algebra I and meeting standard on Algebra I EOC before entering high school will increase from 38% to 50% by June 2024.

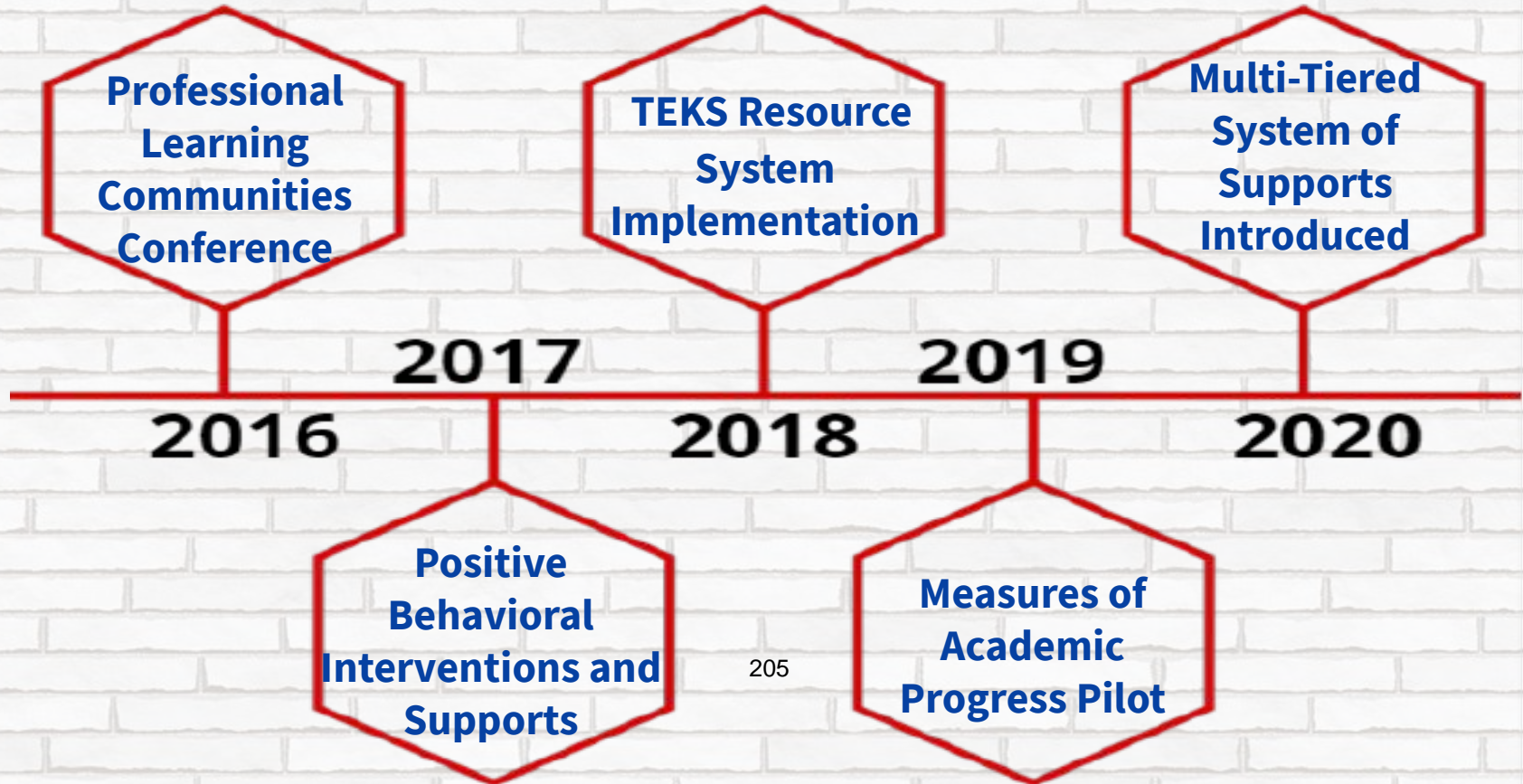
**College, Career, Military Readiness:**  
CCMR indicator score for all students will increase from 65% to 79% by June 2024.

**Graduation Rate:**  
Graduation rate for all RISD students will increase from 88% to 98% by June 2024.



Where ALL Students Connect, Learn, Grow, and Succeed

# Flywheel in Motion



# L & I Collaboration with District Teams



**Accountability and  
Continuous Improvement**  
Jacob Cortez



**Student Services**  
Dr. Matthew Gibbins



**Advanced Learning  
Program and Services**  
Elizabeth Swanner



**Teaching and Learning**  
Dr. Denise Beutel



**Professional Learning**  
Gaya Jefferson



**Special Student Services**  
Dr. Cindy Lawrence

# 2019-2020

## Creation of RISD MTSS Framework

- Vision Team
- Solution Tree Conference- RtI at Work
- Research MTSS Frameworks from Texas districts and districts across the nation
- Crafting and Revising of Sections of RISD Framework
  - Overview, PLC, Academic, Behavior, Documentation, Supports for Students with Disabilities
- Guiding Coalition
- Review of intervention resources across all campuses
- Site Visit to San Antonio

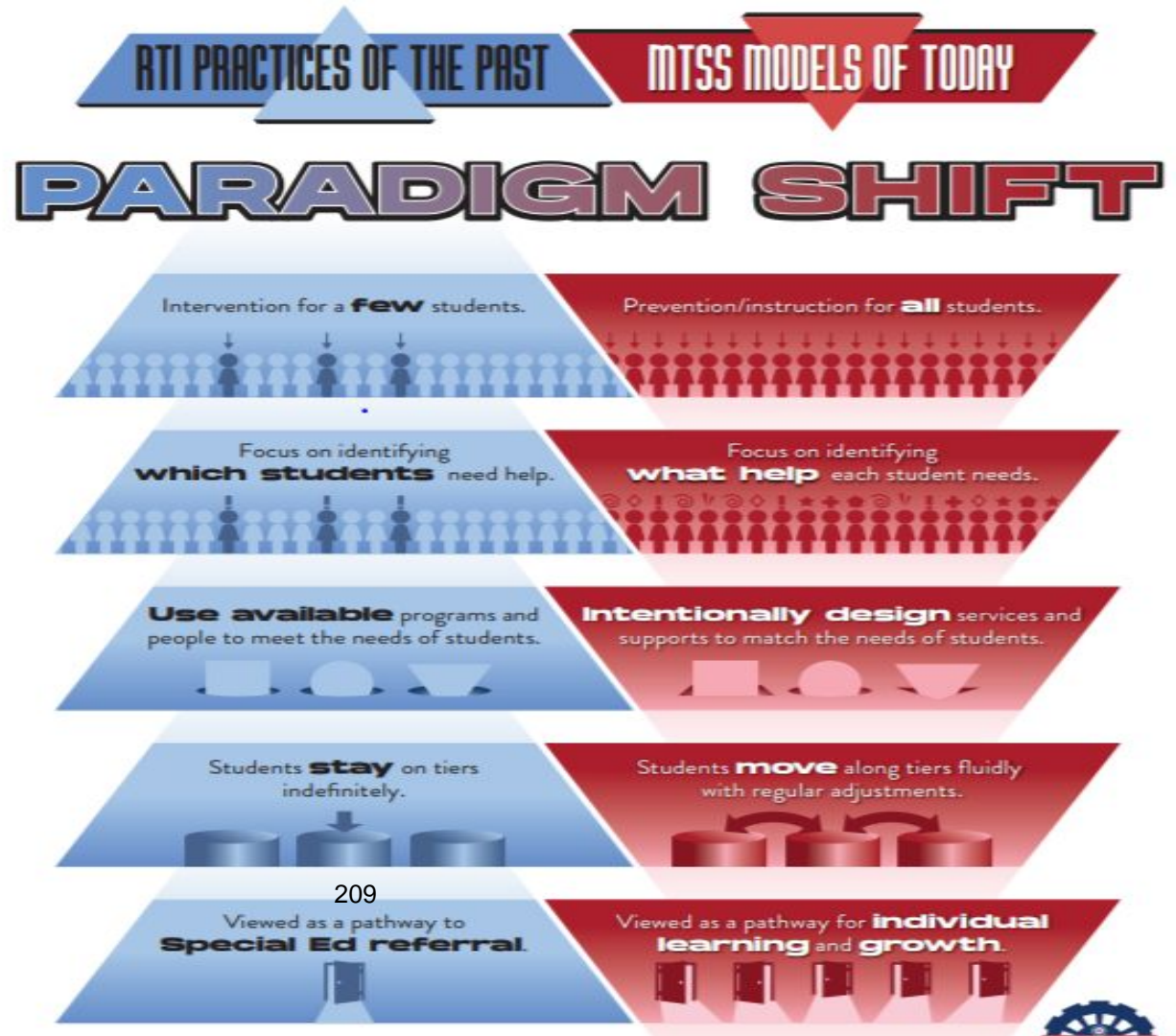
# MTSS Cornerstone

The **cornerstone** is the first stone set in the construction of a masonry foundation.

*All other stones will be set in reference to this stone, thus determining the position of the entire structure.*



# What is MTSS?



# MTSS Support Structures

**ACADEMIC**

**BEHAVIORAL**

**SOCIAL EMOTIONAL**



# Academic Support Structure

# MTSS Best Practices

**Evidence Based Practices**

**Data Based Decision Making**

**Universal Screening**

**Fidelity of Implementation**

**Progress Monitoring**

**Research Based Curriculum at Tier 1**

**Tier 2 & 3 are Supplemental to Tier 1**

# RISD

# Tiers of Support



# PLC Actions

## TIER 1 Instruction

Essential  
Standards

All Students



Step 1: Identify  
Students

Step 2: Identify  
Target Skills

Step 3: Develop,  
implement and  
document plans

Step 4: Monitor  
Progress



## TIER 3

Intensive Instruction for  
below grade level  
foundational skills

## TIER 2

Supplementary support  
on grade level TEKS

## Enrichment

Greater depth,  
breadth, & complexity  
on grade level TEKS

# How do we identify student supports?



**Universal Screeners**  
**3 times a year**

# Academic Supports



# Commitment to serving the Whole Child





# Behavior Universal Screeners and Social Emotional Supports

# MTSS Best Practices

**Evidence Based Practices**

**Data Based Decision Making**

**Universal Screening**

**Fidelity of Implementation**

**Progress Monitoring**

**Research Based Curriculum at Tier 1**

**Tier 2 & 3 are Supplemental to Tier 1**

# Branching Minds



## Identify Struggling Students

Use universal screeners or benchmarking exams to find students who are in need of extra learning support



## Collect Teacher Observations

Understand student strengths & challenges across academic, cognitive, social-emotional and behavioral skills



## Find Learning Supports

Meet each student's challenges head-on with evidence-based interventions matched to their needs



## Plan and Monitor Progress

Create collaborative intervention plans, track progress and communicate easily across staff and family

# Branching Minds



EA

**Eliomar Adams**

2014575 | 7th Grade

Gatto Middle School



GA

**Gary Adams**

2020250 | Kindergarten

Dewey Elementary



IA

**Isaiah Adams**

2013172 | 6th Grade

Escalante Middle School



# Branching Minds



## Library of Supports

Evidence Levels-

Strong

Moderate

Researched- Based

Free and District Supported

285 Reading Supports

320 Math Supports

114 Behavior Supports

**Activity**  
Students search medial sounds of words to break while playing a BINGO-type game.

1. Place the medial sound picture cards face down in a stack. Provide each student with a different bingo card and game pieces.
2. Taking turns, student one selects the top card from the stack, names the picture, and says its medial sound (e.g., "fish, /f/").
3. Each student checks the bingo card for the bingo card that corresponds to the medial sound (e.g., "f") and places one game piece on that space.
4. Continue one player process until a student gets a diagonal.
5. Continue until one student has a completed card and says, "Bingo!"
6. Play continues.

**Extensions and Adaptations**  
▶ Make other bingo cards (Quantity Matters (R22-AH)) for use with initial or final sounds.

Game | **EF.1** | Scheduled

### Letter-Sound Bingo

✓ Plan Appropriate

2



Strategy | **EF.3** | Scheduled

### Picture Sorts

✓ Plan Appropriate

1



Strategy | **EF.8** | Scheduled

### Paired Reading Cross-Age

✓ Plan Appropriate

2



Strategy | **EF.12** | Scheduled

### 222 Participation Guide

✓ Plan Appropriate

Strategy | **EF.5** | Scheduled

### Listening Passage Preview

✓ Plan Appropriate

2



Strategy | **EF.2** | Scheduled

### Think-alouds

✓ Plan Appropriate

2

Activity | **EF.3** | Ongoing

### ABC Brainstorm

ABCDEF GHI  
JKLMNOP Q  
RSTUVWXYZ  
(!?:; \*^&@)

# Branching Minds



### Add Goal

When do you want this goal to be achieved by? \*

What specific skill are you working to improve? \*

What are the abilities/skills your student will strengthen within this topic area? For example, "Johnny will improve his reading comprehension by strengthening his critical thinking." (How you measure student progress is addressed within the progress monitoring section below.)


Who will evaluate this goal? \*

Will you measure this goal using an assessment? \*

Yes  No

Which assessment will you use? \*

### Plan Details

 **Fountas & Pinnell Leveled Literacy Intervention (LLI)**

Start Week \*  End Week \*

Group size \*  Times per week \*  Mins per session \*







Delivery Setting

Modifications (optional)

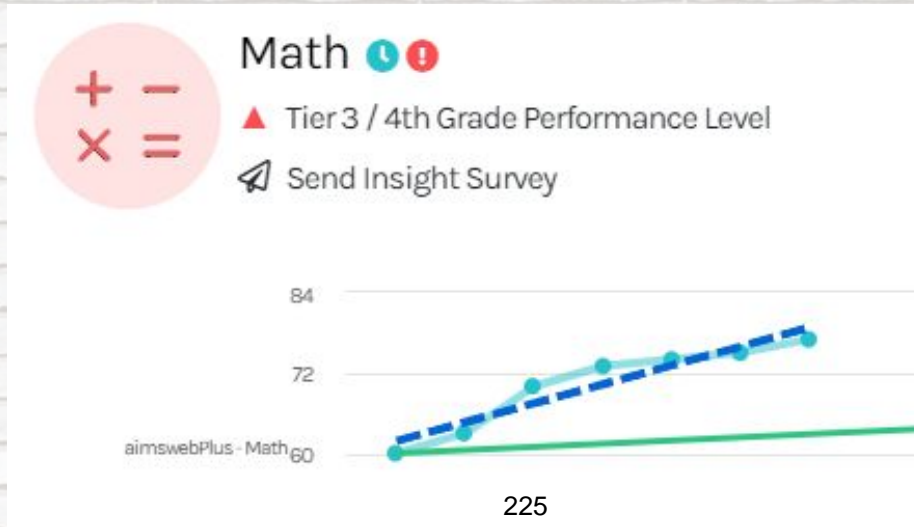
Assign to Staff \*

# Branching Minds



LA Lizbeth Adams	 READING STRATEGY Repeated Reading	2 x/week 20 min	 ...
CA Carlos Adams	 SCIENCE STRATEGY C.U.P.S. Editing Checklist	2 x/week 15 min	 ...
JA Joemi Adkins	 BEHAVIOR MEASURE Behavior Plan 1	M T W T F	 ...

# Branching Minds



# Building a Culture of Collaboration



# 2024!



Where **ALL**  
students  
connect,  
learn,  
grow,  
and succeed.



**BOARD OF TRUSTEES  
Richardson Independent School District  
Richardson, Texas**

**Date:** December 7, 2020

**Department:** District Operations

**Submitted by:** Sandra Hayes, Assistant Superintendent

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## **INFORMATION ITEM**

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**TOPIC:** Bond 2021 Update

**INFORMATION:**

The 2021 Bond Planning Committee is continuing its work to bring forward to the Board of Trustees recommendations of items to include in the Bond 2021 referendum. This evening, a brief recap of the recent Bond Steering Committee meeting will be provided to the Board.