



# Agenda of Called Meeting / Work Session

## Thursday, May 15, 2025

### The Board of Trustees

### Richardson ISD

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A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Thursday, May 15, 2025, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

Prior to or during consideration of agenda subjects, the board will hear public comments from any member of the public who has complied with District procedures for signing up to speak. The notice for this meeting was posted on May 12, 2025 .

Public Comments: - Persons wishing to address the Board must complete an online Public Comment form by signing up at <https://web.risd.org/board/public-comments/> beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00 p.m. on the posted meeting date. Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office during normal business hours at 469-593-0403 (español 469-593-0312) for assistance. Persons wishing to speak must complete the online registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.

Disruptions. Disruptive behavior will not be tolerated during a meeting. After providing at least one warning to a disruptive visitor, the presiding officer may request assistance from law enforcement officials to remove from the meeting any person who continues to disrupt the meeting by utterances or actions. A visitor who exhibits disruptive behavior in a subsequent meeting may be issued a trespass warrant. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance. 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.

- I. **CALL TO ORDER**
- II. **PUBLIC COMMENT SECTION**  
Comments from visitors who submitted the form requesting to address Board Members.
  - A. Agenda Related Topic
- III. **ACTION / INFORMATION ITEMS**
  - A. Strategic Plan Year 2 Update  
Information Item

B. 2025 - 2026 Budget and Compensation Presentation  
Information Item

28

IV. **CLOSED MEETING**

If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 - Consultation with Attorney and 551.074 - Personnel Matters.

V. **RECONVENE**

Open Meeting to vote on matters considered in Closed Meeting, if applicable.

VI. **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)]



# 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 purpose of meetings is to allow trustees to conduct the business of the District. Although Board meetings are held in public, they are not public meetings and the public does not have a right to participate except as provided by the Board. The Board offers a limited open forum at meetings through its Public Comment Sections 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 Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Thursday 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. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.

The Public Comment Section for agenda-related topics ordinarily will be placed on the Agenda just prior to the first business item on the Agenda. Where appropriate for efficient meeting management, the section for comments related to non-agenda topics may be placed on the Agenda after other action and information items. A speaker who attempts to address a non-agenda related topic during any period reserved for agenda-related topics is engaging in disruptive behavior. The speaker must stop his or her comments when directed.

- When necessary for effective meeting management, to accommodate large numbers of individuals wishing to address the Board at a meeting, or when otherwise advisable to accommodate specific circumstances, the Board delegates to the presiding officer the authority to make adjustments to these public comment procedures. Such adjustments may include, without limitation, adjusting when public comment will occur during a meeting, reordering agenda items, deferring public comment on non-agenda items, continuing an agenda item to a later meeting, temporarily revising public comment procedures as necessary if a meeting is conducted via videoconference, providing expanded opportunity for public comment, or establishing an overall time limit for public comments and adjusting the time allotted to each speaker.

### Speaker Topics

- Regular Business Meetings. Speakers may comment on specific Agenda items, as well as matters not on the posted Agenda (i.e. non-agenda items), 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 Hearings. When RISD gives notice of a public hearing, speakers may complete a separate online public comment form for the public hearing. Speakers may only comment on the specific topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

### Public Comment Form

- Persons wishing to address the Board must complete an online Public Comment form by signing up at the designated registration form link on the District's website beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00pm on the posted meeting date. Persons wishing to speak must complete the designated registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.
- 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.
- If RISD gives notice of a public hearing, it will provide a separate designated registration form link on the District's website for the public hearing that persons who wish to speak must complete. Individuals will be able to register beginning when the meeting agenda for

the public hearing is posted through 12:00 p.m. on the day of the meeting. RISD will not accept comment cards after 12:00pm on the posted meeting date.

- Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office at 469-593-0403 for assistance. The online form is required to be completed by no later than 12:00 pm on the day of the posted meeting.

### Written Materials

- A speaker who wishes to provide written materials to the Board of Trustees must bring at least nine (9) copies of the materials to the Board meeting. A copy of the materials will be provided 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.  
**(\*Unless the comment period has been limited as provided herein.)**

### Single comment

- A speaker may complete one online Public Comment form for each meeting. A speaker who comments during a public hearing is not ineligible to speak during the regular public comment period.

### 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 formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda. Attacks of a personal nature against Board members, RISD staff, students, or other citizens by name or unique title will not be allowed or tolerated. Speakers who wish to make a complaint regarding an employee should comply with the appropriate complaint policy. (DGBA – Employee Complaints; FNG – Student/Parent Complaints; GF – Public Complaints). Complaint policies are available on the RISD website.
- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed. Visitors and staff must listen quietly and respectfully during the public comment section whether they agree or disagree with a speaker's message. It is not appropriate for staff or visitors to clap, cheer, boo, display banners, or otherwise engage in disruptive conduct. Persons who disrupt the meeting will be cautioned to observe meeting rules. Persons who persist in disrupting the meeting may be removed from the meeting.

### 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.

### Reasonable Accommodation and Translation

Persons desiring to make a public comment who need reasonable accommodations of a disability or who require a language translator should contact the Board office at 469-593-0403 in advance of the meeting to request assistance.

Approved: September 15, 2022



# JUNTA DIRECTIVA DISTRITO ESCOLAR INDEPENDIENTE DE RICHARDSON

## Procedimientos para los comentarios del público durante las reuniones de la Junta Directiva

La Junta Directiva del Distrito Escolar Independiente de Richardson da la bienvenida a los miembros del público a sus reuniones. El propósito de las reuniones es permitir a los miembros de la Junta conducir los negocios del Distrito. Aunque las reuniones de la Junta Directiva se celebran en público, no son reuniones públicas y el público no tiene derecho a participar, salvo lo dispuesto por la Junta. La Junta ofrece un foro abierto limitado en las reuniones a través de su Sección de Comentarios Públicos para proporcionar oportunidades a los miembros del público para transmitir información a la Junta.

La Junta Directiva adoptó los siguientes procedimientos relativos a los comentarios del público para facilitar el funcionamiento eficiente de las reuniones:

### Sección de comentarios del público

- La Junta Directiva incluirá una sección de comentarios del público en el orden del día de cada reunión. La Junta celebra reuniones mensuales de trabajo todos los meses del año, excepto julio. Las reuniones de trabajo suelen celebrarse el primer jueves de cada mes. La Junta Directiva programa sesiones de trabajo para tratar temas de estudio o cuando surgen otras necesidades. La Junta se reserva el tercer jueves de cada mes para las sesiones de trabajo, pero también pueden programarse en cualquier otro momento cuando surja una necesidad. La Junta se reserva el derecho de programar o reprogramar las reuniones según sea necesario para satisfacer las necesidades operativas del Distrito. Se publica una agenda por escrito para cada reunión de la Junta Directiva al menos 72 horas antes de su realización. Si se autoriza una reunión de emergencia, se publicará una agenda al menos una hora antes de la fecha de la reunión.

La sección de comentarios del público para los temas relacionados con la agenda se incluirá normalmente en la agenda justo antes del primer punto de la misma. Cuando sea conveniente para una gestión eficaz de la reunión, la sección de comentarios relacionados con temas no incluidos en la agenda podrá incluirse después de otros puntos de acción e información. Un orador que intente abordar un tema no relacionado con la agenda durante cualquier período reservado para los temas relacionados con la agenda está incurriendo en un comportamiento perturbador. El orador deberá interrumpir sus comentarios cuando se le indique.

- Cuando sea necesario para la gestión eficaz de la reunión, para dar cabida a un gran número de personas que deseen dirigirse a la Junta en una reunión, o cuando sea aconsejable para adaptarse a circunstancias específicas, la Junta delega en el presidente la autoridad para hacer ajustes a estos procedimientos de comentarios del público. Dichos ajustes pueden incluir, sin limitación, la adaptación del momento en que se producirán los comentarios del público durante una reunión, la reordenación de los puntos del orden del día, el aplazamiento de los comentarios del público sobre los puntos no incluidos en el orden del día, la continuación de un punto del orden del día para una reunión posterior, la revisión temporal de los procedimientos de comentarios del público según sea necesario si una reunión se lleva a cabo a través de videoconferencia, la ampliación de las oportunidades para los comentarios del público, o el establecimiento de un límite de tiempo general para los comentarios del público y el ajuste del tiempo asignado a cada orador.

### Temas de los oradores

- Reuniones ordinarias de trabajo. Los oradores podrán hacer comentarios sobre puntos específicos de la agenda, así como sobre asuntos que no figuren en la agenda (es decir, puntos no incluidos en la agenda), durante la sección de comentarios del público en las reuniones ordinarias de trabajo.
- Sesiones de trabajo u otras reuniones convocadas. Los oradores sólo pueden comentar puntos específicos de la agenda durante la sección de comentarios del público en las sesiones de trabajo y otras reuniones convocadas.
- Audiencias públicas. Cuando RISD notifica una audiencia pública, los oradores pueden completar un formulario de comentarios públicos en línea separado para la audiencia pública. Los oradores sólo pueden hacer comentarios sobre el tema específico anunciado para la audiencia pública. Todas las demás normas indicadas aquí se aplican a los comentarios durante una audiencia pública.

### Formulario de comentarios públicos

- Las personas que deseen dirigirse a la Junta deben llenar un formulario de comentarios públicos en línea inscribiéndose en el enlace del formulario de registro designado en la página web del Distrito a partir del momento en que se publique la agenda de la reunión y hasta las 12:00 p.m. del día de la reunión. RISD no aceptará presentaciones después de las 12:00 p.m. de la fecha de la reunión publicada. Las personas que deseen hacer uso de la palabra deben completar el formulario de registro designado en su totalidad y estar presentes en la reunión para hacer sus propios comentarios durante el tiempo designado para los Comentarios Públicos para tener derecho a hablar. Cualquier orador registrado que se ausente de la reunión a la hora de los Comentarios Públicos perderá la oportunidad de dirigirse a la Junta en esa reunión.
- Además de la información de identificación, cada orador debe indicar el punto específico del orden del día sobre el que desea

comentar y/o identificar el tema no incluido en el orden del día de los comentarios.

- Si RISD avisa de la celebración de una audiencia pública, proporcionará un enlace a un formulario de registro designado por separado en el sitio web del Distrito para la audiencia pública que las personas que deseen intervenir deberán rellenar. Las personas podrán inscribirse a partir del momento en que se publique el orden del día de la audiencia pública hasta las 12:00 horas del día de la reunión. El RISD no aceptará tarjetas de comentarios después de las 12:00 p.m. de la fecha de la reunión anunciada.
- Las personas que no tengan acceso a una computadora para completar el formulario de comentarios públicos en línea pueden comunicarse con la Oficina de la Junta al 469-593-0403 para obtener ayuda. El formulario en línea debe completarse antes de las 12:00 p.m. del día de la reunión publicada.

### Materiales escritos

Un orador que desee proporcionar materiales escritos a la Junta Directiva debe traer al menos nueve (9) copias de los materiales a la reunión de la Junta. Se proporcionará una copia de los materiales a los miembros de la Junta antes de que el orador sea convocado. El orador no podrá distribuir materiales cuando sea llamado a hablar.

### Tiempo

- Cada orador está limitado a un total de tres\* minutos y un orador no puede utilizar el tiempo de otro orador para extender su período de comentarios. Nota: Un orador que se dirija a la Junta a través de un traductor dispondrá de seis\* minutos para presentar sus comentarios a fin de garantizar que las personas que no hablan inglés tengan la misma oportunidad de dirigirse a la Junta.

- El personal pondrá un reloj digital de tres\* minutos para cada orador. El orador terminará sus comentarios cuando el tiempo expire. Cualquier orador que no deje de hablar y ceda el podio al final de su tiempo asignado se considerará fuera de lugar y podrá ser escoltado del podio y/o se le pedirá que abandone la reunión.

(\*A menos que el período de comentarios se haya limitado según lo dispuesto en el presente documento).

### Un solo comentario

Un orador puede completar un formulario de comentarios públicos en línea para cada reunión. Un orador que comente durante una audiencia pública no podrá intervenir durante el periodo de comentarios públicos regular.

### Protocolo para los oradores

- La secretaria de la Junta llamará por su nombre a cada orador que haya presentado una tarjeta de comentarios públicos e indicará el tema o temas sobre los que se ha inscrito para hablar.
- Cada orador deberá acercarse al podio cuando se diga su nombre. En el podio del Auditorio hay un micrófono ajustable. El orador debe decir claramente su nombre y la escuela o escuelas a las que asisten o han asistido sus hijos/as antes de comenzar a comentar.
- La Junta no entablará un diálogo con el orador. En respuesta a las preguntas o declaraciones, se puede proporcionar información específica sobre los hechos o hacer referencia a una política existente. La Junta no puede deliberar ni tomar una decisión sobre ningún tema que no figure en la agenda.
- El período de comentarios públicos no es el foro apropiado para la presentación de quejas formales. El RISD mantiene una política de quejas formales para atenderlas. La Junta sólo considerará las quejas formales que queden sin resolver después de que se hayan abordado a través de los canales administrativos adecuados y cuando se hayan incluido en el orden del día. No se permitirán ni tolerarán los ataques de carácter personal contra los miembros de la Junta, el personal de RISD, los estudiantes u otros ciudadanos por su nombre o título. Los oradores que deseen presentar una queja sobre un empleado deberán cumplir con la política de quejas correspondiente. (DGBA - Quejas de empleados; FNG - Quejas de estudiantes/padres; GF - Quejas del público). Las políticas de quejas están disponibles en la página web de RISD.
- Los comentarios u otras conductas que perturben la reunión se consideran fuera de lugar y no se permitirán. Los visitantes y el personal deben escuchar en silencio y con respeto durante la sección de comentarios del público, tanto si están de acuerdo como si no lo están con el mensaje del orador. No es apropiado que el personal o los visitantes aplaudan, chiflen, abucheen, muestren pancartas o adopten cualquier otra conducta perturbadora. Las personas que perturben la reunión serán amonestadas para que respeten las normas de la misma. Las personas que persistan en perturbar la reunión podrán ser expulsadas de la misma.

### Consentimiento para la publicación en línea

RISD puede grabar sus reuniones en audio y vídeo. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y vídeo.

### Acomodación razonable e interpretación

Las personas que deseen hacer un comentario público y que necesiten adaptaciones razonables de una discapacidad o que requieran un traductor de idiomas deben ponerse en contacto con la oficina de la Junta al 469-593-0403 antes de la reunión para solicitar asistencia.

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

**Date:** May 15, 2025

**Submitted by:** Dr. Melissa Heller, Assistant Superintendent, Strategy & Engagement

## **INFORMATION ITEM**

**TOPIC:** 2023-2028 Strategic Plan Year 2 Update

**BACKGROUND INFORMATION:**

The district has a continuous improvement process that is anchored in the North Star Goal, the Graduate Profile and the 2023-2028 Strategic Plan. District staff will share an update on the Year 2 implementation of the current strategic plan and year 3 priorities for the 2025-2026 school year.

# 2023-2028 Strategic Plan Year 2 Update

Dr. Melissa Heller, Asst. Superintendent of  
Strategy & Engagement  
May 15, 2025



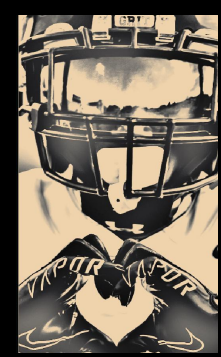
# North Star, Beliefs, and Strategic Plan Goals



## **RICHARDSON ISD'S NORTH STAR GOAL**

Every student, teacher and leader will meet or exceed their academic growth goals.



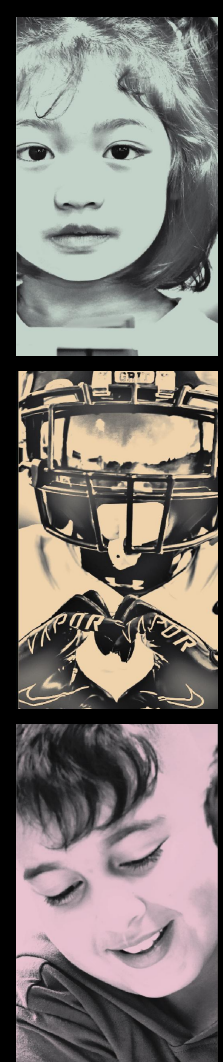


## BELIEFS

To ensure academic success for all RISD students, we believe...

- In creating a safe learning environment that empowers every student in RISD to take risks, be creative, find acceptance, and grow.
- That education is an effective tool that can prepare every student in RISD for life after high school, including teaching of life skills.
- Every student in RISD will have the capability and desire to learn and rise to the level of expectations for individual success.

# Learner Growth Experience Framework



# Strategic Plan 2023-2028 Timeline



**Graduate Profile Adopted**

**THE RISD GRADUATE PROFILE**

**GRADUATE OUTCOMES**

- FINANCIAL LITERACY**
- CITIZEN, TALKING, PEER-TO-PEER SKILLS**
- REAL WORLD CONNECTIONS**
- EFFECTIVE COMMUNICATION**
- EMOTIONAL INTELLIGENCE**

powered by engage2learn



**RFP and recommendation/action for consultant services Engage2Learn selected**

**Re-engage the Graduate Profile Design Team and solicit additional community stakeholders to participate on the District Design Team**



**District Design Team develops Goals & Strategies**

**Engage Strategic Action Teams and Develop Action Plans**

**Finalize and Adopt Strategic Plan 2023**



**Year 1 Implementation**



**RICHARDSON ISD STRATEGIC PLAN 2023-2028**



**BE THE ONE**



# Strategic Plan 2023-2028 Goals

## Goal 1: Individual Growth

We will design and implement systems that provide the necessary structure support and tools to ensure staff and students achieve **individual growth**.

## Goal 2: Staff Recruitment and Retention

RISD will reimagine the way we **recruit and retain quality staff** through comprehensive strategies.

## Goal 3: Curriculum and Learning

We will establish systems for **curriculum and learning experiences** which support the individual **growth of all students and staff**.



# Strategic Plan 2023-2028 Goals

## Goal 4: Community Engagement

We will create opportunities to ensure **engagement with community members** in RISD.

## Goal 5: Financial Stewardship

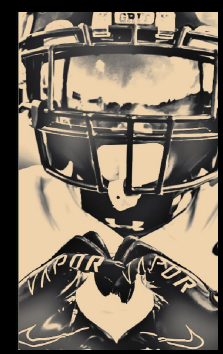
We will increase **efficiency and effectiveness** in operations and personnel and seek additional fiscal resources

# Year 2 Strategic Plan Highlights: Goal 1

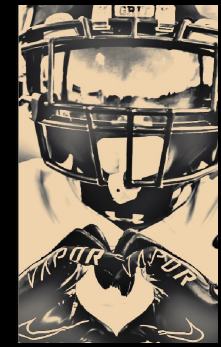
**1.1 Train staff/students/families on best practices for goal setting with guidelines**

**1.3 Develop and communicate timelines and methods for establishing, monitoring goals, and next steps with auxiliary supports to celebrate and promote growth.**

- Grew implementation from Year 1 Pilot campuses to all campuses
- Teacher professional learning effort - 906 sessions (how to use platforms created to capture growth)



# Year 2 Strategic Plan Highlights: Goal 1



2024-25  
**STUDENT GROWTH  
GOAL PROGRESS**  
Elementary

### ACM Student Growth Goal Progress

Evaluation of student growth towards life-ready goal. Form should be completed by teacher, or with teacher input and guidance.

maheller@g.risd.org [Switch account](#)

Not shared

\* Indicates required question

Grade \*

Choose





# Year 2 Strategic Plan Highlights: Goal 2

**2.4 Cultivate a culture based on mutual respect in which all employees feel heard and valued and that promotes the recruitment and retention of a high-quality and diverse staff.**

- VIP Recruitment Event
- Grow our Own Partnerships - Dallas College, Teach For America, UTA, SMU
- Increased focus on targeting recruitment efforts for high needs areas

# Year 2 Strategic Plan Highlights: Goal 2



# Year 2 Strategic Plan Highlights: Goal 3

**Implement a learning framework that provides all RISD students experiences to develop competencies aligned with the graduate profile**

**Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.**

- Curriculum implementation focused on individual student growth
- Professional learning catalog as part of a website dedicated to support adult learning
- User friendly systems for all staff to access learning opportunities

# Year 2 Strategic Plan Highlights: Goal 3

SMATH UPP2 Streamlined

File Edit View Insert Format Tools Extensions Help

100% Normal text

Menu

**Research: Small Group Lesson**

<p>P.L.C. Question #3: How will we respond when some students do not learn it?</p>					
<p><b>Additional Stations Activities</b></p> <p><b>Coloring:</b> Football frenzy Fraction facts Triangle Fractions with Multiplication Decimal and Fraction GEMDAS Touchball Order of Operations with Fractions</p>	<p><b>Coloring:</b> Football frenzy Fraction facts Triangle Fractions with Multiplication Decimal and Fraction GEMDAS Touchball Order of Operations with Fractions</p>	<p><b>Coloring:</b> Football frenzy Fraction facts Triangle Fractions with Multiplication Decimal and Fraction GEMDAS Touchball Order of Operations with Fractions</p>	<p><b>Coloring:</b> Football frenzy Fraction facts Triangle Fractions with Multiplication Decimal and Fraction GEMDAS Touchball Order of Operations with Fractions</p>	<p><b>Coloring:</b> Football frenzy Fraction facts Triangle Fractions with Multiplication Decimal and Fraction GEMDAS Touchball Order of Operations with Fractions</p>	<p><b>Coloring:</b> Football frenzy Fraction facts Triangle Fractions with Multiplication Decimal and Fraction GEMDAS Touchball Order of Operations with Fractions</p>
<p><b>Extensions</b></p> <p>P.L.C. Question #4: How will we extend and enrich the learning for students who demonstrate proficiency?</p> <p><b>Coloring:</b> Next Multiply and Divide Fractions Choice Board</p>					
<p><b>Concept Demonstration</b></p> <p>P.L.C. Question #2: How will we show if each student has learned it?</p>					
<p><b>Demonstration of Learning (DOL)</b></p> <p>Digital Version: Simplify a numerical expression</p>	<p>Digital Version: Simplify a numerical expression</p>	<p>Digital Version: Simplify a numerical expression</p>	<p>Digital Version: Analyze two word problems and solve</p>		

**Additional Practice Resources**

**Spital Review Resources:**

- 4th Grade: Learning Spiral Review
- 5th Grade: Learning Spiral Review
- Link: 5th Grade Interactive Journal

**Technology Connections:**


- Apply/Create: Use Keytrails to create a digital vocabulary card for fractions
- Apply/Create: Create an infographic showing the difference between multiplication and division of fractions using SketchSchool

**5th Grade Math Unit 7: Multiplication & Division of Whole Numbers with a Fraction (Suggested 14 Days)**


**Pacing Tool 2 of 2: Fraction Problem Solving & Simplifying Expressions (Suggested 8 Days)**

Essential TEKS: 5.4E      **Instructional Focus Document (IFD):** Multiplication and Division of Whole Numbers with a Fraction      Unit 7 Preview Video: RISD Math Intervention Protocol


**LEARNING FRAMEWORK**




**IGNITE**




**DISCOVER/WONDER**



**COLLABORATE**



**APPLY/CREATE**




**REFLECT**

Essential TEKS Vertical Alignment	4th Grade	5th Grade	6th Grade
		<p>5.3: Represent and solve multiplication of a whole number and a fraction that refers to the same whole using objects and pictorial models, including area models. <i>Supporting Standard</i></p>	<p>6.3E: Multiply and divide positive rational numbers fluently, <i>Readiness Standard</i></p>
		<p>5.3I: Represent division of a unit fraction by a whole number and the division of a whole number by a unit fraction such as <math>1/3 \div 7</math> and <math>7 \div 1/3</math> using objects and pictorial models, including area models. <i>Supporting Standard</i></p>	<p>6.3E: Multiply and divide positive rational numbers fluently, <i>Readiness Standard</i></p>
		<p>5.3I: Divide whole numbers by unit</p>	

**RISD**  
Professional Learning

Home

- Professional Learning Catalog
- For Strive Users
- For Engagement
- For New Teachers
- Compliance Bundles



# RISD

## Professional Learning

Professional Learning PLAYBOOK

2024-2025

**2024-2025 PROFESSIONAL LEARNING AT-A-GLANCE CALENDAR**

<b>APR 1</b>	2024 Summer and Back-to-School Professional Learning	<b>APR 15</b>	2024-25 Job Satisfaction Professional Learning
<b>APR 11</b>	Central Connects Conference	<b>APR 22</b>	2024-25 Leadership Professional Learning
<b>APR 16-18</b>	Connects Conference	<b>APR 23</b>	2024-25 Literacy Professional Learning
		<b>APR 24</b>	2024-25 Secondary Professional Learning



# Year 2 Strategic Plan Highlights: Goal 4

Provide specific and intentional activities where residents within the boundaries of RISD can discover, utilize, support and advocate for RISD.

- Platinum Club & Discovery Days
- HOA & Neighborhood Association Engagement
- 2nd Ambassadors Cohort
- Family Engagement Survey
- Family Engagement Framework Title 1 Growth Goal Camps



# Year 2 Strategic Plan Highlights: Goal 4

Greetings from Richardson ISD!

We are sending this monthly message to update our neighbors on important news and information about RISD! If you would like to stay connected on a weekly basis, please be sure to subscribe to the Richardson ISD Community News by signing up on our website: <https://web.risd.org/engagement/>

Here are a few important updates we wanted to share with you this month:

- Link to Keeping Tab's Video for April – <https://web.risd.org/home/keeping-tabs-on-spring-celebrations/>
- RISD Bond Steering Committee Begins Work - <https://web.risd.org/home/risd-bond-steering-committee-begins-work/>
- Legislative Corner – <https://web.risd.org/home/risd-legislative-corner-april-17/>
  - Updates on education bills that have been filled and other news and information from Austin
- Open Enrollment Applications Open Apr. 17 - <https://web.risd.org/home/open-enrollment-applications-open-apr-17/>

Feel free to share this district news and information through your HOA and Neighborhood Association communication channels. Please also **SAVE THE DATE** for our End of Year HOA/NA Coffee with the Superintendent that is scheduled for **May 14 (NEW DATE) at 8:00 a.m.** More details to follow!



 **Over 100% increase in our  
community engagement  
contacts**



# Year 2 Strategic Plan Highlights: Goal 5

## Advocate for additional funding within the state legislature

- Engagement with current Legislative Session
  - Adoption of legislative priorities
  - Testimony in support of HB 6
  - Community education and engagement efforts
    - Community Budget Steering Committee
    - Bond Steering Committee
    - Weekly Legislative Corner Updates

# Year 2 Strategic Plan Highlights: Goal 5



## 2025 LEGISLATIVE PRIORITIES

### We Support:

#### LEGISLATION THAT MODIFIES THE DISCIPLINE CODE (TEC CHAPTER 37) TO ALLOW LOCAL SCHOOL DISTRICTS TO MORE EFFECTIVELY HANDLE STUDENT DISCIPLINE

Disruptive students must not be permitted to continuously disrupt the learning of other students or risk the safety of teachers or other students. Schools must be permitted to implement immediate intervention in situations where a student's presence in the classroom causes substantial risk of harm to students or teachers.



Chris Poseet  
PRESIDENT  
AT-LARGE - PLACE 7



Eric Eager  
VICE PRESIDENT  
AT-LARGE - PLACE 6



Rachel McGowan  
SECRETARY  
DISTRICT 5



Megan Timms  
DISTRICT 1



Vanessa Pacheco  
DISTRICT 2



Debbie Benneria  
DISTRICT 3



Regina Harris  
DISTRICT 4



Tabitha Branum  
SUPERINTENDENT  
RICHARDSON ISD

#### LEGISLATION THAT FULLY RESTORES HOUSE BILL 3 (2019) FUNDING LEVELS AND THAT WILL INCREASE THE BASIC ALLOTMENT

In 2019, the Texas Legislature passed significant legislation to address the needs of public education via House Bill 3. Since 2019, there has been record inflation of more than 20% with no increase to the basic allotment. Restoring the funding levels provided by House Bill 3 helps public school districts manage the impact of inflation and allows the legislature to continue their support of public education for the more than five million students who attend their local public schools.

#### LEGISLATION THAT PROVIDES FUNDING TO ADDRESS STUDENT NEEDS AND HIGHER COSTS DUE TO INFLATION

- **SPECIAL EDUCATION** - Funding provides support for students with mild to severely limited learning abilities. Special Education is currently underfunded by \$81 million in RISD.
- **STUDENT AND SCHOOL SAFETY** - Legislation in 2023 provided \$15,000 per campus and an additional \$0.28 to fund a full-time security officer on every campus. Student and School Safety is currently underfunded by approximately \$598 million in RISD.
- **WORKFORCE DEVELOPMENT (CAREER & TECHNOLOGY EDUCATION)** - CTE courses provide a more skilled workforce for employers. RISD would like to offer robust programming for students desiring automotive technology and maintenance, which would provide qualified employees in a much-needed area of the workforce, but does not have funding to pay for specialized teachers.

## Legislative Corner

Learn more about RISD legislative priorities, information, and elected officials

### RISD Legislative Corner – May 9

News and developments from the 89th Texas Legislative Session impacting RISD and ...

### RISD Legislative Corner – May 2

News and developments from the 89th Texas Legislative Session impacting RISD and ...

### RISD Legislative Corner – April 25

News and developments from the 89th Texas Legislative Session impacting RISD and ...



# Year 3 Action Plan Focus (2025-2026)

- **Goal 1:** Continued refinement of implementation of **North Star Goal** and focus on **individual growth (Parent Engagement)**
- **Goal 2:** Attract and hire **high-quality, diverse, and experienced** teachers and staff **(Enhanced Onboarding)**
- **Goal 3:** Implement a curriculum which is **evidence-based, guaranteed for growth, and viable** for all students as outlined in the graduate goals. **(value add learning experiences)**
- **Goal 4:** Create **meaningful engagement** opportunities that meet both the needs and mission of the school community and **businesses/organizations. (Quarterly Business & Industry Roundtables)**
- **Goal 5:** Ensure **all RISD buildings and learning environments** will have the **facilities to function efficiently and effectively** for the users' needs **(Bond Steering Committee work)**

# Key Takeaways

- The district has an annual continuous improvement process that is aligned with the **North Star Goal**, Graduate Profile and Strategic Plan.
- Completing Year 2 implementation of a 5-year plan
- **Evidence** of the work can be seen throughout the district
- **Year 3 Action Plans** are in development and will drive the District and Campus Improvement Plans for 25-26





**Thank you!**

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

**Date:** May 15, 2025

**Submitted by:** David Pate, Assistant Superintendent of Finance and Support Services

## **INFORMATION ITEM**

**TOPIC:** 2025-26 Budget Discussion

### **BACKGROUND INFORMATION**

The Texas Education Code and the Texas Education Agency Financial Accountability System Resource Guide requires the district to prepare and adopt a budget prior to the start of the new fiscal year.

The budget process begins each July and culminates in June with the Board of Trustees adopting the budget.

The administration has prepared a presentation regarding the 2025-26 General Fund proposed budgets.

The primary purpose of the presentation is to continue to provide updates on items in the 2025-26 budget.

### **SUPERINTENDENT'S RECOMMENDATION**

The Superintendent presents the information regarding the 2025-26 Budget Discussion for the Board's Information and review.



# Budget Presentation

May 15, 2025





# RICHARDSON ISD'S **NORTH STAR GOAL**

Every student, teacher and leader will meet or exceed their academic growth goals.

## Strategic Goal #5

We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

## Strategic Goal #2

RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.



# RISD IS THE ONE

**Opportunities** for learners tailored to every style and ability.

**Neighborhood** schools that foster family-centered communities.

**Experiences** beyond the classroom that enhance learning!



# Agenda



- 1 General Fund Budget Highlights
- 2 Raise
- 3 General Fund Multi-year Forecast
- 4 Budget Calendar

# General Fund Budget Highlights



- Revenue and Expenditure budget based on current law
- Expenditure budget reflects:
  - Continued implementation of CBSC recommendations to reduce Central Expenditures by \$2,000,000
- Enrollment decline of 430 from 36,971 in 24-25 to 36,541 in 25-26
- 5% property value growth
- Continued M&O tax compression under current law
- Currently proposed M&O tax rate of 74.05¢ a 1.47¢ decrease from 75.52¢
- Staff raises (detailed on following slides)

# 25-26 Compensation Proposal - Estimated Cost

<b>Increase</b>	<b>Employee Type</b>	<b>Approximate Cost</b>
<b>10 or &lt; years \$2,500 11 or &gt; years \$3,000</b>	<b>Teacher-Types (Teacher, LITE, Counselor, Nurse)</b>	<b>\$9,715,000</b>
<b>3%</b>	<b>Non T-Types</b>	<b>\$3,100,000</b>
<b>Market Adjustments (in addition to raise noted above)</b>	<b>Identified Groups (Details on following slide)</b>	<b>\$1,602,000</b>
	<b>Total</b>	<b>\$14,417,000</b>



# T-Type Pay Increase Overview

- **Starting Teacher Salary - \$63,000**
  - **0-10 years / \$500 increments**
  - **10+ years / \$1,000 increments**
- **Returning Teacher/T-Types**
  - **Greater of new salary step or**
    - **0-10 years - \$2,500**
    - **11+ years - \$3,000**
- **Does not introduce compression into salary schedule**

# Market Adjustments (are in addition to raise)

\*\*\*Job Categories >5% under benchmark.

<b>Job Classification</b>	<b>Approximate Cost</b>
<b>Assistant Principals</b>	<b>\$246,000</b>
<b>LSSPs/Diags/Therapists/SLPs</b>	<b>\$338,000</b>
<b>Campus Executive Assistants</b>	<b>\$62,000</b>
<b>Aides</b>	<b>\$97,000</b>
<b>Special Ed Aides-Resource/Self-Contained</b>	<b>\$236,000</b>
<b>Bus Driver</b>	<b>\$388,000</b> <b>(Increase hourly rate by \$2.50)</b>
<b>Bus Monitor</b>	<b>\$142,000</b> <b>(Increase hourly rate by \$2.00)</b>
<b>Licensed HVAC/Plumber/Electrician</b>	<b>\$93,000</b> <b>(Increase hourly rate by \$2.00)</b>
<b>Approximate Total</b>	<b>\$1,602,000</b>

# General Fund Multi Year Forecast - CURRENT LAW

	FY 24-25 Estimate	FY 25-26 Proposed	FY 26-27 Forecast	FY 27-28 Forecast	FY 28-29 Forecast
Total Revenue	\$410,342,057	\$401,626,780	\$392,720,907	\$384,152,573	\$374,438,024
Recapture Cost	\$5,737,521	\$6,638,967	\$7,316,930	\$7,859,714	\$8,578,837
Recurring Cost	\$425,566,016	\$416,942,657	\$419,028,245	\$421,218,113	\$423,517,474
Final ESSER Supplanting	(\$5,000,000)				
Net budget changes		\$4,314,779	\$4,314,779	\$4,314,779	\$4,314,779
Proceeds from property sales		(\$10,500,000)			
25-26 Raise		\$12,815,352	\$12,815,352	\$12,815,352	\$12,815,352
26-27 Raise 3%			\$9,700,000	\$9,700,000	\$9,700,000
27-28 Raise 3%				\$10,200,000	\$10,200,000
28-29 Raise 3%					\$10,500,000
Total Expenditures	\$420,566,016	\$423,572,788	\$445,858,376	\$458,248,244	\$471,047,605
Change in Fund Balance	(\$15,961,480)	(\$28,584,975)	(\$60,454,399)	(\$81,955,385)	(\$105,188,418)
Ending Fund Balance	\$167,552,531	\$138,967,556	\$78,513,157	(\$3,442,229)	(\$108,630,647)

# 2025-2026 Budget Calendar



- January 16, 2025 – Board of Trustee Meeting: Status of FY 24-25, Budget Presentation and Demographic Study Presentation
- January 31, 2025 – Send out budget worksheets to campuses and departments
- February 20, 2025 – Board of Trustee Meeting: Budget Presentation
- February 24, 2025 – Campus and Department budget worksheets due to budget office
- February 24, 2025 – Cabinet member special requests due to budget office
- February 28, 2025 – Receive update from Dallas Central Appraisal District (tentative)
- March 6, 2025 – Board of Trustee Meeting: Budget presentation
- April 3, 2025 – Board of Trustee Meeting: Budget presentation
- April 17, 2025 – Board of Trustee Work Session: Budget presentation
- April 30, 2025 – Last day to receive estimated certified value from Dallas Central Appraisal District

**Dates are subject to change.**

# 2025-2026 Budget Calendar (continued)



- May 1, 2025 – Board of Trustee Meeting: Budget presentation, 24-25 Compensation Plan Approval
- ➔ • May 15, 2025 – Board of Trustee Work Session: Budget presentation
- May 24, 2025 – Publish notice of hearing to adopt budget and tax rate (no less than 10 and no more than 30 days prior to hearing)
- June 5, 2025 – Board of Trustee Meeting: Conduct public hearing on budget and tax rate, and adopt budget
- July 4, 2025 – Last day to select auditor for efficiency audit
- July 25, 2025 – Last day to receive certified value from Dallas Central Appraisal District
- August 1, 2025 – Last day to Provide Certified Value to Texas Education Agency
- August 5, 2025 – Last for Texas Education Agency to Provide Maximum Compressed Tax Rate

**Dates are subject to change.**

# 2025-2026 Budget Calendar (continued)



- August 7, 2025 – Publish notice of hearing on tax rate (no less than 10 and no more than 30 days prior to hearing), if necessary
- August 18, 2025 – Board of Trustee Work Session: Adopt tax rate, Call Voter Approval Tax Rate Election
- October 3, 2025 – Last day to post results of efficiency audit on the District website and hold an open Board meeting to discuss the results
- November 4, 2025 – Voter Approval Tax Rate Election (General Election Date)
- November 18, 2025 – Last day to canvass election results
- November 19, 2025 – Mail tax bills with adopted rate

**Dates are subject to change.**

# Thank You

