



Agenda of Called Meeting / Work Session

Thursday, August 25, 2022

The Board of Trustees

Richardson ISD

A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Thursday, August 25, 2022, beginning at at 4:00 pm for a Board Hearing followed by the Work Session scheduled to begin at 6:00 pm in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

The meeting will be held live and by video conference. 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 August 22, 2022.

Public Comments: Public comments must address agenda items posted for the open meeting. Any person who signs up to speak acknowledges and accepts the Board's procedures for public comment that may be viewed at:<https://bit.ly/pcprocedures122021>. Public Comment cards will be accepted until 15 minutes before the scheduled time for the meeting to begin (**at this meeting, cards will be accepted until 5:45 pm**) and must be completed in their entirety with accurate and truthful information and must designate the specific agenda item the speaker wishes to address. Speakers are limited to three minutes unless the time has been adjusted to maintain effective meeting management. (If 20 or more persons submit a speaker card, the time will be reduced to 2 minutes; if 30 or more persons submit a speaker card, the time will be reduced to 1 minute.) A speaker's attempt to address a non-agenda topic during the public comment period or failing to yield the podium when a speaker's time has elapsed is considered a disruption.

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. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. **CALL TO ORDER**
- II. **ENTER CLOSED MEETING in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071 - Consultation with Attorney, Section 551.074 - Personnel Matters and Section 551.0821 - Personally Identifiable Information About Public School Student.**
 - A. Parent/Student Grievance (FNG - Local) - LM (Parent)
- III. **RECONVENE in Open Meeting to vote on matters considered in Closed Meeting, if applicable.**
 - A. Consider and Take Possible Action Regarding the Administration's Recommendation on the Appeal from LM (Parent)
- IV. **BREAK**
- V. **RESUME WORK SESSION (Scheduled to begin at 6:00 pm)**
- VI. **PUBLIC COMMENT SECTION**
Comments from visitors who complete a card requesting to address Board Members.
 - A. Agenda Related Topic
- VII. **ACTION / INFORMATION ITEMS**
 - A. Superintendent's Start of School Update 6
Information Item
 - B. Adopt Legislative Priorities 17
Action Item
 - C. Equity, Diversity & Inclusion Priorities for 2022-2023 20
Information Item
 - D. Strategic Plan Timeline & Request For Proposal (RFP) Process 53
Information Item
 - E. Review Public Comment Procedures 63
Information Item
- 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)]



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 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. 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 nonagenda-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 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 comment card 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 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.
 - Completed cards must be placed in the designated box no later than fifteen (15) minutes prior to the posted time for the meeting to begin. Most meetings are scheduled to begin at 6:00 p.m. RISD will not accept Public Comment cards later than fifteen minutes prior to the posted meeting time.
 - 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 public hearing comment card that persons who wish to speak must complete.
- 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.
(*Unless the comment period has been limited as provided herein.)
- Single comment. A speaker may complete one Public Comment Card 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: December 13, 2021



Richardson ISD

Back to School Report

2022-2023



BELIEVE
#RISDBelieves

EVERY Teacher. EVERY Day.

EVERY Leader. EVERY Day.

EVERY Child. EVERY Day.



Tabitha Branum
Superintendent
 **@IamBranum**



Enrollment Highlights

- Total Enrollment: 36,426
 - Elementary: 20,531
 - Secondary: 15,895



Human Resources

- Increased flexibility for hiring with DOI, Associate Teacher and Retire/Rehire options
 - Approx. 90 DOI new hires
 - Approx. 20 Associate Teachers
 - Approx. 25 Retire/Rehire
 - Approx. 100 teacher vacancies*
 - *As of Wednesday, Aug. 24
- 21-22 Turnover still in process
 - Tentative - Approx. 16%
 - (RISD Calculation as of 8-1-22)



#RISDBelieves

Administrative Services

- **Athletics**
 - 200 Coaches
 - 6079 Students
- **Fine Arts**
 - 250 Staff Members (42 new)
 - 3600 JH 7600 HS Students
- **Special Student Services**
 - 354 Campus Teachers, 315 Paraprofessionals, 260 Central Staff
- **Health Services**
 - 74 Full Time Staff - Training all Campus Staff



#RISDBelieves

Strategy & Engagement

- 38 unique back to school media stories facilitated since late July
- 6,000 backpacks and school supply kits distributed
- 92,000 unique email addresses are receiving School Times; up from 52,000 last year
- 99,815 visits to www.risd.org this past month



#RISDBelieves

Technology Services

Instructional



- NEW** Digital Citizenship Curriculum
- NEW** Technology onboarding course & New Hire Techbook
- REVISED** Facilitating Learning with Technology Guide

Networking



- INSTALLED** 152 New Security Cameras – Total 5026
- INSTALLED** New Enterprise Storage System
- UPDATED** Firmware on all 4117 Wireless Access Points

Operational



- NEW** Technology roll-out to 600 new employees
- NEW** Device refresh to secondary students
- NEW** Technology Resource Center -rebranding



RISDBelieves

Operation Services

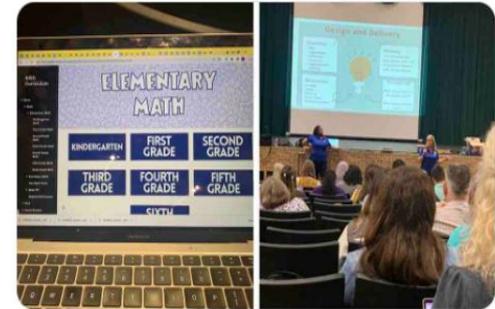
- The First Week of School:
 - 4200 students were transported
 - 15665 breakfast & 53898 lunches were served
 - 1185 work orders were handled



Teaching & Learning

- New Hire/DWD PD: our amazing group of RISD educators spent the days diving into the new TNL curriculum Website! “Keep the Main thing, the Main thing!”
- 562 teachers trained at New teacher
- 1,862 teachers trained at DWD
- CTE hosted “The Rookie” Jim Morris to help inspire us to become Dream Makers for our students.
- Helped our renovation campuses and new teachers get set up and ready for the first day of school & Celebrated Campuses! (FMJH for 7 of 7 Distinctions)
- Hired 24 of our district seniors to work with xPlore, & began presentations RISD educational interns. (1,711 enrolled)

- Continuing to support and serve our amazing campuses everyday!



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

Date: August 25, 2022

Submitted by: Liz Morse, Governmental Affairs Liaison

ACTION ITEM

TOPIC: Legislative Priorities

BACKGROUND INFORMATION

Prior to each Texas legislative session, the RISD Board of Trustees' Legislative Subcommittee examines and reviews issues/topics that may be impacted by existing laws or potential new legislation. The subcommittee then drafts legislative priorities to draw attention to those issues/topics that could be improved by Texas legislators during the upcoming session. The subcommittee then presents to the proposed legislative priorities to full board for discussion and approval.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the 2023 Legislative Priorities as presented.

RICHARDSON ISD - 2023 Legislative Priorities

The Richardson ISD Board of Trustees supports legislation that places student and educator safety, as well as student academic achievement, as top priorities while allowing school districts to make decisions based on what is best for their local school community. RISD Trustees look to the 88th Legislature to allocate the resources and support necessary for teachers and administrators to prepare students to meet and exceed state standards and to become productive citizens. RISD Trustees believe data and research from experts should be used to inform legislation, while allowing that decisions regarding implementation be made by those closest to the students and their families.

WE SUPPORT:

MEASURES TO ENHANCE SCHOOL SAFETY

- Allow schools districts the option to prohibit school buildings from being used as polling places on any day school is in session, except on the November Election Day
- Increase the school safety allotment and allow local control for school safety measures that should include:
 - Securing campuses
 - Training for school personnel
 - Mental Health support with specialized counselors

MEASURES TO ADDRESS TEACHER RECRUITMENT, RETAINMENT and RETRAINING

- Elevate the teaching profession by initiating a statewide campaign to support and advocate for the teaching profession.
- Provide state-funded benefits for educators like paid leave for new parents, reduced insurance premiums and deductibles, State Parks and Recreations or DMV benefits, etc.
- Provide pay incentives to recruit new teachers and retain veteran teachers that is separate and apart from the Teacher Incentive Allotment
- Allow flexibility in certifications to allow districts to fill high-need openings
- Suspend the TRS penalty for rehiring retired teachers

MEASURES TO ESTABLISH A FAIR PUBLIC SCHOOL FUNDING SYSTEM

- Increase the basic allotment to allow for inflation
- Increase the state's share of funding education to allow for local property tax reduction
- Ensure that all funds collected by the State from public school districts (ISDs) are only distributed to school districts (ISDs) and are not allocated to other entities, institutions or other areas of the State budget
- Provide flexibility in spending requirements
- Eliminate unfunded mandates
- Reduce state reliance on recapture by limiting the percentage of recapture allowed

MEASURES TO ENHANCE THE STATE'S ACCOUNTABILITY SYSTEM

- Specify that any public tax dollars used to fund education for any institution (public, charter, home or private school) shall be held accountable to taxpayers by complete participation of the education institution in the state's accountability system that measures student achievement (STAAR)

- Allow national assessments that contribute to student acceptance into institutions of higher education like PSAT, SAT, ACT, AP, or IB to be used in place of end-of-course exams with no penalty to the student or school district
- Ensure that emergent bilingual students do not receive more testing than other students

FURTHERMORE, RISD Trustees support:

- Prioritizing local control in all legislation to ensure those closest to the community and voters are held accountable
- Ensuring that all school districts are allowed representation (in all forms) before the Texas legislature and executive branch
- Clarifying required bond language to include information for voters that indicates a proposed tax rate may reduce the amount of taxes owed

DRAFT

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

Date: August 25, 2022

Department: Equity, Diversity & Inclusion

Submitted by: Angie Lee, Executive Director of Equity, Diversity & Inclusion

INFORMATION ITEM

TOPIC: Equity, Diversity & Inclusion Priorities for 2022-2023

BACKGROUND INFORMATION:

Formed in 2018, the Equity, Diversity, and Inclusion Department designs programs, initiatives, and support to address and make progress toward the Educational Equity goals outlined in RISD'S comprehensive (2017) five-year Strategic Plan.

Tonight, we present for the Board's information the 2022-2023 plan, while also including information about current district programming and initiatives.



Board Update

Equity, Diversity, and Inclusion

Thursday, August 25, 2022



Meet the EDI Team



Angie Lee
Executive Director



Maria Ethetton
Family Engagement Coordinator



Jonah Ballesteros
EDI Program Specialist



Alejandra Phillips
Family Engagement Program Specialist



Esther Llauce
Family Engagement Program Specialist



Jeremy Jewitt
Director

Meet the RISD Community



37,633
Students
in 2021-22

Approximately
5,700
Employees

55 Schools
31 TITLE I SCHOOLS
16 BILINGUAL CAMPUSES



 41 Elementary  8 Junior High  4 High School  2 Alternative

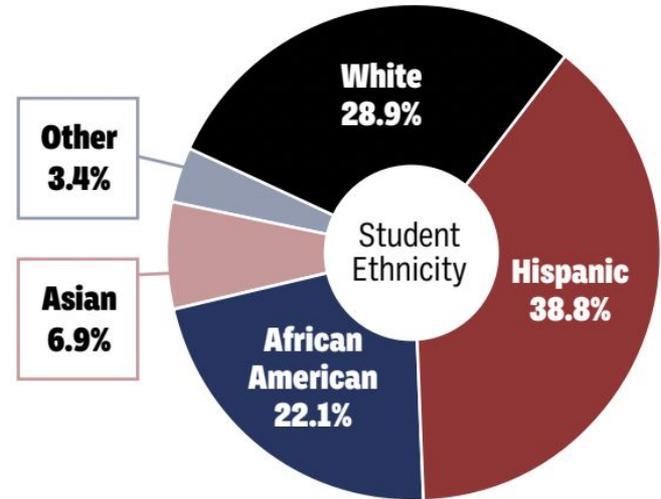
Meet the RISD Community



RISD is home to more than
11,000 bilingual students
who speak at least
76 different languages and dialects.

The top languages spoken in RISD after English include

**Spanish, Arabic, Amharic,
Vietnamese, Pashto, and Urdu.**



Meet the RISD Community



English Language Learners **28%**

Special Education **12.2%**

Economically Disadvantaged **57%**

Gifted & Talented **9.9%**



[Most Diverse School Districts in Texas](#)

#5 of 1,033

RISD covers 46 square miles in Dallas County and includes portions of the cities of

**Richardson, Dallas,
and Garland.**

240,000

people reside within RISD boundaries



[Most Diverse School Districts in America](#)

#50 of 11,844

The Why



If Richardson ISD is where ALL students can connect, learn, grow, and succeed...

We must close Achievement and Opportunity gaps...

So every student that enters and graduates from Richardson ISD exemplifies the outcomes of the Graduate Profile.

The How

**Strategic
Action
Planning
Committee
(2017)**



**Strategic
Plan Equity
Goals**



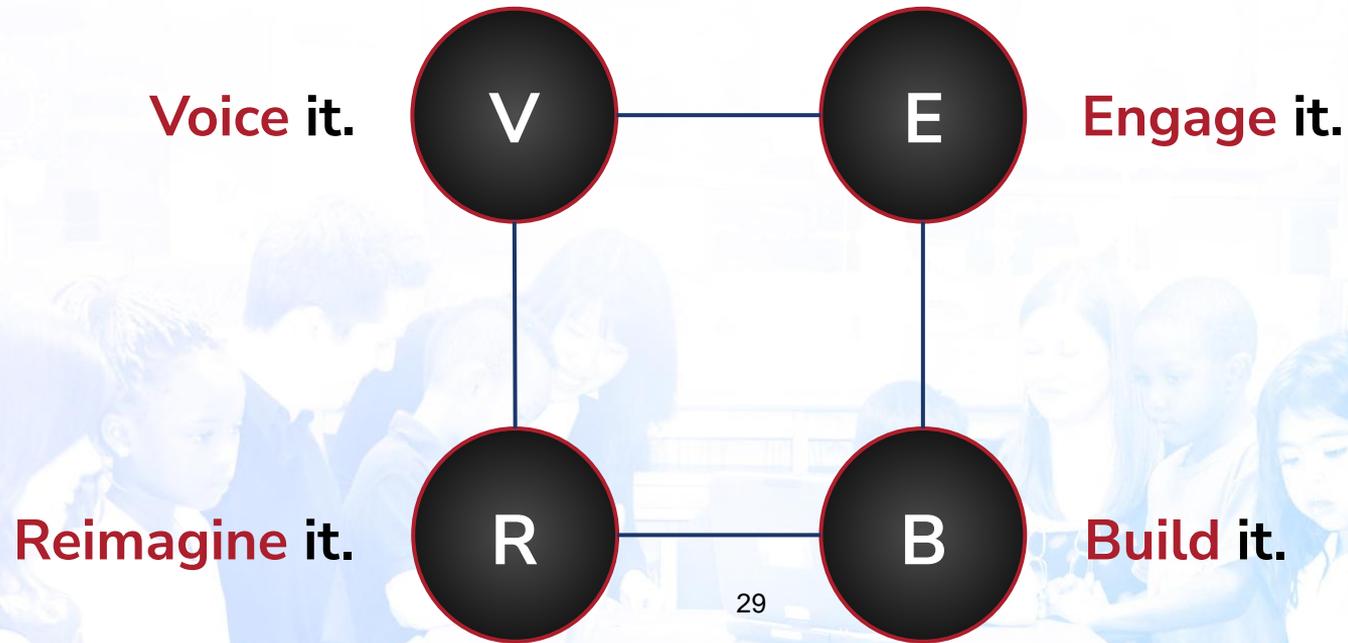
**Department
Programming
and
Initiatives**

Equity is a Verb Campaign



- 1 Districtwide
- 2 Monthly Topic
- 3 Campus Posters and Staff Badges
- 4 Staff and Student Engagement

Equity is a Verb



Equity is a Verb - August/September 2022



This Month's Verb: Meet someone new and learn how to pronounce their name correctly.

- **Voice It** - Practice saying the name correctly
- **Engage it** - Learn who gave them the name. Does it have a specific meaning to them?
- **Reimagine it:** Why is it important to pronounce names correctly? If you mispronounce a name, what should you do? Are there factors that could impede correct pronunciation? Then, what?
- **Build it** - What is an action or resource that could make learning and pronouncing student or staff names correctly easier?

Equity is a Verb - August/September 2022



STUDY: Students named nine distinct reasons for how their instructors knowing and saying their names correctly impacted them.

Affects student attitudes about the course	<ul style="list-style-type: none">• Students feel more valued.• Students feel more invested in course.
Affects students self-reported behavior	<ul style="list-style-type: none">• Students feel more comfortable getting help.• Students feel more comfortable talking to the instructor.• Students feel enhanced performance in the course and confidence in the material.
Affects how the student perceives the course or the instructor	<ul style="list-style-type: none">• Student feels an instructor cares.• Student feels it builds student-instructor relationships.• Student feels it builds classroom community.• Students feel that instructors are more likely to provide guidance going forward.

Cooper, Katelyn M et al. "What's in a Name? The Importance of Students Perceiving That an Instructor Knows Their Names in a High-Enrollment Biology Classroom." *CBE life sciences education* vol. 16,1 (2017): ar8. doi:10.1187/cbe.16-08-0265

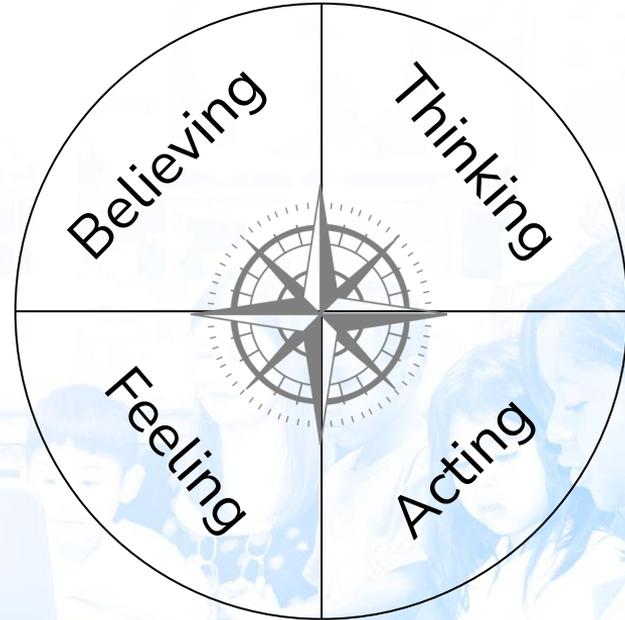
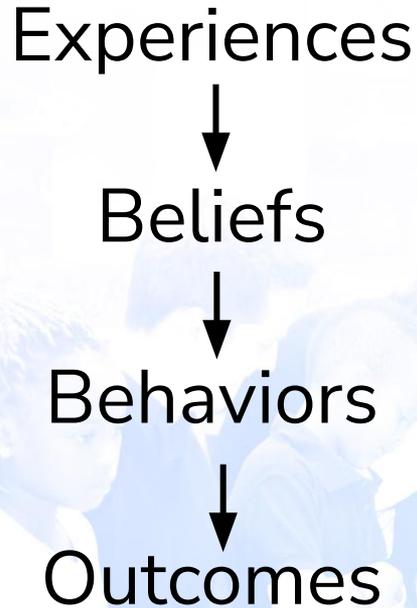
Professional Learning

Staff-based and Opt-in



- 1 Districtwide / Summer Conferences
- 2 Campus-Based
- 3 New Teacher/Back To School
- 4 Campus-based Districtwide Day Learning - via Campus Equity Liaison
- 5 Teach Plus
- 6 Courageous Conversation Protocol Certification

Courageous Conversation Protocol



Professional Learning



Intended Outcomes:

- “Develop programs for multicultural understanding, comprehension and engagement” (Strategic Plan, 2017)
- “Develop district-wide cultural sensitivity awareness for all RISD stakeholders, internally and externally - Implement cultural training programs” (Strategic Plan, 2017)
- “Implement plan for all staff to complete cultural competency training” (Strategic Plan, 2017)
- Sessions aligned with at least one facet of the RISD Graduate Profile (2022)

Progress Monitoring:

- Post-Learning Surveys
- Professional Learning Subcommittee
- Equity Council

Connecting Cultures Resources



1

Districtwide

2

Aligned to the Nationally
Recognized Heritage Months

- Hispanic/Latinx Heritage Month
- Native American Heritage Month
- Black History Month
- Cultural Competence Month
- Asian American and Pacific Islander Heritage Month

3

Resource Toolkit

4

Allows for teacher choice of
material selection

35

Connecting Cultures Resources



Intended Outcomes

- “Ensure ALL students and their families from different cultural experiences and backgrounds will be embraced, served, and supported.” (Strategic Plan, 2017)
- “Ensure that our curriculum is culturally inclusive and addresses the social and emotional needs for ALL PK-12 students.” (Strategic Plan, 2017)
- Addresses the Real World Connections, Effective Communication, and Emotional Intelligence categories of RISD Graduate Profile (2022)

Progress Monitoring

- Monthly Equity Liaison Meeting
- Teacher Surveys
- Equity Council

Student Programming



- 1 Established student programs are ongoing
- 2 Demonstration Project: CDC's Division of Adolescent and School Health
 - Pilot LGBTQ+ Inclusivity Toolkit
 - High School (2) only via campus-based GSA
 - No district funds used
- 3 Ethnic Studies

Student Programming



Intended Outcomes

- “Ensure that our curriculum is culturally inclusive and addresses the social and emotional needs for ALL PK-12 students.” (Strategic Plan, 2017)
- “Ensure ALL students have access to high quality summer programs that reduce summer learning loss and close the achievement gap.” (Strategic Plan, 2017)
- Addresses all categories of RISD Graduate Profile (2022)

Progress Monitoring

- Student + Parent Surveys
- Equity and Excellence Subcommittee of CCC
- Equity Council

Campus Pathway to Equity Plans



- 1 Campus specific
- 2 Problem of Practice
- 3 Campus Improvement Plan
- 4 Graduate Profile

Campus Pathway to Equity Plans

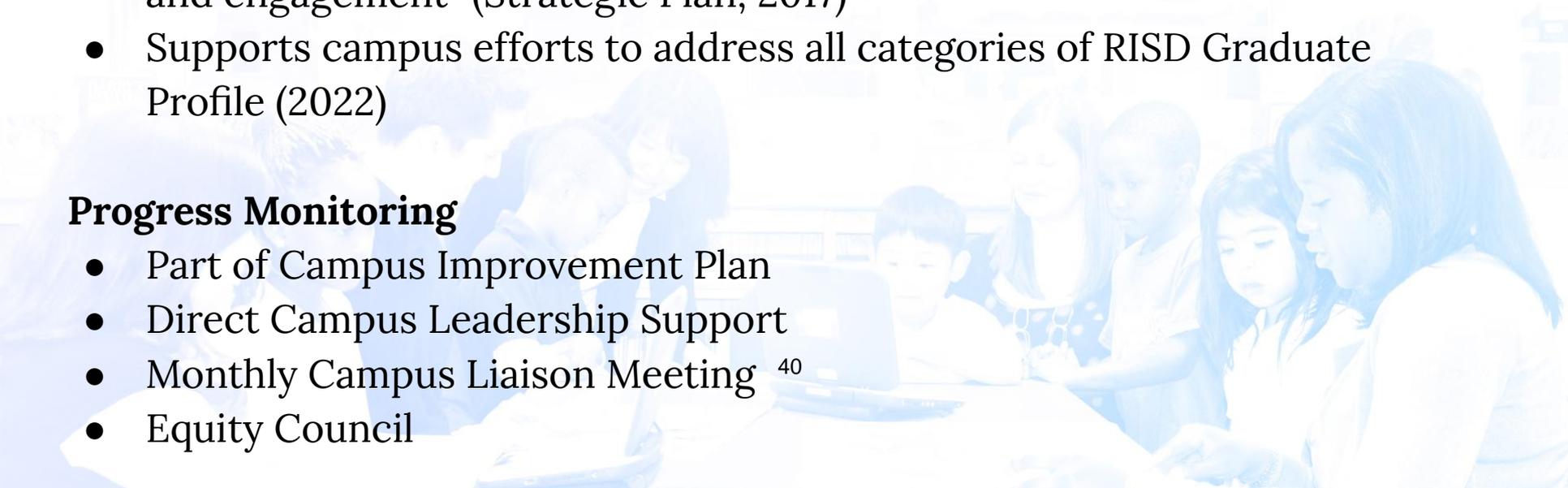


Intended Outcomes

- “Develop programs for multicultural understanding, comprehension and engagement” (Strategic Plan, 2017)
- Supports campus efforts to address all categories of RISD Graduate Profile (2022)

Progress Monitoring

- Part of Campus Improvement Plan
- Direct Campus Leadership Support
- Monthly Campus Liaison Meeting ⁴⁰
- Equity Council



Campus Equity Liaisons



- 1 1-2 per Campus
- 2 Campus Equity Team
- 3 Campus roll-out
- 4 Campus-based professional learning
- 5 Equity is a Verb Badges

Campus Equity Liaisons



Intended Outcomes

- “Develop the expectations for a campus based Cultural Competency Liaison” (Strategic Plan, 2017)
- “Allocate district resources and provide needed support to RISD staff to meet the mission, vision, beliefs, and strategic objectives.” (Strategic Plan, 2017)
- Supports campus efforts to address all categories of RISD Graduate Profile (2022)

Progress Monitoring

- Monthly Equity Liaisons Meetings
- Biannual surveys
- Equity Council

District Committees



- 1** Equity Council
External/Internal
- 2** Racial Equity Committee
External/Internal
- 3** Cultural Competence Committee
Internal Only
- 4** Religious
External/Internal

District Committees



Intended Outcomes

- “Develop and sustain a Cultural Competency Committee that includes all district stakeholders.” (Strategic Plan, 2017)
- “Board Decision: Cultural Initiatives.” (Strategic Plan, 2017)
- Supports districtwide efforts to address all categories of RISD Graduate Profile (2022)

Progress Monitoring

- Biannual surveys
- Equity Council

Leadership Support



- 1 Support Per Learning Community
- 2 Campus Pathway to Equity Plan
- 3 Departmental Partnerships
- 4 Central Staff Professional Learning and Support

Leadership Support



Intended Outcomes

- “Allocate district resources and provide needed support to RISD staff to meet the mission, vision, beliefs, and strategic objectives.”
(Strategic Plan, 2017)
- Supports districtwide efforts to address all categories of RISD Graduate Profile (2022)

Progress Monitoring

- Campus Pathway to Equity Plans
- Campus and District Improvement⁴Plans
- Equity Council

Family Engagement: Parent University



- 1 Parent University: The Original
- 2 Parent University: **District** Academy
- 3 Parent University: **Campus** Academy
- 4 Parent University: **Classroom** Academy
- 5 Ongoing partnerships:
Faith-based and Community

Parent University: District Academy



- 1 Clubhouse Corrals
- 2 Pop-Up Shops
- 3 Paper the City
- 4 Practical Parent Education
- 5 Ongoing Parent Class partnerships: Momentous and RISD Extended Learning
- 6 Parent Step Ahead Conference

Parent University: Campus Academy



- 1 Title I Family Engagement Specialist per Title 1 campus
- 2 Title I Family Engagement Nights

Parent University: Classroom Academy



- 1 Collaborative Initiative with RISD Literacy and Intervention
- 2 Monthly Parent Literacy Workshops
- 3 Weekly Activity via text subscription
- 4 Monthly Zoom Recording/Supplemental Family Literacy Video
- 5 Monthly Literacy Newsletter

Family Engagement



Intended Outcomes

- “Identify, categorize and engage community groups to explore inclusion opportunities.” (Strategic Plan, 2017)
- “Develop, expand Parents as Teachers.” (Strategic Plan, 2017)
- “Create an evidence-based early literacy program that ensures ALL students are reading at or above grade level by third grade.” (Strategic Plan, 2017)
- “The school district will put into operation programs, activities, and procedures for the involvement of parents and family members in all of its schools with Title I, Part A programs, and non-Title I programs, consistent with section 1118 of the Elementary and Secondary Education Act (ESEA).” RISD Districtwide Parent and Family Engagement Policy

Progress Monitoring

- Participant surveys
- Attendance Monitoring
- Equity Council

A Parting Thought...

“When students are fully seen, supported, and affirmed in their unique identities and experiences, they have the potential to do great things. Creating such a learning environment—one that is just, equitable, and embraces the history and experiences of its learners, is not only good for students, but it is also good for our communities and our shared future.”

Metropolitan Center for Research on Equity and the Transformation of Schools at New York University

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: August 25, 2022

Submitted by: Dr. Melissa Heller, Chief, Strategy & Engagement

INFORMATION ITEM

TOPIC: Strategic Plan Timeline & RFP Process

BACKGROUND INFORMATION:

Strategic planning is a process in which an organization defines their vision for the future and identifies their goals and objectives. The process includes establishing the sequence in which those goals should be realized so that the organization can reach its stated vision. Strategic planning typically represents mid- to long-term goals with a life span of three to five years, though it can go longer. The district's current strategic plan was developed and adopted in 2017 and has since served as the foundation for the district's annual improvement planning process.

RISD is ready to begin the development of its next strategic plan and the district is seeking proposals from qualified consulting firms to help facilitate the process. The strategic planning process will result in a comprehensive, five-year plan that will outline goals and objectives that will guide continuous improvement priorities based on considerable research, extensive input from a variety of stakeholders, and consensus on the vision and mission of the district as well as supports the outcomes of the district's recently adopted Graduate Profile.

This evening's information item is to review the strategic plan timeline for the 22-23 school year and provide an update on the current RFP process.



Strategic Planning 2022-2023

Board of Trustees Report
August 25, 2022



Overview

What is Strategic Planning?

**Strategic Plan 2023:
Process and Timeline**

Next Steps

What is Strategic Planning

- A process used by organizations to identify their goals, the strategies necessary to accomplish those goals and the internal systems used to monitor and evaluate progress.
- Sets direction and identifies priorities
- Resource allocation
- Tool for continuous improvement



STRATEGIC PLAN 2017

Strategies included:

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

<https://web.risd.org/strategicplan2017/#overview>



STRATEGIC PLAN 2017

- Annual budget reflects district improvement plan and priorities
- Bond 2021 Steering Committee Process & Passage of Bond 2021
- Educational Equity
- Long-range Facilities Plan
- Middle School Transformation
- Pre-K
- Safety & Security Department



STRATEGIC PLAN 2023



Our Graduate Profile

Financial Literacy



- Comprehends financial skills and available resources (earning, spending, saving/investing, borrowing, and protecting money).
- Applies knowledge of financial skills to real life situations learned through simulations/experiences.
- Demonstrates the use of critical thinking, math skills and technology as tools to analyze financial reports/scenarios.

Critical Thinking/ Problem Solving



- Undertakes risks with thoughts and ideas and learns through mistakes in a supported environment.
- Analyzes problems, evaluates options and applies solutions.
- Exhibits curiosity, tenacity, resourcefulness, and innovation in and out of school.

Real World Connections



- Communicates and collaborates effectively.
- Advocates for self and others.
- Adapts and is flexible.

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 life skills.
- Every student in RISD will have the capability and desire to learn and rise to the level of expectations for individual success.

Effective Communication



- Engages in multiple methods of communication including oral, written, and non-verbal, where all participants feel heard, valued, and understood.
- Understands the audience and the situation and identifies the appropriate response.
- Communicates professionally using a variety of methods and technologies.

Emotional Intelligence



- Develops a positive self-worth and increases belief in one's self and one's capacity to thrive in different situations.
- Advocates effectively for self and forms resiliency in the face of adversity.
- Values others (cultural awareness, being open-minded).



Our Learner Outcomes

To ensure academic success for all RISD students...



Every student will develop and apply problem-solving, critical thinking, and creativity in real-world scenarios and experiences to achieve individual goals.



Students will accumulate meaningful and effective communication skills to address audiences appropriately in a variety of ways.



Each student will have the tools to succeed in their choice of college, post-secondary training, and/or career post graduation.



Strategic Plan 2023 Timeline



➤ **Fall 2022:**

- RFP and recommendation/action for consultant services - 9/15
- Re-engage the Graduate Profile Design Team and solicit additional community stakeholders to participate
- Design Goals & Strategies
- Activate Strategic Action Teams

➤ **Spring 2023:**

- Engage Strategic Action Teams and Develop Action Plans
- Finalize and Adopt Strategic Plan 2023.

➤ **Summer 2023:**

- District Improvement Plan and Campus Improvement Planning for 23-24 school year

STRATEGIC PLAN 2023 - RFP

- Scope of Services to include:
 - Collaboration and engagement with district stakeholders
 - Proposed process, including progress monitoring
 - Assessments and use of data
 - Outline of components included in the planning process
 - Experiences with supporting the strategic planning process with other clients





Overview

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

Date: August 25, 2022
Department: Board Services; Office of General Counsel
Submitted by: Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Review Procedures for Public Comment

BACKGROUND INFORMATION:

Following the passage of HB 2840 during the 86th Legislature, which added section 551.007 to the Texas Open Meetings Act, Government Code Chapter 551, the Board adopted procedures for its public comment section at Board meetings. The Board has continued to revise those procedures to address the ever-changing circumstances that affect the conduct of Board meetings.

PROPOSED RECOMMENDATIONS:

Further revisions are recommended to reflect the change in schedule for the Board meetings from Monday to Thursday. Additionally, the proposed updated language will reflect revised procedures for signing up for public comment. Currently, members of the public have 45 minutes prior to the start of the meeting to sign up to speak before the Board. The creation of an online public comment form will allow members of the public to have a longer period of time to be able to sign up to speak before the Board and eliminate the need to have staff present immediately before the meeting to collect comment cards. Persons wishing to address the Board will be able to sign up 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. As is the current practice, persons wishing to speak must be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak.



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 Monday-Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Monday-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 card 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 Cards Form.
 - Persons wishing to address the Board must complete an online Public Comment card 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.—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.
 - ~~Completed cards must be placed in the designated box no later than fifteen (15) minutes prior to the posted time for the meeting to begin. Most meetings are scheduled to begin at 6:00 p.m. RISD will not accept Public Comment cards later than fifteen minutes prior to the posted meeting time.~~
 - 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 comment card 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 attach bring at least nine (9) copies of the materials to the completed Public Comment card Board meeting. Staff will provide 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 Card-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: ~~December 13, 2021~~

