



Agenda of Regular Meeting

Thursday, October 9, 2025

The Board of Trustees

Richardson ISD

A Regular Meeting of the Board of Trustees of Richardson ISD will be held Thursday, October 9, 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 October 3, 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**
 - A. Pledge of Allegiance / Moment of Silence 6
 - B. Announcements / Communications
Recognition of Schools, Students and Staff

- II. **Public Hearing: Financial Integrity Rating System of Texas (FIRST) Rating for RISD**
 - A. Public Comment Agenda Item Only: Financial Integrity Rating System of Texas (FIRST) Rating for RISD

	B. Financial Integrity Rating System of Texas (FIRST) Rating for RISD Presentation	8
III.	PUBLIC COMMENT SECTION Comments from visitors who submitted the form requesting to address Board Members.	
	A. Agenda Related Topic	
	B. Non-Agenda Related Topic	
IV.	CONSENT / CONFIRMATION AGENDA ITEMS Submitted for Action and/or Information	
	A. Minutes of September 10 and 18, 2025 Action Item	27
	B. Human Resources Report Action/Information Item	28
	C. Recommended Specified Best Value/Low Bids, Contracts and Cumulative Purchases Action/Information Item	35
	Part A: New Bids - For Approval Miscellaneous Consultant Services Commodity Discount Providers	
	Part B: Bid Renewals - For Approval Large Commercial Kitchen Equipment Replacements Third Party Staffing Services - Child Nutrition Vent Hood Cleaning Services for RISD Child Nutrition Department	
	Part C: Contract Information (Greater than \$100,000) - For Approval Purchases, Contracts, Contract Modifications & Change Orders: Netsync Network Solutions - District Data Recovery Solution School AI - In an effort to provide students a safe environment to explore AI, Technology has designated SchoolAI as the district's primary AI platform for student use through 9/30/2027 (RISD # 24-306) Delcom Group - Interactive Flat Panel Conversion for Northrich Elementary (RISD 22-211) Delcom Group - Interactive Flat Panel Conversion for Stults Road Elementary (RISD 22-211)	
	Part D: Interlocal Agreements, Memorandums of Understanding, and Other - For Approval Interlocal Agreements: None	
	Memorandums of Understanding: None	
	Cooperative Agreements CDW Government LLC - per Sourcewell 121923 (Technology Products and Services) through February 27, 2028 Alumni Classroom Furniture - per TIPS 230301 (Furniture, Furnishings and Services) through May 31, 2028 Krueger International (KI) - per Sourcewell 091423 (Furniture Solutions with Related Accessories and Services) through December 04, 2027 Smith System Manufacturing Company - per Omnia Partners NCPA 07-120 (Furniture,) through September 30, 2026 Transfinder Corporation - per 1GPA 23-17PV-04-E2 (Transportation Routing, Planning and Management Software) through May 17, 2026 Seon Design (USA) Corp. dba Safe Fleet Seon - per TIPS 240801 (School Bus and Transportation Surveillance) through October 31, 2027 Facility Management Express FMX - per Tips 220105 (Technology Solutions, Products and Services) through May 31, 2027. Ace Mart Restaurant Supply Company - per Choice Partners #23/038TP-01 (Food Equipment Parts, Repair, Installation,	

Maintenance and Smallwares) through July 31, 2026

Heartland School Solutions - per TIPS 240904 (Technology Solutions and Services) through November 30, 2027

Binswanger Glass Enterprises, LLC dba Binswanger Glass per TIPS 23010401 (Trades, Labor and Materials NON-JOC)) through April 30, 2028

Complete Supply, Inc. - per BuyBoard 747-24 (Custodial Supplies and Equipment) through September 30, 2026

Proformance Systems, LLC - per EPCNT Plano ISD 2023-033 (Event Services & Related Products) through August 31, 2026.

Literati Inc. - per TIPS 250302 (Book Fairs, Fundraising Products and Services) through May 31, 2028

SchoolStatus - per TIPS 220105 (Technology Solutions and Services) through May 31, 2027

Vertical Alliance Group Inc. - per TIPS 220105 (Technology Solutions and Services) through May 31, 2027

Gallup Inc. - per Garland ISD RFP 216-24 (Software agreement (through the Educational Purchasing Cooperative of North Texas EPCNT) through May 31, 2026

Other

None

Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)

CORE Construction Services of Texas - Greenwood Hills Learning Center Biztown; Increase to originally approved project reported on June 6, 2025 BOT report (Equalis R10-116B)

SHC Services Inc. Margaret McNeil - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

National Recruiting on behalf of Alyssa Miller - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

National Recruiting on behalf of Meredith Roberston - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Tina M. Kollar - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Candor Consulting & Diagnostics, LLC Jordan K Taylor - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Soliant on behalf of Tammy Williams - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Harrah LLC - to provide Fine Arts consulting, attend and represent programming and stakeholder workshops for theater and fine arts spaces, align technical and educational goals to support a forward-looking theater facility plan, provide recommendations for performance, instructional, and operational needs through June 30, 2026.

SHC Services, Inc. on behalf of Sandi Heussner - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Albourn Translation Services - to provide foreign language translation services to include written language for forms, letters, handbooks, notifications, materials, policies, calendars, reports, special education documents, etc., as required. Foreign languages interpretation services to include on-demand phone and video interpretation, as well as scheduled consecutive interpretation for parent-teacher conferences, IEPs, etc., and scheduled simultaneous interpretation for webinars and other events taking place on Zoom, as required, through May 31, 2026.

Bilingual Speech Services LLC on behalf of Lindsay Leander - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting,

comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Erin Marie LaRue - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

German Florez - to provide foreign language translation services to include written language for forms, letters, handbooks, notifications, materials, policies, calendars, reports, special educations documents, etc., as required. Foreign languages interpretation services to include on-demand phone and video interpretation, as well as scheduled consecutive interpretation for parent-teacher conferences, IEPs, etc., and scheduled simultaneous interpretation for webinars and other events taking place on Zoom, as required, through May 31, 2026.

Margaret McCarty Carver - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

Cassandra Nedrud - to provide Audiological screening for students referred who are identified as hearing impaired and are provided services through th Deaf Education Program in RISD through June 1, 2026.

Translation & Interpretation Network - to provide foreign language translation services to include written language for forms, letters, handbooks, notifications, materials, policies, calendars, reports, special educations documents, etc., as required.

Foreign languages interpretation services to include on-demand phone and video interpretation, as well as scheduled consecutive interpretation for parent-teacher conferences, IEPs, etc., and scheduled simultaneous interpretation for webinars and other events taking place on Zoom, as required, through May 31, 2026.

Item - Description

Part F: Cumulative Purchases - Information Only

Cumulative Purchases from Qualified Vendors:

1GPA

ALLIED STATES (Region 19)

Buy Board - Texas Association of School Boards

CPGPC - Choice Partners

CTPA

DIR - State of Texas Department of Information Resources

EPCNT - Education Purchasing Cooperative of North Texas

SOURCEWELL - Sourcewell (previously NJPA)

MRPC

OMNIA Partners - TCPN/IPA/US Communities

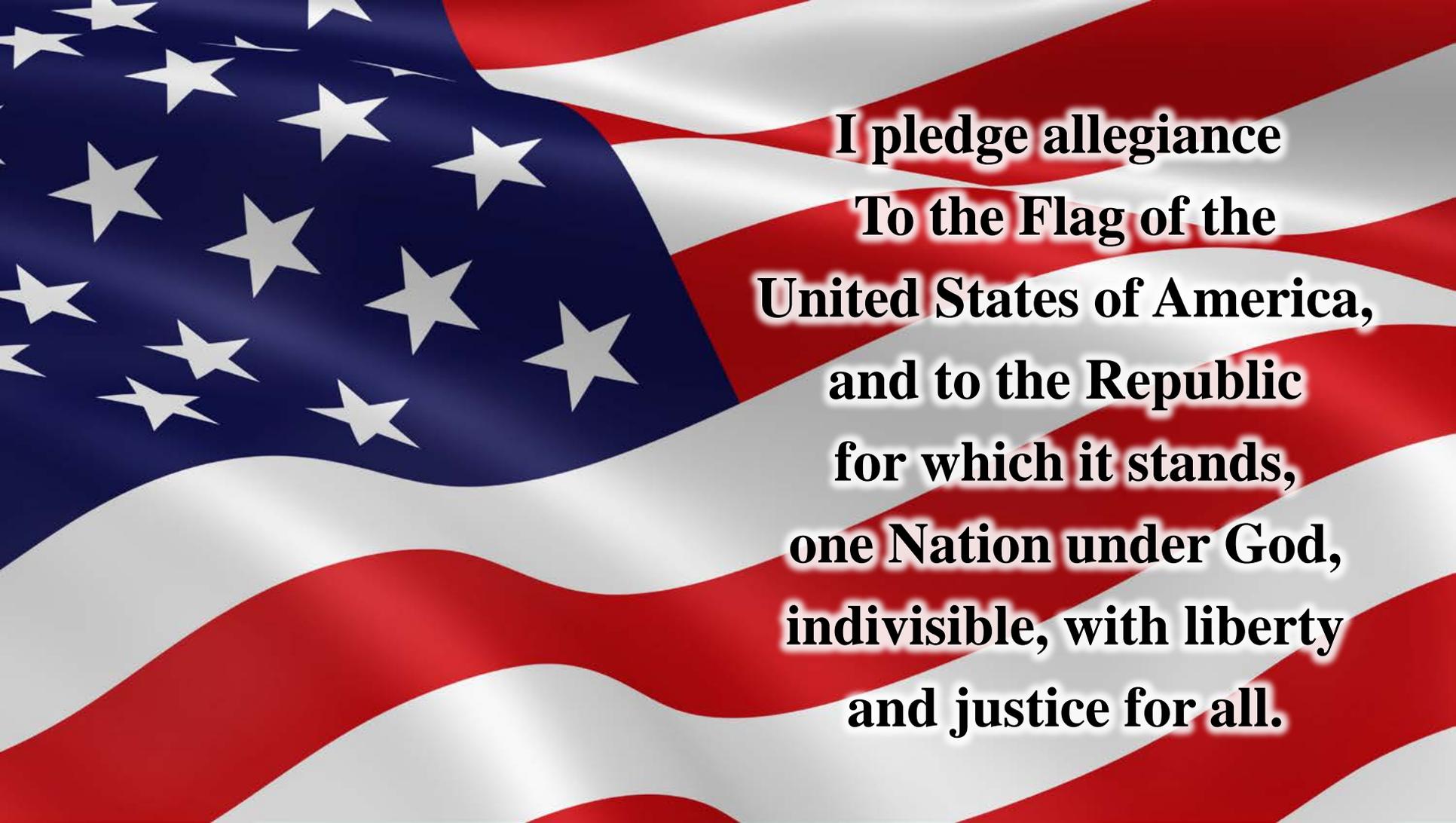
TIPS - The Interlocal Purchasing System

EQUALIS

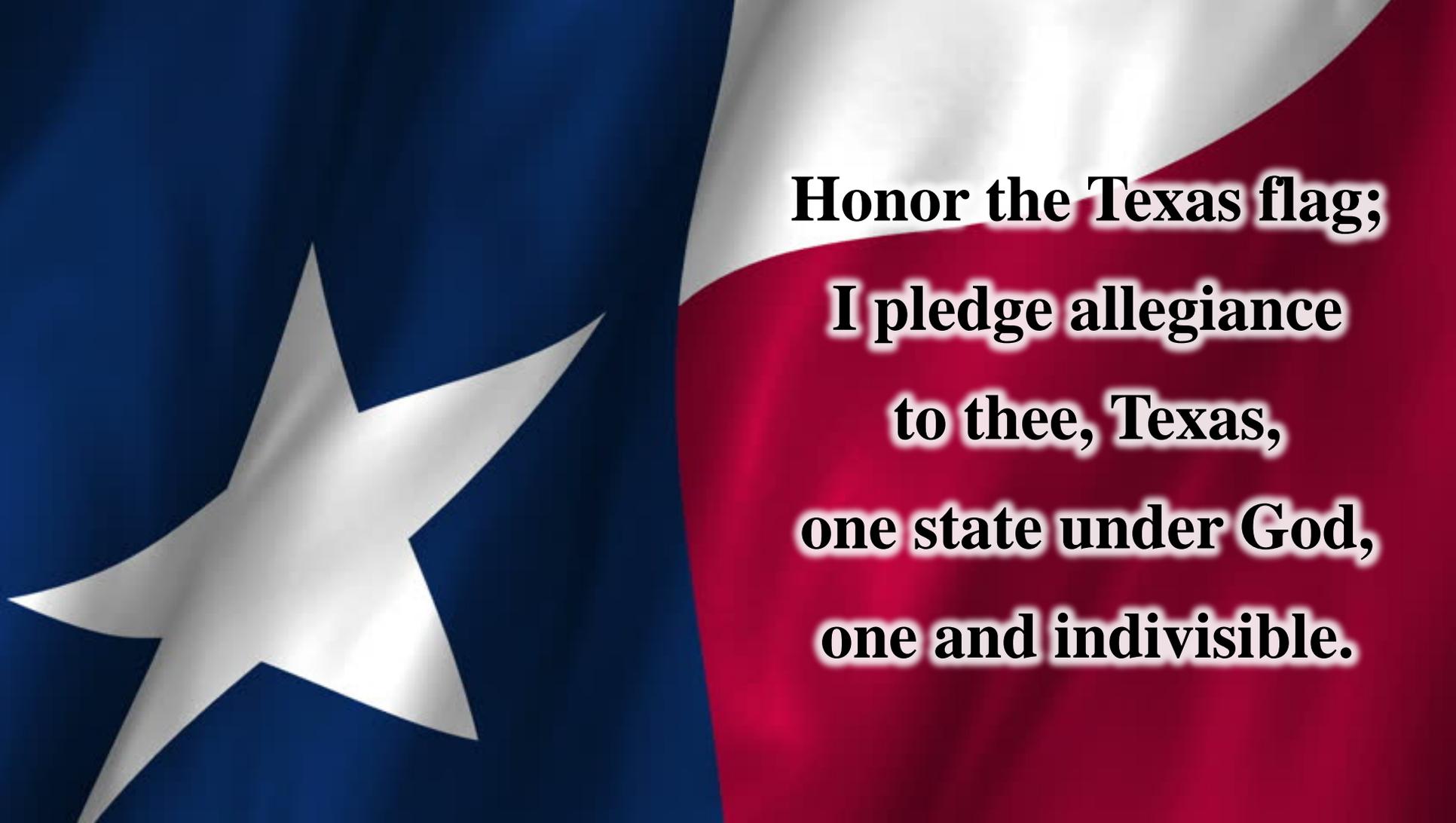
D.	Schedule of Upcoming Bids	43
	Information Item	
E.	Bond Expenditure Report	45
	Information Item	
F.	Budget Status Report	49
	Action Item	
G.	Commit Grant to fund Catch Up & Read	55
	Information Item	
H.	Consider Approval of Ratified Agreements as Presented	56
	Action Item	

I.	Consider Approval of Tax Roll Action Item	60
J.	Consider Approval of Student Health Advisory Council (SHAC) Appointed Members for 2025-2026 Action Item	64
K.	Consider Approval of School Library Advisory Council (SLAC) Appointed Members for 2025-2026 Action Item	68
L.	Approval of Lake Highlands Middle School final Plat located at 10301 Walnut Hill Ln, Dallas, TX 75238 Action Item	71
M.	Consider Approval of 2025-2026 District Improvement Plan (DIP) and House Bill 3 Goals Action Item	73
N.	Consider Approval of HB3372 Exception Action Item	116
V.	ACTION / INFORMATION ITEMS	
A.	Consider Gifts Action Item	118
B.	Consider Adoption of 2025-2026 District of Innovation (DOI) Plan Amendments Action Item	120
C.	Review 2025-2026 Campus Improvement Plans (CIP) Information Item	131
D.	Receive Beginning of the Year MAP Presentation Information Item	143
VI.	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.	
VII.	RECONVENE Open Meeting to vote on matters considered in Closed Meeting, if applicable.	
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)]

The background of the image is a waving American flag. The stars and stripes are clearly visible, with the blue field of stars on the left and the red and white stripes on the right. The flag appears to be moving, creating a sense of dynamic energy.

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

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

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

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

Date: October 9, 2025

Submitted by: David Pate, Asst. Superintendent of Finance and Support Services

PUBLIC HEARING

Discussion of RISD's School Financial Integrity Rating System of Texas (FIRST) Rating in accordance with Title 19, Section 109.1001 of the Texas Administrative Code.



School FIRST

2025 Report
for the Fiscal Year Ended June 30, 2024

Public Hearing
October 9, 2025



The Rating System



School FIRST is a financial accountability rating system that holds school districts accountable for the quality of their financial management practices.

School FIRST is designed to encourage Texas public schools to manage their financial resources better in order to provide the maximum allocation possible for direct instructional purposes.



2024–2025 Ratings Scale (FY2024 Data)



Scoring

The 2024-2025 Rating is based on critical indicators, ceiling indicators, and points earned.

Critical Indicators

All critical indicators must be passed. These are questions 1, 2, 3, and 4. If a district fails any of these indicators, the rating is F (Substandard Achievement) regardless of points earned.

Ceiling Indicators

All ceiling indicators limit the maximum points that can be earned if not passed. These are questions 4, 5, 6, 16, 17, 20, and 21.

Ratings Scale

A = Superior (90-100)

B = Above Standard (80-89)

C = Meets Standard (70-79)

F = Substandard Achievement (<70)



How Ratings Are Assessed



Q1: Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q2: Was there an unmodified opinion in the AFR on the financial statements as a whole?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q3: Was the school district in compliance with the payment terms of all debt agreements at fiscal year end?

- YES, Rating Passed (2023-2024 Rating: Passed)



How Ratings Are Assessed



Q4: Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q5: Was the total net position balance in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q6: Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures?

- YES, Rating Passed (2023-2024 Rating: Passed)



How Ratings Are Assessed



Q7: Was the number of days of cash on hand and current investments in the general fund for the district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?

- 10 Points, RISD had 164 days of cash on hand. (2023-2024 Rating: 10 Points)

Q8: Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?

- 10 Points, RISD's current assets to current liabilities ratio was 3.3 (2023-2024 Rating: 10 Points)

Q9: Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the district's number of days of cash on hand greater or equal to 60 days?

- 10 Points, General Fund revenue exceeded expenditures. (2023-2024 Rating: 10 Points)



How Ratings Are Assessed



Q10: This indicator is not being evaluated.

- 10 Points. (2023-2024 Rating: 10 Points)

Q11: Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency?

- 8 Points, RISD's ratio of long-term liabilities to total assets was 0.65. (2023-2024 Rating: 8 Points)

Q12: What is the correlation between future debt requirements and the District's assessed property value?

- 10 Points, RISD's debt per \$100 of assessed value was 2.78 (2023-2024 Rating: 10 Points)



How Ratings Are Assessed



Q13: Was the school district's administrative cost ratio equal to or less than the threshold ratio?

- 10 Points, RISD's administrative cost ratio was 6.0% (2023-2024 Rating: 10 Points)

Q14: Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)?

- 10 Points, RISD had an increase of 1.85% (2023-2024 Rating: 10 Points)

Q15: Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA?

- 10 Points, RISD's variance was 1.1% (2023-2024 Rating: 5 Points)



How Ratings Are Assessed



Q16: Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q17: Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q18: Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state or federal funds?

- 10 Points, RISD's audit report was free of material noncompliance (2023-2024 Rating: 10 Points)



How Ratings Are Assessed



Q19: Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?

- 5 Points, RISD did post all required financial information. (2023-2024 Rating: 5 Points)

Q20: Did the school district's administration and school board members discuss any changes and/or impact to local, state and federal funding at a board meeting within 120 days before the district adopted its budget?

- YES, Rating Passed (2023-2024 Rating: Passed)

Q21: Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?

- No Repayment Schedule, Rating Passed (2023-2024 Rating: Passed)



RISD Final 2025 FIRST Rating

98 Points

for an

A=Superior Rating

Same as prior year



Additional Required Disclosures



Superintendent's Employment Contract

Located on the District's website.

Outside Compensation

Disclosure of all outside compensation and/or fees received by the Superintendent for professional consulting and/or other personal services. (None to report)

Gifts

Disclosure of any gifts received by Executive Officers and Board Members (and first-degree relatives, if any). (None to report)

Business Transactions

Disclosure of all business transactions between the school district and Board Members. (None to report)



Additional Required Disclosures



Reimbursements

Reimbursements received by the Superintendent and Board Members for the Fiscal Year ended 2024.

Description of Reimbursements	Superintendent	Place 1	Place 2	Place 3
	Tabitha Branum	Board Member Megan Timme	Board Member Vanessa Pacheco	Board Member Debbie Renteria
Meals	\$ 1,145.88	\$ 228.73	\$ 353.73	\$ 603.45
Lodging	3,799.19		1,575.43	2,515.81
Transportation	7,551.89		375.97	1,213.86
Other*	7,723.84	985.65	2,299.67	3,848.76
Total	\$ 20,220.80	\$ 1,214.38	\$ 4,604.80	\$ 8,181.88

Description of Reimbursements	Place 4	Place 5	Place 6	Place 7
	Board Member Regina Harris	Board Member Rachel McGowan	Board Member Eric Eager	Board Member Chris Poteet
Meals	\$ 397.37	\$ 342.68	\$ 296.73	\$ 351.80
Lodging	1,077.30	641.70	-	-
Transportation	529.94	-	466.36	-
Other*	2,186.92	1,698.76	1,572.24	1,336.91
Total	\$ 4,191.53	\$ 2,683.14	\$ 2,335.33	\$ 1,688.71

Total of All Reimbursements \$ 45,120.57

**Other includes registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.*



RISD Final 2025 FIRST Rating

98 Points

for an

A=Superior Rating

Same as prior year

Thank You





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: October 9, 2025

Department: Board of Trustees Office

Submitted by: Viri Gutierrez, Administrative Manager - Board Relations

ACTION ITEM

TOPIC: Minutes of September 10 and September 18, 2025 Board Meetings

BACKGROUND INFORMATION

Minutes recorded on above date(s).

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the minutes of the 2025 meeting(s) listed above.

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

Date: October 9, 2025

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

ACTION ITEM

TOPIC: Human Resources Report

BACKGROUND INFORMATION

Listed on the following pages is the Human Resources Report. Part A of this report includes the appointments of professional personnel. The Assistant Superintendent of Human Resources has reviewed this report and recommends that the Board employ the individuals listed to work in the Richardson Schools during the 2025-2026 school year under the salary schedule adopted by the Board, subject to assignment and reassignment as determined by the Superintendent.

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

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve Part A of the Human Resources Report, dated October 9, 2025.

RESOLUTION

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

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

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves Part A of the Human Resources Report for October 9, 2025.

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

APPOINTMENTS OF PROFESSIONAL PERSONNEL:

ELEMENTARY

NAME	ASSIGNMENT	START DATE	ORGANIZATION
ARANGO, ALEJANDRO	ASSOCIATE TEACHER FT	08/04/2025	SKYVIEW ELEMENTARY
CHOATE, MEREDITH	TEACHER	08/11/2025	RISD ACADEMY
HAYES, CARRIE	ASSOCIATE TEACHER FT	08/04/2025	WALLACE ELEMENTARY
KAZANAS, KATHERINE	ASSOCIATE TEACHER FT	09/04/2025	WALLACE ELEMENTARY
KING, EZRIE	TEACHER	09/04/2025	WALLACE ELEMENTARY
MONTES HENAO, CINDY	ASSOCIATE TEACHER FT	08/28/2025	MARK TWAIN ELEMENTARY
SALVADOR, FRANCISCO	TEACHER	09/08/2025	MATH/SCIENCE/TECH MAGNET
SANEZ, JESSICA	TEACHER	08/11/2025	PRESTONWOOD ELEMENTARY
WILLIAMS, ALIVIA	TEACHER	08/19/2025	SKYVIEW ELEMENTARY

SECONDARY

NAME	ASSIGNMENT	START DATE	ORGANIZATION
BREEN, GRETCHEN	TEACHER	09/08/2025	JJ PEARCE HIGH SCHOOL
ESCALANTE, VERONICA	INSTRUCTIONAL COACH	09/08/2025	WESTWOOD: M/S/L MAGNET
GRADY, LYNN	TEACHER	08/07/2025	RICHARDSON HIGH SCHOOL
HALSTEAD, FREDERICK	TEACHER	09/15/2025	C MCAULIFFE LEARNING CTR
HARPER, EDWARD	TEACHER	08/05/2025	LAKE HIGHLANDS HIGH SCHOOL
HARRIS, LATOYA	TEACHER	08/18/2025	RICHARDSON HIGH SCHOOL
RODRIQUEZ, ALLYSON	TEACHER	09/15/2025	RICHARDSON HIGH SCHOOL
ROTE, BRIAN	TEACHER	08/07/2025	LAKE HIGHLANDS HIGH SCHOOL
WILLIAMS, TAKETA	TEACHER	08/12/2025	RICHARDSON HIGH SCHOOL

CENTRAL ADMINISTRATION

NAME	ASSIGNMENT	START DATE	ORGANIZATION
None			

APPOINTMENTS OF PROFESSIONAL PERSONNEL CONTINUED:			
ADMINISTRATIVE PROFESSIONAL			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
IM, ESTHER	ADMIN MANAGER	09/02/2025	ACCOUNTABILITY/CONT IMPROV
LEMLEY, PAYTON	NURSE	08/18/2025	HEALTH SERVICES
SALGADO, GINA	TEACHER	09/15/2025	SPECIAL STUDENT SERVICES

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

APPOINTMENTS of Paraprofessional and Classified Personnel:

CLASSIFIED	DATE	POSITION	LOCATION
ACUNA III, ROLANDO	09/15/2025	WAREHOUSE III	WAREHOUSE SERVICES
BOSTON, CLAUDETT	09/02/2025	BUS DRIVER	TRANSPORTATION
DE AVILA, MONICA	09/04/2025	CHILD NUTRITIONIST	PRAIRIE CREEK ELEMENTARY
ELBEJJAJ, RABAB	09/18/2025	CHILD NUTRITIONIST	RICHLAND ELEMENTARY
FLORES VARGAS, YESSICA	09/19/2025	CHILD NUTRITIONIST	NORTHLAKE ELEMENTARY
GLOVER, JORDAN	09/23/2025	CUSTODIAL I	FOREST MEADOW MID SCHOOL
JACKSON, BRIANESHA	09/19/2025	CHILD NUTRITIONIST	LAKE HIGHLANDS ELEMENTARY
JACKSON, KINA	09/15/2025	CHILD NUTRITIONIST	FOREST MEADOW MID SCHOOL
LOPEZ, ERICK	08/12/2025	CAMPUS SECURITY	SAFETY & SECURITY
MCGEE, KAITLIN	09/17/2025	CHILD NUTRITIONIST	SKYVIEW ELEMENTARY
MONTILVA, ALICE	09/03/2025	CHILD NUTRITIONIST	FOREST LANE ACADEMY
MORIN, ALEXCIS	08/12/2025	CHILD NUTRITIONIST	LIBERTY JUNIOR HIGH
NGUYEN, HOANGVAN	09/26/2025	CHILD NUTRITIONIST	BERKNER HIGH SCHOOL
PAMINDANAN, JENNIFER	09/23/2025	CHILD NUTRITIONIST	SKYVIEW ELEMENTARY
PARRISH, YOLANDA	09/29/2025	CHILD NUTRITIONIST	LAKE HIGHLANDS HIGH SCHOOL
RICHARDSON, TAMIKA	09/16/2025	BUS MONITOR	TRANSPORTATION
SHARIF, MOHAMMED	08/05/2025	BUS DRIVER	TRANSPORTATION
WELDEMHIRET, FRESELAM	09/23/2025	CHILD NUTRITIONIST	FOREST MEADOW MID SCHOOL
WELLS, ZINA	09/05/2025	BUS DRIVER	TRANSPORTATION
WILLIAMS, STEPHANIE	09/10/2025	BUS DRIVER	TRANSPORTATION
PARAPROFESSIONAL	DATE	POSITION	LOCATION
AZIMERAW, AMIRA	09/09/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
BELTRAN, TANIA	08/04/2025	AIDE I	NORTHLAKE ELEMENTARY
BENITEZ, ROSIO	08/04/2025	AIDE I	STULTS ROAD ELEMENTARY
BREAZEALE, JON	08/06/2025	SPED AIDE	JJ PEARCE HIGH SCHOOL
DAVIS ELIAS, TAMALA	08/04/2025	AIDE I	PRAIRIE CREEK ELEMENTARY
DELGADO, ATALIA	08/04/2025	AIDE I	NORTHLAKE ELEMENTARY
DINH, HILLARY	09/03/2025	SITE COORDINATOR I	EXTENDED LEARNING
FIRDOUS, SHAZIA	09/22/2025	AIDE I	LITTLE MUSTANGS CLA

CONTINUED APPOINTMENTS of Paraprofessional and Classified Personnel:			
PARAPROFESSIONAL	DATE	POSITION	LOCATION
GUY, ASHLEY	08/04/2025	AIDE I	WHITE ROCK ELEMENTARY
HAYES, DANIELLA	08/04/2025	AIDE I	PRAIRIE CREEK ELEMENTARY
HERNANDEZ, ERICA	09/17/2025	SPED AIDE	YALE ELEMENTARY
JARAMILLO, ROCIO	09/11/2025	SPED AIDE	DOVER ELEMENTARY
JONES, JAMESHA	08/04/2025	AIDE I	AIKIN ELEMENTARY
KALIDAS, MITA	09/10/2025	SPED AIDE	NORTHRICH ELEMENTARY
KNOWLES, MADISON	09/02/2025	HEALTH AIDE	HEALTH SERVICES
LOPEZ, MARK	09/12/2025	SECRETARY II	LIBERTY JUNIOR HIGH
MARTINEZ DEVAULT, CELESTA	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
MARTINEZ, CASANDRA	09/03/2025	CLERK10MO	MOSS HAVEN ELEMENTARY
MCCORMICK, TRACIE	08/25/2025	STUDENT DATA SPEC	CANYON CREEK ELEMENTARY
MENDOZA, ISABEL	08/25/2025	AIDE I	AIKIN ELEMENTARY
PAUL WRIGHT, DEVON	08/05/2025	SPED AIDE	BERKNER HIGH SCHOOL
PEREZ, BLANCA	09/08/2025	ADMIN SPECIALIST II	TAX DEPARTMENT
PEREZ, GABRIELA	08/18/2025	EXEC ASSISTANT I	STUDENT SERVICES
RAMIREZ, ROSA	09/09/2025	SECRETARY II	LAKE HIGHLANDS HIGH SCHOOL
ROCHA, BRIANA	08/04/2025	AIDE I	FOREST MEADOW MID SCHOOL
RODRIGUEZ-MEZA, JESSICA	08/04/2025	AIDE I	SKYVIEW ELEMENTARY
ROMAN, ASHLEY	09/16/2025	SPED AIDE	MARK TWAIN ELEMENTARY
SANDERS, TAMMY	08/04/2025	CLERK10MO	MERRIMAN PARK ELEMENTARY
SAUCEDO, MARIA	08/04/2025	LIBRARY ASSISTANT	WHITE ROCK ELEMENTARY
SEGOVIA DE BAPTISTA, ANA	08/04/2025	AIDE I	CAROLYN G BUKHAIR ELEM
SIMMONS, MALIK	08/18/2025	SPED AIDE	STULTS ROAD ELEMENTARY
VARELA, CAROLINE	08/11/2025	AIDE I	NORTHRICH ELEMENTARY
VELASCO, MERILISA	08/04/2025	AIDE I	HAMILTON PARK PACESETTER
WILLIAMS, TRACI	08/04/2025	SPED AIDE	SKYVIEW ELEMENTARY
ZAMORANO, SELINA	08/04/2025	AIDE I	WALLACE ELEMENTARY

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

SEPARATIONS OF PERSONNEL:

PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	DATE EFFECTIVE	RISD TENURE
CLASSIFIED	ALABOODI, NAHED	CHILD NUTRITIONIST	R WEST TECH MAGNET	9/5/2025	2
PARAPROFESSIONAL	ALLANGBA, VERA	CLERK10MO	APOLLO JUNIOR HIGH	8/22/2025	0
PROFESSIONAL SECONDARY	ALLEN, ANDREW	TEACHER	C MCAULIFFE LEARNING CTR	9/8/2025	4
PROFESSIONAL ELEMENTARY	AUTWELL, CAMBRIA	TEACHER	WALLACE ELEMENTARY	9/11/2025	2
PARAPROFESSIONAL	BRITTON-JONES, ANDREA	LIBRARY ASSISTANT	WESTWOOD: M/S/L MAGNET	9/30/2025	18
CLASSIFIED	BUTLER, KIMBERLY	CHILD NUTRITIONIST	MARK TWAIN ELEMENTARY	8/22/2025	0
CLASSIFIED	CLARK, TIMOTHY	SECURITY OFFICER	SAFETY & SECURITY	8/27/2025	22
PARAPROFESSIONAL	DAVALOS, ALEXIA	PARENT EDUCATION SPECIALIST	FEDERAL PROGRAMS & GRANTS	8/22/2025	9
CLASSIFIED	GARCIA FUENTES, CRISTOFER	CUSTODIAL I	CUSTODIAL SERVICES	8/26/2025	0
CLASSIFIED	HAILE, TIRSET	CHILD NUTRITIONIST	FOREST MEADOW MID SCHOOL	9/5/2025	8
PROFESSIONAL ELEMENTARY	HERNANDEZ, MISTY	INSTRUCTIONAL COACH	MERRIMAN PARK ELEMENTARY	8/11/2025	9
CLASSIFIED	HODGES, CHAVELLE	ELEMENTARY TECHNICAL SUPPORT	INSTRUCTIONAL TECH SUPPORT	9/10/2025	6
Professional Administration	HOLMES, HANNAH	NURSE	HEALTH SERVICES	9/26/2025	0
CLASSIFIED	HYLAND ZUNIGA, JOSEPH	LICENSED PLUMBER	FACILITIES MAINTENANCE	9/16/2025	6
CLASSIFIED	JACKSON, MICHELLE	CHILD NUTRITIONIST	BERKNER HIGH SCHOOL	9/4/2025	0
PARAPROFESSIONAL	JENSEN, WINGSZE	CAREGIVER	LITTLE EAGLES CLA	9/25/2025	2
PROFESSIONAL SECONDARY	KIES, AILEEN	TEACHER	C MCAULIFFE LEARNING CTR	9/10/2025	2
PARAPROFESSIONAL	LACY, NIA	AIDE I	FORESTRIDGE ELEMENTARY	8/11/2025	2
PROFESSIONAL SECONDARY	LAMENDOLA, KRISTEN	TEACHER	R NORTH JUNIOR HIGH	9/12/2025	20
PROFESSIONAL ELEMENTARY	MEDRANO, VICTORIA	TEACHER	NORTHWOOD HILLS ELEMENTARY	5/23/2025	3
CLASSIFIED	MINOR, BRANDI	CHILD NUTRITIONIST	LAKE HIGHLANDS MID SCHOOL	9/5/2025	0
PROFESSIONAL SECONDARY	MONK, TONY	TEACHER	LAKE HIGHLANDS HIGH SCHOOL	5/23/2025	3
PROFESSIONAL SECONDARY	MOSS, ESTATE OF MALCOLM	TEACHER	C MCAULIFFE LEARNING CTR	8/15/2025	11
PARAPROFESSIONAL	MUZQUIZ, ROLAND	EDUCATIONAL ASSISTANT	RICHARDSON HIGH SCHOOL	5/23/2025	24
CLASSIFIED	OUK, THOMAS	PARKING LOT ATTENDANT	LAKE HIGHLANDS HIGH SCHOOL	5/23/2025	9
CLASSIFIED	PENA, VICTORIA	CHILD NUTRITIONIST	LAKE HIGHLANDS ELEMENTARY	9/5/2025	0
CLASSIFIED	RAMIREZ, GREGORIA	CHILD NUTRITION MANAGER I	SPRINGRIDGE ELEMENTARY	5/23/2025	12
CLASSIFIED	REESE, LISA	CHILD NUTRITIONIST	BERKNER HIGH SCHOOL	8/13/2025	0

PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	DATE EFFECTIVE	RISD TENURE
PARAPROFESSIONAL	REYES, ALEXIS	SPED AIDE	YALE ELEMENTARY	9/3/2025	1
CLASSIFIED	RIZVANOVIC, ARMANDO	SECURITY	SAFETY & SECURITY	8/19/2025	0
PROFESSIONAL ELEMENTARY	RUSHING, MARY	TEACHER	JESS HARBEN ELEMENTARY	9/2/2025	20
CLASSIFIED	SHANNON, IESHA	BUS MONITOR	TRANSPORTATION	9/11/2025	0
CLASSIFIED	SLAUGHTER, SEBRINA	BUS DRIVER	TRANSPORTATION	9/22/2025	3
PARAPROFESSIONAL	SMITH, ALYSSA	CHILD NUTRITIONIST	BERKNER HIGH SCHOOL	9/15/2025	0
CLASSIFIED	SMITH, SHANNON	BUS DRIVER	TRANSPORTATION	8/7/2025	2
CLASSIFIED	SMITHSON, THOMAS	PARKING LOT ATTENDANT	LAKE HIGHLANDS HIGH SCHOOL	5/23/2025	7
CLASSIFIED	TAYLOR, DERRICK	GROUNDS II	GROUNDS	9/18/2025	18
PARAPROFESSIONAL	WONG-KELLY, WING SZE	SECRETARY II	LAKE HIGHLANDS HIGH SCHOOL	8/29/2025	2
PARAPROFESSIONAL	WOODSON, BOBBY	SPED AIDE	BIG SPRINGS ELEMENTARY	9/5/2025	0
PROFESSIONAL ELEMENTARY	YATES, DANA	TEACHER	NORTHLAKE ELEMENTARY	9/25/2025	1

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: **October 9, 2025**

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

INFORMATION AND ACTION ITEM

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

BACKGROUND INFORMATION:

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

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

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

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

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

Part F is provided for the Board's information. This section provides information about cumulative purchases from state-approved vendors under contracts or buying

cooperative agreements that the Board already has approved. All such purchases have been made through established District procedures to ensure that the purchase provided the best buy at the lowest available price.

SUPERINTENDENT'S RECOMMENDATION:

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

PROPOSED RESOLUTION

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

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

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

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

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

Board Agenda October 9, 2025

PART A - New Bids -- For Approval

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
25-344	Miscellaneous Consultant Services (SY25-26)	Betterment Speech and Language Therapy, PLLC - Spec. Education Willie & Kim Photography, LLC - Photography services Seiditz Education, LLC - Professional Staff Development TSDC dba Learning Forward Texas - Professional Staff Development Gibson Consulting Group, Inc. - Consult/Evaluation services Kinetix Fitness & Sports Medicine LLC - Athletic training services Matt Hartwell Design - Marching Band Drill Designer			7		
25-339	Commodity Discount Providers	Nationwide Pharmaceutical, LLC GreenLight Credentials, LLC Intercambio Uniting Communities					

PART B - Bid Renewals -- For Approval

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
24-314	Large Commercial Kitchen Equipment Replacements	Trimark USA, LLC					
22-204	Third Party Staffing Services - Child Nutrition	Certified Personnel LLC					
23-269	Vent Hood Cleaning Services for RISD Child Nutrition Department	The Hood Boss					

PART C - Purchase and Contract Information (Greater than \$100,000) -- For Approval
Purchases, Contracts, Contract Modifications & Change Orders:
Greater than \$100,000

Netsync Network Solutions - District Data Recovery Solution	\$	1,086,900.56
School AI - In an effort to provide students a safe environment to explore AI, Technology has designated SchoolAI as the district's primary AI platform for student use through 9/30/2027 (RISD # 24-306)	\$	307,100.00
Delcom Group - Interactive Flat Panel Conversion for Northrich Elementary (RISD 22-211)	\$	209,973.36
Delcom Group - Interactive Flat Panel Conversion for Stults Road Elementary (RISD 22-211)	\$	246,181.60

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

Interlocals

None

Memorandum of Understanding

None

Cooperative Agreements

Not to Exceed

CDW Government LLC - per Sourcewell 121923 (Technology Products and Services) through February 27, 2028	\$ 3,000,000.00
Alumni Classroom Furniture - per TIPS 230301 (Furniture, Furnishings and Services) through May 31, 2028	\$ 1,000,000.00
Krueger International (KI) - per Sourcewell 091423 (Furniture Solutions with Related Accessories and Services) through December 04, 2027	\$ 1,000,000.00
Smith System Manufacturing Company - per Omnia Partners NCPA 07-120 (Furniture,) through September 30, 2026	\$ 1,000,000.00
Transfinder Corporation - per 1GPA 23-17PV-04-E2 (Transportation Routing, Planning and Management Software) through May 17, 2026	\$ 700,000.00
Seon Design (USA) Corp. dba Safe Fleet Seon - per TIPS 240801 (School Bus and Transportation Surveillance) through October 31, 2027	\$ 250,000.00
Facility Management Express FMX - per Tips 220105 (Technology Solutions, Products and Services) through May 31, 2027.	\$ 200,000.00
Ace Mart Restaurant Supply Company - per Choice Partners #23/038TP-01 (Food Equipment Parts, Repair, Installation, Maintenance and Smallwares) through July 31, 2026	\$ 150,000.00
Heartland School Solutions - per TIPS 240904 (Technology Solutions and Services) through November 30, 2027	\$ 100,000.00
Binswanger Glass Enterprises, LLC dba Binswanger Glass per TIPS 23010401 (Trades, Labor and Materials NON-JOC) through April 30, 2028	\$ 100,000.00
Complete Supply, Inc. - per BuyBoard 747-24 (Custodial Supplies and Equipment) through September 30, 2026	\$ 100,000.00
Proformance Systems, LLC - per EPCNT Plano ISD 2023-033 (Event Services & Related Products) through August 31, 2026.	\$ 100,000.00
Literati Inc. - per TIPS 250302 (Book Fairs, Fundraising Products and Services) through May 31, 2028	\$ 60,000.00
SchoolStatus - per TIPS 220105 (Technology Solutions and Services) through May 31, 2027	\$ 50,000.00
Vertical Alliance Group Inc. - per TIPS 220105 (Technology Solutions and Services) through May 31, 2027	\$ 50,000.00
Gallup Inc. - per Garland ISD RFP 216-24 (Software agreement (through the Educational Purchasing Cooperative of North Texas EPCNT) through May 31, 2026	\$ 50,000.00

Other

None

PART E - Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)	Amount
CORE Construction Services of Texas - Greenwood Hills Learning Center Biztown; Increase to originally approved project reported on June 6, 2025 BOT report (Equalis R10-116B)	\$ 100,000.00
SHC Services Inc. Margaret McNeil - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 72,000.00
National Recruiting on behalf of Alyssa Miller - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 72,000.00
National Recruiting on behalf of Meredith Roberston - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 72,000.00
Tina M. Kollar - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 68,000.00
Candor Consulting & Diagnostics, LLC Jordan K Taylor - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 58,500.00
Soliant on behalf of Tammy Williams - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 51,000.00
Harrah LLC - to provide Fine Arts consulting, attend and represent programming and stakeholder workshops for theater and fine arts spaces, align technical and educational goals to support a forward-looking theater facility plan, provide recommendations for performance, instructional, and operational needs through June 30, 2026.	\$ 49,000.00
SHC Services, Inc. on behalf of Sandi Heussner - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.	\$ 42,000.00

<p>Albom Translation Services - to provide foreign language translation services to include written language for forms, letters, handbooks, notifications, materials, policies, calendars, reports, special educations documents, etc., as required. Foreign languages interpretation services to include on-demand phone and video interpretation, as well as scheduled consecutive interpretation for parent-teacher conferences, IEPs, etc., and scheduled simultaneous interpretation for webinars and other events taking place on Zoom, as required, through May 31, 2026.</p>	<p>\$ 40,000.00</p>
<p>Bilingual Speech Services LLC on behalf of Lindsay Leander - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.</p>	<p>\$ 39,000.00</p>
<p>Erin Marie LaRue - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.</p>	<p>\$ 27,500.00</p>
<p>German Florez - to provide foreign language translation services to include written language for forms, letters, handbooks, notifications, materials, policies, calendars, reports, special educations documents, etc., as required. Foreign languages interpretation services to include on-demand phone and video interpretation, as well as scheduled consecutive interpretation for parent-teacher conferences, IEPs, etc., and scheduled simultaneous interpretation for webinars and other events taking place on Zoom, as required, through May 31, 2026.</p>	<p>\$ 20,500.00</p>
<p>Margaret McCarty Carver - to provide support to District Speech Language Pathology Team including but not limited to collaboration with campus teams, attendance to Multi-Tiered Support Systems meeting, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through June 4, 2026.</p>	<p>\$ 20,500.00</p>
<p>Cassandra Nedrud - to provide Audiological screening for students referred who are identified as hearing impaired and are provided services through th Deaf Education Program in RISD through June 1, 2026.</p>	<p>\$ 16,000.00</p>
<p>Translation & Interpretation Network - to provide foreign language translation services to include written language for forms, letters, handbooks, notifications, materials, policies, calendars, reports, special educations documents, etc., as required. Foreign languages interpretation services to include on-demand phone and video interpretation, as well as scheduled consecutive interpretation for parent-teacher conferences, IEPs, etc., and scheduled simultaneous interpretation for webinars and other events taking place on Zoom, as required, through May 31, 2026.</p>	<p>\$ 15,000.00</p>

PART F - Cumulative Purchases -- Information Only

Cumulative Purchases from Qualified Vendors:	Amount
1GPA	\$ 3,731.43
ALLIED STATES (Region 19)	\$ 158.20
BUY BOARD - Texas Association of School Boards	\$ 31,481.48
CPGPC - Choice Partners	\$ 222,689.77
CTPA	\$ 4,835.01
DIR - State of Texas Department of Information Resources	\$ 38,391.18
EPCNT - Education Purchasing Cooperative of North Texas	\$ 105,342.28
SOURCEWELL - Sourcewell (previously NJPA)	\$ 65,785.48
MRPC	\$ 18,710.18
OMNIA Partners - TCPN/IPA/US Communities	\$ 51,354.84
TIPS - The Interlocal Purchasing System	\$ 108,709.24
EQUALIS	\$ 27,412.92
TOTAL:	\$ 678,602.01

BOARD AGENDA - October 9, 2025
RECOMMENDED SPECIFIED BID COMMENTS

Bid #	Description	Comments
25-344	Miscellaneous Consultant Services	This RFP (unsealed) establishes a roster of vendors to be used for consulting contracts. Vendors will be added as responses are submitted to the district and approved for district use. Contracts will be reported as needed per the BOT reporting guidelines. The term for this roster of vendors ends 8/31/2030.
25-339	Commodity Discount Providers	This RFP (unsealed) establishes a roster of vendors to be used for various district commodities. Vendors will be added as responses are submitted to the district and approved for district use. The term end date for these vendors will be assigned per commodity.

Bid Renewals:

Bid #	Description	Comments
24-314	Large Commercial Kitchen Equipment Replacements	This RFP establishes a vendor to provide Large Commercial Kitchen Equipment Replacements for the Child Nutrition Department. The term of this agreement is for one (1) year with (4) annual renewals. This is the first renewal.
22-204	Third Party Staffing Services - Child Nutrition	This RFP established a roster of vendors to provide Third Party Staffing for Child Nutrition. The term of this agreement is for one (1) year with three (3) renewal options. This is the last renewal.
23-269	Vent Hood Cleaning Services for RISD Child Nutrition Department	This RFP established a vendor to provide Vent Hood Cleaning Services for Child Nutrition. The term of this agreement is for one (1) year with three (3) renewal options. This is the second renewal.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

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

INFORMATION ITEM

TOPIC: Upcoming Bids

BACKGROUND INFORMATION

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

SUPERINTENDENT'S RECOMMENDATION

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

RISD Purchasing Department- Upcoming Bids

BOT Meeting

November

Classroom Music Supplies and Related Items
HVAC Equipments, Supplies, and Services
Bond Underwriter Services
Lake Highlands High School L Building HVAC Replacement

December

Property Insurance
Excess Workers Compensation
Transportation Auditing Services
Stage Rentals and Event Related Items

January

February

Moving Supplies and Services

March

April

Custodial Supplies and Related Items

May

Athletic & PE Equipment & Supplies
Truck and Bus Parts & Supplies
Minor Construction Services
Medical Supplies & Related Items

June

Serving Line for Child Nutrition Department
Computers and Service
Copiers (District-wide)
Paper (Specialty)
Teaching Aids
Fundraisers
Special Education Supplies, Equipment and Related Items

August

September

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

Date: October 9, 2025

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

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

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

SUPERINTENDENT'S RECOMMENDATION

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

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through September 22, 2025
Bond Series 2016

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2016 Bond	Changes from Prior Report 26-Aug-25			
									Spent and Committed	Estimate to Complete	Available or (Shortage)	
Instruction & Technology												
Athletics	9,205,140	8,636,905	8,636,905	100.0%	-	-	-	9,205,140	-	-	-	
Career & Technical Education	16,332,244	16,315,063	16,315,063	100.0%	-	-	-	16,332,244	-	-	-	
Fine Arts	7,405,580	6,867,231	6,867,231	100.0%	-	-	-	7,405,580	-	-	-	
Health Services	266,780	358,445	358,445	100.0%	-	-	-	266,780	-	-	-	
Innovative Instructional Space/Library Media	19,188,412	16,238,121	16,238,121	100.0%	-	-	-	19,188,412	-	-	-	
Instructional Technology	59,216,049	59,095,911	59,095,911	100.0%	-	-	-	59,216,049	-	-	-	
Junior Reserve Officer Training Corp (JROTC)	623,500	565,923	565,923	100.0%	-	-	-	623,500	-	-	-	
Language Arts	1,914,445	1,878,280	1,878,280	100.0%	-	-	-	1,914,445	-	-	-	
Languages Other Than English	1,185,800	1,188,737	1,188,737	100.0%	-	-	-	1,185,800	-	-	-	
Mathematics	1,151,550	1,151,369	1,151,369	100.0%	-	-	-	1,151,550	-	-	-	
Multipurpose Activity Centers	59,981,665	49,892,912	49,892,912	100.0%	-	-	-	59,981,665	-	-	-	
PACE After School Program	216,000	216,000	216,000	100.0%	-	-	-	216,000	-	-	-	
Physical Education & Health	489,400	448,362	448,362	100.0%	-	-	-	489,400	-	-	-	
Science	2,656,702	2,689,598	2,689,598	100.0%	-	-	-	2,656,702	-	-	-	
Social Studies	311,523	311,708	311,708	100.0%	-	-	-	311,523	-	-	-	
Special Education	1,438,000	4,860,883	4,860,883	100.0%	-	-	-	1,438,000	-	-	-	
Student Assistance Programs	55,875	55,262	55,262	100.0%	-	-	-	55,875	-	-	-	
Student Performance and Evaluation	410,000	365,573	365,573	100.0%	-	-	-	410,000	-	-	-	
Visual Arts	547,697	465,795	465,795	100.0%	-	-	-	547,697	-	-	-	
	<u>182,596,362</u>	<u>171,602,079</u>	<u>171,602,079</u>	<u>100.0%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>182,596,362</u>	<u>-</u>	<u>-</u>	<u>-</u>	
Infrastructure and Support												
Enterprise Technology	35,565,000	31,437,902	26,969,089	85.8%	4,468,813	4,468,813	-	35,565,000	-	-	-	
Facilities	97,507,693	88,072,347	86,469,824	98.2%	1,602,523	1,602,523	-	97,507,693	-	-	-	
Furniture, Office Equipment, Copiers	7,534,426	9,354,001	9,203,786	98.4%	150,215	150,215	-	7,534,426	-	-	-	
Maintenance & Operations	3,294,834	3,294,269	3,294,269	100.0%	-	-	-	3,294,834	-	-	-	
Program and Project Management	1,282,044	1,329,012	1,243,418	93.6%	85,593	85,593	-	1,282,044	-	-	-	
Transportation	3,349,835	1,773,307	1,599,438	90.2%	173,868	173,868	-	3,349,835	-	-	-	
	<u>148,533,832</u>	<u>135,260,837</u>	<u>128,779,825</u>	<u>95%</u>	<u>6,481,012</u>	<u>6,481,012</u>	<u>-</u>	<u>148,533,832</u>	<u>-</u>	<u>-</u>	<u>-</u>	
Construction												
Construction	107,271,359	132,034,300	132,034,300	100.0%	-	-	-	107,271,359	-	-	-	
	<u>107,271,359</u>	<u>132,034,300</u>	<u>132,034,300</u>	<u>100.0%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>107,271,359</u>	<u>-</u>	<u>-</u>	<u>-</u>	
TOTAL 2016 BOND	<u>438,401,553</u>	<u>438,897,216</u>	<u>432,416,204</u>	<u>98.5%</u>	<u>6,481,012</u>	<u>6,481,012</u>	<u>-</u>	<u>438,401,553</u>	<u>-</u>	<u>-</u>	<u>-</u>	

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

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

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

Date: October 9, 2025

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

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

The Bond Program Management Department prepares a report of the 2021 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

SUPERINTENDENT'S RECOMMENDATION

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

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through September 22, 2025
Bond Series 2021

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2021 Bond	Changes from Prior Report 26-Aug-25			
									Spent and Committed	Estimate to Complete	Available or (Shortage)	
Instruction & Technology												
Accountability Continuous Imp	2,580,000	2,580,000	1,849,623	71.7%	730,377	730,377	-	2,580,000	13,640	(13,640)	-	
Advance Learning Services	3,745,000	3,745,000	1,256,356	33.5%	2,488,644	2,488,644	-	3,745,000	-	-	-	
Athletics	11,405,260	11,405,260	10,194,176	89.4%	1,211,084	1,211,084	-	11,405,260	39,134	(39,134)	-	
Bilingual	1,610,000	1,610,000	1,403,481	87.2%	206,519	206,519	-	1,610,000	478,859	(478,859)	-	
Career & Technical Education	14,250,000	14,250,000	13,816,370	97.0%	433,630	433,630	-	14,250,000	153,665	(153,665)	-	
English as Second Language	3,183,130	3,183,130	1,867,865	58.7%	1,315,265	1,315,265	-	3,183,130	-	-	-	
Fine Arts Music and Theatre	10,924,000	10,924,000	8,246,334	75.5%	2,677,666	2,677,666	-	10,924,000	332,434	(332,434)	-	
Health Services	273,000	273,000	242,012	88.6%	30,988	30,988	-	273,000	(5,536)	5,536	-	
Innovative Instructional Space/Library Media	2,943,000	2,943,000	2,699,721	91.7%	243,279	243,279	-	2,943,000	74,827	(74,827)	-	
Instructional Technology	70,521,762	70,521,762	61,297,317	86.9%	9,224,445	9,224,445	-	70,521,762	(1,048,096)	1,048,096	-	
JROTC	560,970	560,970	238,678	42.5%	322,292	322,292	-	560,970	-	-	-	
Language Arts	5,965,050	5,965,050	5,115,539	85.8%	849,511	849,511	-	5,965,050	-	-	-	
Language Other Than English	441,000	441,000	400,732	90.9%	40,268	40,268	-	441,000	69	(69)	-	
Literacy & Intervention	6,819,514	6,819,514	6,438,080	94.4%	381,434	381,434	-	6,819,514	-	-	-	
Mathematics	3,728,000	3,728,000	3,519,850	94.4%	208,150	208,150	-	3,728,000	-	-	-	
Physical Education & Health	525,000	525,000	482,018	91.8%	42,982	42,982	-	525,000	6,448	(6,448)	-	
PreKindergarten	1,586,970	1,586,970	1,132,769	71.4%	454,201	454,201	-	1,586,970	50,735	(50,735)	-	
Prevention Programming	100,000	100,000	22,182	22.2%	77,818	77,818	-	100,000	-	-	-	
Print Services	2,040,000	2,040,000	1,968,947	96.5%	71,053	71,053	-	2,040,000	31,754	(31,754)	-	
Science	3,180,000	3,180,000	3,128,096	98.4%	51,904	51,904	-	3,180,000	-	-	-	
Social Studies	574,000	574,000	573,993	100.0%	7	7	-	574,000	-	-	-	
Special Student Services	2,978,741	2,978,741	1,912,208	64.2%	1,066,533	1,066,533	-	2,978,741	423,298	(423,298)	-	
Teaching and Learning Svcs	1,559,030	1,559,030	970,740	62.3%	588,290	588,290	-	1,559,030	4,484	(4,484)	-	
Visual Arts	893,900	893,900	768,366	86.0%	125,535	125,535	-	893,900	6,474	(6,474)	-	
	<u>152,387,327</u>	<u>152,387,327</u>	<u>129,545,453</u>	<u>85.0%</u>	<u>22,841,874</u>	<u>22,841,874</u>	<u>-</u>	<u>152,387,327</u>	<u>562,188</u>	<u>(562,188)</u>	<u>-</u>	
Infrastructure and Support												
Enterprise Technology	40,580,000	40,580,000	37,070,090	91.4%	3,509,910	3,509,910	-	40,580,000	776,544	(776,544)	-	
Facilities	118,300,963	117,469,892	88,365,820	75.2%	29,104,072	29,104,072	-	118,300,963	(1,834,263)	1,834,263	-	
Furniture, Office Equipment, Copiers	24,077,400	24,077,400	22,847,567	94.9%	1,229,833	1,229,833	-	24,077,400	79,912	(79,912)	-	
Maintenance & Operations	4,307,511	4,307,511	2,677,670	62.2%	1,629,841	1,629,841	-	4,307,511	-	-	-	
Program and Project Management	1,138,200	1,138,200	1,042,868	91.6%	95,332	95,332	-	1,138,200	-	-	-	
Safety and Security	7,471,466	7,471,466	1,064,490	14.2%	6,406,976	6,406,976	-	7,471,466	63,587	(63,587)	-	
Transportation	11,025,652	11,025,652	10,856,554	98.5%	169,098	169,098	-	11,025,652	-	-	-	
	<u>206,901,192</u>	<u>206,070,121</u>	<u>163,925,059</u>	<u>79.5%</u>	<u>42,145,062</u>	<u>42,145,062</u>	<u>-</u>	<u>206,901,192</u>	<u>(914,220)</u>	<u>914,220</u>	<u>-</u>	
Construction												
Construction	383,062,817	383,062,817	373,209,714	97.4%	9,853,103	9,853,103	-	383,062,817	414,797	(414,797)	-	
	<u>383,062,817</u>	<u>383,062,817</u>	<u>373,209,714</u>	<u>97.4%</u>	<u>9,853,103</u>	<u>9,853,103</u>	<u>-</u>	<u>383,062,817</u>	<u>414,797</u>	<u>(414,797)</u>	<u>-</u>	
TOTAL 2021 BOND	<u>742,351,336</u>	<u>741,520,265</u>	<u>666,680,226</u>	<u>89.9%</u>	<u>74,840,039</u>	<u>74,840,039</u>	<u>-</u>	<u>742,351,336</u>	<u>62,765</u>	<u>(62,765)</u>	<u>-</u>	

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

(2) From the total bond amount, \$200M was issued on 07/19/21, \$200M was issued on 06/08/22, \$200M was issued on 11/30/22, \$125M was issued 07/15/2024

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

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

ACTION ITEM

TOPIC: Budget Status Report – 2025-2026 Annual Budget

BACKGROUND INFORMATION

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

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

SUPERINTENDENT’S RECOMMENDATION

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

RESOLUTION

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

WHEREAS, changes occur in expenditures during the year; and

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

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

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

Summary of Budget - Proposed Amendments - All Official Funds
 Summary as of Date October 9, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 105,377,608	\$ -	\$ -	\$ -	\$ 105,377,608	\$ -	\$ -	\$ -	\$ 105,377,608
Revenues									
Local	382,231,162	-	-	-	382,231,162	-	-	-	382,231,162
State	140,732,432	-	-	-	140,732,432	-	-	-	140,732,432
Federal	20,082,619	-	-	-	20,082,619	-	-	-	20,082,619
Total Revenues	543,046,213	-	-	-	543,046,213	-	-	-	543,046,213
Expenditures									
Function 11 - Instruction	271,936,976	125,161	4,291,620	1,174	276,354,931	-	-	34,588	276,389,519
Function 12 - Library/Media Services	6,103,854	8,487	-	1,500	6,113,841	-	-	-	6,113,841
Function 13 - Curriculum/Instructional Staff Development	8,400,967	16,489	-	5,516	8,422,972	-	-	(300)	8,422,672
Function 21 - Instruction Leadership	8,081,984	60,365	-	(56,719)	8,085,630	-	-	(29,750)	8,055,880
Function 23 - School Leadership	27,407,598	3,093	-	26,310	27,437,001	-	-	1,007	27,438,008
Function 31 - Guidance / Counseling	23,060,289	21,013	-	(25)	23,081,277	-	-	590	23,081,867
Function 32 - Social Work Services	1,565,692	-	-	-	1,565,692	-	-	-	1,565,692
Function 33 - Health Services	6,310,698	-	-	324	6,311,022	-	-	-	6,311,022
Function 34 - Student Transportation	9,512,524	224,680	-	(91,000)	9,646,204	-	-	-	9,646,204
Function 35 - Child Nutrition	20,200,901	-	-	-	20,200,901	-	-	-	20,200,901
Function 36 - Co-curricular / Extracurricular Activities	3,626,509	32,252	11,075	9,900	3,679,736	-	225	(7,000)	3,672,961
Function 41 - General Administration	10,011,273	13,105	565,579	6,580	10,596,537	-	-	-	10,596,537
Function 51 - Maintenance & Operations	38,736,069	40,882	100,000	-	38,967,147	-	-	-	38,967,147
Function 52 - Security Services	7,236,251	41,910	-	-	7,278,161	-	-	-	7,278,161
Function 53 - Data Processing Services	5,201,720	186,328	-	-	5,388,048	-	-	-	5,388,048
Function 61 - Community Services	4,418,149	2,222	100,000	5,020	4,525,391	-	-	865	4,526,256
Function 71 - Debt Administration	103,616,171	-	46,328	-	103,662,499	-	-	-	103,662,499
Function 72 - Debt Administration	41,786,324	-	-	-	41,786,324	-	-	-	41,786,324
Function 73 - Debt Administration	20,000	-	-	-	20,000	-	-	-	20,000
Function 81 - Facilities Acquisition & Construction	-	-	-	1,224	1,224	-	-	-	1,224
Function 91 - Intergovernmental Charges	6,638,967	-	-	-	6,638,967	-	-	-	6,638,967
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,338,146	-	-	-	1,338,146	-	-	-	1,338,146
Total Expenditures	605,516,766	775,987	5,114,602	-	611,407,355	-	225	-	611,407,580
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	10,500,000	-	-	-	10,500,000	-	-	-	10,500,000
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	150,000	-	-	-	150,000	-	-	-	150,000
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	9,650,000	-	-	-	9,650,000	-	-	-	9,650,000
Ending Fund Balance	\$ 52,557,055	\$ (775,987)	\$ (5,114,602)	\$ -	\$ 46,666,466	\$ -	\$ (225)	\$ -	\$ 46,666,241

Note: The beginning fund balance reflects the 2024-25 ending fund balance less nonspendable balances and restrictions, commitments and assignments in the General Fund per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

Summary of Budget - Proposed Amendments - General Operating Fund
 Summary as of Date October 9, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 67,527,119	\$ -	\$ -	\$ -	\$ 67,527,119	\$ -	\$ -	\$ -	\$ 67,527,119
Revenues									
Local	261,743,177	-	-	-	261,743,177	-	-	-	261,743,177
State	133,233,603	-	-	-	133,233,603	-	-	-	133,233,603
Federal	6,500,000	-	-	-	6,500,000	-	-	-	6,500,000
Total Revenues	401,476,780	-	-	-	401,476,780	-	-	-	401,476,780
Expenditures									
Function 11 - Instruction	271,936,976	125,161	4,291,620	1,174	276,354,931	-	-	34,588	276,389,519
Function 12 - Library/Media Services	6,103,854	8,487	-	1,500	6,113,841	-	-	-	6,113,841
Function 13 - Curriculum/Instructional Staff Development	8,400,967	16,489	-	5,516	8,422,972	-	-	(300)	8,422,672
Function 21 - Instruction Leadership	8,081,984	60,365	-	(56,719)	8,085,630	-	-	(29,750)	8,055,880
Function 23 - School Leadership	27,407,598	3,093	-	26,310	27,437,001	-	-	1,007	27,438,008
Function 31 - Guidance / Counseling	23,060,289	21,013	-	(25)	23,081,277	-	-	590	23,081,867
Function 32 - Social Work Services	1,565,692	-	-	-	1,565,692	-	-	-	1,565,692
Function 33 - Health Services	6,310,698	-	-	324	6,311,022	-	-	-	6,311,022
Function 34 - Student Transportation	9,512,524	224,680	-	(91,000)	9,646,204	-	-	-	9,646,204
Function 35 - Child Nutrition	250,000	-	-	-	250,000	-	-	-	250,000
Function 36 - Co-curricular / Extracurricular Activities	3,626,509	32,252	11,075	9,900	3,679,736	-	225	(7,000)	3,672,961
Function 41 - General Administration	10,011,273	13,105	565,579	6,580	10,596,537	-	-	-	10,596,537
Function 51 - Maintenance & Operations	38,269,401	40,882	100,000	90,196	38,500,479	-	-	-	38,500,479
Function 52 - Security Services	7,236,251	41,910	-	-	7,278,161	-	-	-	7,278,161
Function 53 - Data Processing Services	5,201,720	186,328	-	-	5,388,048	-	-	-	5,388,048
Function 61 - Community Services	4,418,149	2,222	100,000	5,020	4,525,391	-	-	865	4,526,256
Function 71 - Debt Administration	34,513	-	46,328	-	80,841	-	-	-	80,841
Function 72 - Debt Administration	540	-	-	-	540	-	-	-	540
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	1,224	1,224	-	-	-	1,224
Function 91 - Intergovernmental Charges	6,638,967	-	-	-	6,638,967	-	-	-	6,638,967
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,338,146	-	-	-	1,338,146	-	-	-	1,338,146
Total Expenditures	439,711,755	775,987	5,114,602	-	445,602,344	-	225	-	445,602,569
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	10,500,000	-	-	-	10,500,000	-	-	-	10,500,000
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	150,000	-	-	-	150,000	-	-	-	150,000
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	9,650,000	-	-	-	9,650,000	-	-	-	9,650,000
Ending Fund Balance	\$ 38,942,144	\$ (775,987)	\$ (5,114,602)	\$ -	\$ 33,051,555	\$ -	\$ (225)	\$ -	\$ 33,051,330

Note: The beginning fund balance reflects the 2024-25 ending unrestricted fund balance per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

Summary of Budget - Proposed Amendments - Child Nutrition Fund

Summary as of Date October 9, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 2,595,756				\$ 2,595,756				\$ 2,595,756
Revenues									
Local	3,570,500	-	-	-	3,570,500	-	-	-	3,570,500
State	75,000	-	-	-	75,000	-	-	-	75,000
Federal	13,582,619	-	-	-	13,582,619	-	-	-	13,582,619
Total Revenues	17,228,119	-	-	-	17,228,119	-	-	-	17,228,119
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	19,950,901	-	-	-	19,950,901	-	-	-	19,950,901
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	466,668	-	-	-	466,668	-	-	-	466,668
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	20,417,569	-	-	-	20,417,569	-	-	-	20,417,569
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-				-				-
7912 Sale of Real and Personal Property	-				-				-
7916 Premium on Issuance of Bonds	-				-				-
7915 Transfers In	-				-				-
8911 Transfers Out	-				-				-
8949 Payment to Refunded Bond Escrow Agent	-				-				-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ (593,694)	\$ -	\$ -	\$ -	\$ (593,694)	\$ -	\$ -	\$ -	\$ (593,694)

Note: The beginning fund balance reflects the 2024-25 ending fund balance less nonspendable balances per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

Summary of Budget - Proposed Amendments - Debt Service Fund
 Summary as of Date October 9, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 35,254,733				\$ 35,254,733				\$ 35,254,733
Revenues									
Local	116,917,485	-	-	-	116,917,485	-	-	-	116,917,485
State	7,423,829	-	-	-	7,423,829	-	-	-	7,423,829
Federal	-	-	-	-	-	-	-	-	-
Total Revenues	124,341,314	-	-	-	124,341,314	-	-	-	124,341,314
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	-	-	-	-	-	-	-	-	-
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	-	-	-	-	-	-	-	-	-
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	103,581,658	-	-	-	103,581,658	-	-	-	103,581,658
Function 72 - Debt Administration	41,785,784	-	-	-	41,785,784	-	-	-	41,785,784
Function 73 - Debt Administration	20,000	-	-	-	20,000	-	-	-	20,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	145,387,442	-	-	-	145,387,442	-	-	-	145,387,442
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ 14,208,605	\$ -	\$ -	\$ -	\$ 14,208,605	\$ -	\$ -	\$ -	\$ 14,208,605

Note: The beginning fund balance reflects the 2024-25 ending fund balance less nonspendable balances per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

BOARD MEETING
October 9, 2025

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To 199.11.61170.108.11.0000.000.000	Extra Pay OT Prof Personnel	2,000.00
From 199.11.63991.049.11.1600.000.000	Consumable Supplies Teaching	(200.00)
To 199.11.63990.883.37.0000.883.000	Other Supplies and Materials	300.00
From 199.11.63991.107.11.1600.000.000	Consumable Supplies Teaching	(647.00)
From 199.11.63990.049.11.1600.000.000	Other Supplies and Materials	(359.68)
To 199.11.62990.839.11.0000.839.000	Misc Contracted Services	21,500.00
From 199.11.63991.003.11.0000.000.000	Consumable Supplies Teaching	(500.00)
To 199.11.62990.002.38.3042.000.000	Misc Contracted Services	7,000.00
From 199.11.64992.852.11.0000.852.000	Food Consumed by EE Onsite	(340.00)
To 199.11.63991.125.11.1600.000.000	Consumable Supplies Teaching	6,000.00
From 199.11.62990.115.11.0000.000.000	Misc Contracted Services	(165.00)
TOTAL FUNCTION 11		34,588.32
From 199.13.64992.883.37.0000.883.000	Food Consumed by EE Onsite	(300.00)
TOTAL FUNCTION 13		(300.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(2,000.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(21,500.00)
From 199.21.64992.854.38.0000.854.000	Food Consumed by EE Onsite	(250.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(6,000.00)
TOTAL FUNCTION 21		(29,750.00)
To 199.23.64950.107.99.0000.000.000	Dues	647.00
To 199.23.64992.049.99.0000.000.000	Food Consumed by EE Onsite	359.68
TOTAL FUNCTION 23		1,006.68
To 199.31.64990.003.99.2502.000.000	Other Misc Operating Cost	340.00
To 199.31.64990.003.99.2502.000.000	Other Misc Operating Cost	250.00
TOTAL FUNCTION 31		590.00
From 199.36.64997.002.38.3042.000.000	Student Awards and Incentives	(1,000.00)
From 199.36.63990.002.38.3042.000.000	Other Supplies and Materials	(2,000.00)
From 199.36.62990.002.38.3042.000.000	Misc Contracted Services	(4,000.00)
TOTAL FUNCTION 36		(7,000.00)
To 199.61.64990.049.99.0000.000.000	Other Misc Operating Cost	200.00
To 199.61.64990.003.99.0000.000.000	Other Misc Operating Cost	500.00
To 199.61.64990.115.99.0000.000.000	Other Misc Operating Cost	165.00
TOTAL FUNCTION 61		865.00
TOTAL FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)		0.00

OTHER PLAN CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To 199.36.64121.948.99.0000.931.000	Gifts to Transportation	225.00
TOTAL FUNCTION 36		225.00
TOTAL OTHER PLAN CHANGES - OPERATING FUND (199)		225.00

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

Date: October 9, 2025

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

INFORMATION ITEM

TOPIC: Commit Grant to Fund Catch Up & Read

BACKGROUND INFORMATION:

Board policy CB Local calls for public notice of all federal and state grant awards to be presented to the Board and published to the district website. Teaching and Learning Services has secured \$125,000 in grant funding from Commit to pay for Catch Up & Read to support the delivery of high-impact tutoring (HIT) to 1st-3rd grade students to accelerate early literacy outcomes.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent provides this report for the Board's information and review.

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

Date: October 9, 2025

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

ACTION ITEM

TOPIC: Approval to Ratify Agreement

BACKGROUND INFORMATION

The Purchasing Department facilitates requests for bids and proposals. District staff review, evaluate and score all bids and proposals. The evaluation committee recommends a vendor or vendors as appropriate for the product or services sought. The district engages with the top ranked vendor(s) and attempts to negotiate final contracts. District personnel finalized the contract(s) listed in Schedule A after the start date.

SUPERINTENDENT'S RECOMMENDATION

The Board of Trustees of the Richardson Independent School District approve and ratify the contracts for products or services as described in Schedule A.

PROPOSED RESOLUTION

WHEREAS, the Board of Trustees consistent with the requirement to maintain proper contract compliance; and

WHEREAS, the District seeks to enter into and ratify an agreement;

BE IT THEREFORE RESOLVED, that the Board of Trustees of the Richardson Independent School District hereby approves Administration to enter into and ratify the agreements for products or services as described in Schedule A and be it further resolved the Assistant Superintendent of Finance and Support Services is authorized to execute such contracts.

APPROVED on the 9th day of October 2025.

Board of Trustees

By: _____
Name: Chris Poteet
Title: President

Date Signed: October 9, 2025

ATTEST:

By: _____
Name: Debbie Renteria
Title: Secretary

Date Signed: October 9, 2025

Schedule A

Procurement Method	Vendor	Description	Amount	Contract Term
23-260	SHC Services on behalf of Anne Marden	To provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings	\$ 153,000.00	7/31/25 thru 6/4/26
21-129	Candor Consulting & Diagnostics, LLC on behalf of Kristin Nofziger	To provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings	\$ 153,500.00	7/31/25 thru 6/4/26
21-129	Candor Consulting & Diagnostics, LLC on behalf of Mayra Morales-Valcez	To provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings	\$ 147,000.00	7/31/25 thru 6/4/26
21-129	Candor Consulting & Diagnostics, LLC on behalf of Rebecca Spencer	To provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings	\$ 142,000.00	7/31/25 thru 6/4/26
21-129	Caroline Lindley (OEJ Educational Consulting)	To provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings	\$ 135,000.00	7/31/25 thru 6/4/26

25-344	Tia Billy Crossley	To provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings	\$ 135,000.00	7/31/25 thru 6/4/26
MOU	Catch Up & Read	This partnership supports the delivery of high-impact tutoring (HIT) to 1st–3rd grade students in Richardson ISD through Catch Up & Read, a trusted literacy partner	\$ 125,000.00	10/9/2025 thru 06/30/26
Interlocal	Dallas College	Comprehensive Dual Credit First Amendment Agreement		08/01/2025 thru 07/31-2026

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

Date: October 9, 2025

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

ACTION ITEM

TOPIC: Consider Approval of the Tax Roll

BACKGROUND INFORMATION:

Section 26.09(e) of the Tax Code requires the Tax Assessor to enter the amount of tax determined as provided by §26.09 in the appraisal roll and submit it to the governing body for approval. The appraisal roll with amounts of tax entered as approved by the Board of Trustees constitutes the District's tax roll.

Previously, the Board accepted the preliminary tax roll that did not reflect the calculation of the levy based on the approved tax rate. Now that we have completed the calculation, the tax roll may be accepted. Tonight's action completes the budget and tax rate adoption process that began June 5, 2025 with the adoption of the 2025-2026 budget and the subsequent acceptance of the appraisal roll on August 7, 2025, and the adoption of the tax rate on September 18, 2025.

The Administration recommends that the Board approve the 2025 Tax Roll with a total levy of \$339,740,377.48.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the 2025 Tax Roll.

PROPOSED RESOLUTION

WHEREAS, the Richardson Independent School District, exercising its authority under the Texas Constitution and the Texas Property Tax Code, has authorized the assessment and levy of a property tax for tax year 2025; and

WHEREAS, in accordance with Section 26.09 of the Tax Code the Assessor/Collector has calculated, in good faith, for each property within the district a tax levy, using the Tax Rate adopted by the Board of Trustees on September 18, 2025, and the taxable value provided by the Dallas Central Appraisal District and accepted by the Board of Trustees on August 7, 2025, and subsequent supplements and corrections; and

WHEREAS, approval of the tax roll with a total levy of \$339,740,377.48 is consistent with applicable law and supports the Board's strategy that we will responsibly manage current resources to support our mission; and

BE IT THEREFORE RESOLVED, that the Board of Trustees of the Richardson Independent School District, pursuant to section 26.09(e) of the Texas Tax Code, approves the calculations presented by the Tax Assessor/Collector and which calculations are now part of the official tax roll.

Snap Shot Report

Year: 2025 Entity: RISD County: Status:

	Rec Cnt	Amount	Levy	Due
REAL PROPERTY	56,413	41,985,607,410	293,355,769.07	293,355,769.07
PERSONAL PROPERTY	9,497	4,780,460,370	46,384,608.41	46,384,608.41
MOBILE HOMES	0	0	0.00	0.00
MINERALS	0	0	0.00	0.00
OTHER PROPERTY	0	0	0.00	0.00
ABSOLUTE	921	2,723,311,734		
AG DEFERRAL	7	4,582,077		
AG LAND MARKET	7	4,585,650		
DISABLED PERSON	506	28,174,531		
DISABLED VETERAN	510	5,474,266		
DV ABSOLUTE	227	64,048,202		
FREEPORT INVENTORY	82	561,573,709		
HOMESTEAD 10% CAP	24,668	1,515,043,274		
HOMESTEAD EXEMPTION	37,710	7,169,490,814		
IMPROVEMENT	54,407	28,900,549,250		
LAND	56,366	13,080,472,510		
NOMINAL VALUE PP	1,440	1,656,220		
NON HOMESTEAD CAP	2,057	228,101,721		
OVER 65	15,008	875,161,383		
PERSONAL PROPERTY	9,497	4,780,460,370		
POLLUTION CONTROL	43	2,707,070		

Total Records:	65,910			
Total Value :	46,766,067,780	Total Exemptions :	13,179,325,001	
Total Levy :	339,740,377.48	Total Net Taxable:	33,586,742,779	
Total Due :	339,740,377.48	Total M&O Levy :	232,149,695.04	
		Total I&S Levy :	107,590,682.44	

Use		Total Value	Net Taxable
A11	42,820	24,636,126,980	15,564,485,917
A12	2,547	814,540,320	482,446,158
A13	5,614	799,631,480	540,329,398
B11	225	5,097,774,130	4,633,830,670
B12	875	378,364,220	312,760,194
C11	1,109	63,884,750	52,635,533
C12	685	298,931,510	139,855,382
C13	6	1,980,340	498,090
C14	11	4,574,530	299,790
D10	7	4,905,720	323,643
F10	2,365	9,704,747,270	7,491,995,240
F20	9	154,781,620	153,807,573
G30	3	690	0
J20	2	115,116,520	115,116,520

Date: 09/08/2025
Time: 9:03

Governmental Data Services, Inc.
RICHARDSON ISD TAX OFFICE

Snap Shot Report

Year: 2025 Entity: RISD County: Status:

J30	51	134,032,780	134,032,780
J40	6	304,333,320	304,333,320
J51	11	11,938,770	5,163,610
J60	1	115,780	115,780
J70	20	1,564,340	1,564,340
L10	9,100	2,715,979,310	2,524,643,353
L20	254	1,429,452,330	1,037,271,128
O10	77	9,880,000	7,824,000
S10	112	83,411,070	83,410,360

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

Date: **October 9, 2025**

Submitted by: Lindsay Ledford, Director of Health and PE

ACTION ITEM

TOPIC: **SHAC appointed members for the 2025-2026 School year**

BACKGROUND INFORMATION:

Texas law ([Texas Education Code, Title 2, Subtitle F, Chapter 28, Subchapter A, §28.004](#)) requires the establishment of a School House Advisory Council (SHAC) for every school district.

SHACs assist districts in ensuring that local community values are reflected in health education instruction. Additionally, SHACs play an important role in strengthening the connection between health and learning. They can help parents and community stakeholders reinforce the knowledge and skills children need to stay healthy for a lifetime. SHACs are required to meet at least four times each year.

Members of the SHAC come from different areas of the community and from within the school district. The majority of members must be parents who are not employed by the district. The Board of Trustees also may appoint one or more persons from each of the following groups or a representative from a group other than those mentioned: public school teachers, administrators, district students, healthcare professionals, business community, law enforcement, senior citizens, clergy and nonprofit health care organizations. The council shall consist of no less than 10 people. New members may apply each year and if approved by the current SHAC will be added to the SHAC recommendations at the end of each school year.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the immediate approval of SHAC membership.

PROPOSED RESOLUTION

WHEREAS, the Board's Strategies provide that the District will ensure that the state law regarding SHAC is still upheld

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves the SHAC appointed members for the 2025 – 2026 school year.

APPROVED on this 9th day of October 2025 by the Board of Trustees of the Richardson Independent School District

ATTEST

By: _____
Name:
Title: President

By: _____
Name:
Title: Secretary

RISD SHAC Members**2025-2026****Parents/Community Members**

Syeda	Ali
Dina	Alsaid
Ashley	Ariail
Shauna	Barnes
Caroline	Bate
Euan	Blackman
Karen	Burnell
TJ	Callaway
Jennifer	Carranza
Jenny	Cozzolino
Hanan	Dawoud
Heather	Dittrich
Heather	Esquivel, M.D.
Megan	Fuentes
Kristen	Gary
Kendal	Gheen
Katrina	Gray
Sarah	Hogsett
Nivasha	Howery
Sarah	Kaushik - co chair
Stephanie	Kyllo
Veneta	Lusk
Christen	Lyall
Alexandra (Lexi)	MacMillan Uribe
Lauren	McDonough
Anushka	Meepe
Joshua	Morgan
Jessica	Muncey
Crystal	Passley
Amy	Phipps
Kelly	Phipps
Jessica	Rivera-Lucas
Luis	Rojas
Emilija	Rosenthal
Ahmad	Sarwary
Kayla	Sherwood
Jennifer	Smith
Christina	Spillers
Vinh	Ta
Sarah	Walton
Allen	Walton
Kimberly	Williams
Alisha	Woodall

Ulla	Yossif Shoukair
Logan	Young
Christoph	Zechner
Students	
Matthew	Kenyon
Tran	Banh
Ella	Steck
Katherine	Perez
Employees	
Tori	Behrman
Laura	Blatzheim
Charles	Bruner
Kim	Clark
Niky	Conklin
Christina	Fuller
Alissa	Gustof
Rebekah	Harrison
Susan	Hernandez
Summer	Martin
Lindsay	Ledford - co chair
Elizabeth	Salvador
Suzanne	Tsatsoulos

45 parents/community members
4 students
13 employees

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: **October 9, 2025**

Submitted by: Alejandra Isais, Library & Information Technology Director

ACTION ITEM

TOPIC: **School Library Advisory Council members for the 2025-2026 School year**

BACKGROUND INFORMATION:

Texas Education Code §33.025 as amended by SB13, establishes a School Library Advisory Council (SLAC).

SLACs assist the district in ensuring that local community values are reflected in each school library catalog in the district. Districts. Must consider the recommendations of the SLAC before adding materials to a school catalog, removing books from a school library catalog following a challenge, and making changes to policies and guidelines.

The SLAC must consist of at least five members with each member appointed by the Board of Trustees, and with each trustee appointing an equal number of members. A majority of the voting members must be persons who are parents not employed by the district. The Board of Trustees may also appoint one or more persons to serve as nonvoting members of the council from any of the following groups: classroom teachers employed by the district, librarians employed by the district, school counselors employed by the district, school administrators employed by the district, the business community, and the clergy. The SLAC shall meet at least two times each year and at other times as necessary to fulfill the council's duties.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the immediate approval of School Library Advisory Council members.

PROPOSED RESOLUTION

WHEREAS, the Board's Strategies provide that the District will ensure that the state law regarding SLAC is upheld

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves the SLAC appointed members for the 2025 – 2026 school year.

APPROVED on this 9th day of October 2025 by the Board of Trustees of the Richardson Independent School District

ATTEST

By: _____
Name:
Title: President

By: _____
Name:
Title: Secretary

Richardson ISD SLAC Members

Amy Trifone

Kimberly Resendez

Rachel Pokorney

Amanda Clair

Stephanie Loovis

Fevan Taye

Megan Nelan

Jenni Colón

Karen Fields

Angie Alford

Ashleigh Osborne

Jeniffer Moore

Lana Lozure

Alejandra Isais

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

Division: Operations

Submitted by: Mike Jasso, Assistant Superintendent for Operations

ACTION ITEM

TOPIC:

Request for approval of Lake Highlands Middle School final plat located at 10301 Walnut Hill Ln, Dallas, TX 75238.

BACKGROUND INFORMATION:

As a part of the planned construction and renovation at RISD's property located at 10301 Walnut Hill Ln, Dallas, TX 75238, the City of Dallas requested the District to dedicate mutual access easements and utility access easements on the site. These easements will provide open access to the public, fire and police units, garbage and rubbish collection agencies, and all public and private utilities for each particular use. The property on the Plat is stated as follows: *Final Plat of LHJH, Lot 1, Block F/8093, Harrison Hustead Survey, Abstract No. 587, Part of City Block 8093, City of Dallas, Dallas County, Texas (18.3619 acres)*

The RISD Facility Services Department has reviewed the amended plat developed by RLG, Inc. and did not identify, to the best of its knowledge, conditions that would interfere with the District's ability to access or maintain the property.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board of Trustees of Richardson Independent School District approve the proposed final plat of Lake Highlands Middle School (LMMS) including the dedication to the public and reservations of easements contained in the Owner's Dedication thereon.

PROPOSED RESOLUTION

WHEREAS, in connection with the construction and renovations occurring on District property located at, 10301 Walnut Hill Ln, Dallas, TX 75238, the City of Dallas requested that the District develop a Plat that accurately describes the District's property; and

WHEREAS, current construction on the site caused the City of Dallas to request that the District update the Plat to accurately reflect additional easements; and

WHEREAS, The District's consultant, RLG, Inc. has developed a final Plat that accurately reflects the current configuration of the District's property called Lake Highlands Middle School located at 10301 Walnut Hill Ln, Dallas, TX 75238.

WHEREAS, accurate records that describe District property support the goal that the District will maintain excellence in operations; and

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District approves the attached Plat of District's property located at 10301 Walnut Hill Ln, Dallas, TX 75238 and authorizes the Board President to execute such documents and take such other actions as may be required to finalize and record the Plat.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

Submitted by: Tabitha Branum, Superintendent

David Pate, Assistant Superintendent of Finance & Support Services

ACTION ITEM

TOPIC: 2025-26 District Improvement Plan (DIP) and House Bill 3 Board Goals

BACKGROUND INFORMATION:

District Improvement Plan:

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

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

The Administration reviewed and evaluated the 2024-2025 District Improvement Plan, DIP, and the results of the Plan. The feedback from the 2024-2025 Plan was considered in developing the 2025-2026 District Improvement Plan. The Strategic Plan 2024 provided updated Goals and Performance Objectives to ensure the highest level of district performance in all areas. This year's District Improvement Plan aligns with the Strategic Plan 2023 and includes the Board goals related to early childhood literacy, Math and college, career and military readiness as stipulated in HB3. District stakeholders, including RISD Principals, Curriculum Directors, Instructional Leadership Team members, and District Planning Committee members, assisted in development of the 2025 - 2026 District Improvement Plan by providing input regarding proposed objectives and strategies. The District Planning Committee met on **September 9, 2025** to review the draft DIP and provide input on the proposed plan. The leadership team will reviewed the DIP with the Board at the September 18th meeting of the Board of Trustees.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends the Board approve the District Improvement Plan and House Bill 3 goals for the 2025-2026 school year.

Richardson Independent School District

District Improvement Plan

2025-2026 Goals/Performance Objectives/Strategies



Mission Statement

True North Goal:

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

Vision

Every Child. Every Teacher. Every Leader. Every Day.

Value Statement

Beliefs:

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

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Goals

Goal 1: We will design and implement systems that provide the necessary structure, support and tools to ensure that staff and students achieve individual growth

Performance Objective 1: Develop and implement a system to house goals and evidence toward goals and tools for progress measurement at all campuses.

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure monitoring with fidelity of campus MTSS systems which identify and serve learners in need of intervention and acceleration utilizing High Quality Instructional Materials through the utilization of Branching Minds.</p> <p>Strategy's Expected Result/Impact: All learners identified as requiring accelerated instruction will receive the required hours of instruction prior to the spring STAAR assessments. That instruction will be with HQIM and will be documented in Branching Minds.</p> <p>All learners identified as needing tier three intervention will have plans established and monitored in Branching Minds.</p> <p>Staff Responsible for Monitoring: Director of MTSS Director of Accountability and Continuous Improvement Senior Executive Director of Accountability and Continuous Improvement Area Superintendents</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Monitor the implementation of the attendance intervention module in Focus by evaluating usage data, tracking attendance trends, and reviewing intervention outcomes to determine impact on chronic absenteeism rates across PreK-12. Adjust supports and strategies based on effectiveness to ensure sustained improvement</p> <p>Strategy's Expected Result/Impact: Improving our average daily attendance on each campus, preventing a decline in the revenue generated by ADA, and supporting the achievement of improved attendance based on the percentage thresholds noted below:</p> <p>CIP GOAL: If your campus attendance rate is between 93%-96% then your campus should grow .5% for the 25-26 school year.</p> <p>CIP GOAL: If your campus attendance rate is < or = 92.9% then your campus should grow 2% for the 25-26 school year.</p> <p>Staff Responsible for Monitoring: Director of Student Services Executive Director of Enrollment and Access Area Superintendents Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Support Tier One Classroom Culture, Routine, Procedures, and Management practices district-wide through the general education behavior support team. Pilot Tier 2 strategies and practices at several campuses to develop systems for future use for RISD.</p> <p>Strategy's Expected Result/Impact: 100% of our campus will continue tier-one classroom management through support from the behavior support team and build a tier 2 management plan for pilot campuses.</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Social Services Director of Student Services Student Services Behavior Specialists Campus MTSS-B Teams Area Superintendents Director of MTSS</p> <p>Funding Sources: Funding for year long training - 211 - Title I, Part A - \$231,180</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Continue to provide support structures and services that targets the stabilization of social and emotional well-being for students at our non-traditional learning sites using a solution-focused approach that ensures student success and prevents drop-outs.</p> <p>Strategy's Expected Result/Impact: The expected result will be that our recidivism rate for placement at our DAEP is 10%.</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Social Services Director of Student Services Principal Director of Intervention Services Director of Student Support</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Continue the Lead Well district wide student leadership program.</p> <p>Strategy's Expected Result/Impact: Grow our student leaders' skills to better serve their peers and organizations</p> <p>Staff Responsible for Monitoring: Executive Director of Fine Arts Executive Director of Athletics Area Superintendents Senior Executive Director of Leadership and Professional Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Continue implementation of District Threat Assessment Team (DTAT) and conduct training as specified in Texas Education Code 37.115.</p> <p>Strategy's Expected Result/Impact: Provide a proactive, evidence-based approach for identifying individuals who may pose a threat and for providing interventions before a violent incident occurs.</p> <p>Staff Responsible for Monitoring: Executive Director for Title IX Compliance and Investigations Assistant Superintendent of Administrative Services Area Superintendents Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Ensure all campuses identified for required improvement via state and federal accountability systems develop and implement improvement plans.</p> <p>Strategy's Expected Result/Impact: Student achievement will improve via targeted supports and interventions for students and staff.</p> <p>Staff Responsible for Monitoring: District Coordinator for School Improvement Area Superintendents Senior Executive Director of Accountability and Continuous Improvement Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: All campuses will frequently monitor systems to track and maintain student immunization compliance</p> <p>Strategy's Expected Result/Impact: Each campus will have 93% immunization compliance rate, while striving towards 100%.</p> <p>Staff Responsible for Monitoring: Executive Director of Health Services Campus Nurse Staff Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: All campuses will coordinate an Emergency Cardiac Response roundtable drill in the fall and an all campus AED drill in February to coincide with heart month.</p> <p>Strategy's Expected Result/Impact: Each campus learn proper procedures and plans around cardiac arrest events. 90% of campuses will successfully complete a cardiac response drill without a second attempt.</p> <p>Staff Responsible for Monitoring: Central Health Services Staff Campus Nurses Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
<p>Strategy 10: Pilot a student incentive/intervention program that encourages increased positive attendance using the badging system in FOCUS.</p> <p>Strategy's Expected Result/Impact: The expectation is that 50% of the RISD campus will implement the Focus badging system with regular, consistent use.</p> <p>Staff Responsible for Monitoring: Director of Student Services Executive Director of Enrollment and Access Area Superintendents Elementary Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
<p>Strategy 11: Establish, revise, and clarify common practices, timelines, and checkpoints for student goal-setting (data and life-ready), reflections, and portfolio updates.</p> <p>Strategy's Expected Result/Impact: All students will update their Schoology & Seesaw portfolios a minimum of four times per school year, during designated checkpoints, with artifacts.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Area Superintendents Executive Director of Instructional Technology Director of Instructional Technology Sr Executive Director of ACI Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 12 Details	Reviews			
<p>Strategy 12: Train, support, and monitor a results-proven Data-Driven Instructional system across all Richardson ISD campuses.</p> <p>Strategy's Expected Result/Impact: By all campuses implementing and acting on student data results utilizing a Weekly Data Meeting (WDM) for each of five common interim assessments, student results for the following STAAR Meets:</p> <p>3rd Grade Reading from 56% to 57%</p> <p>3rd Grade Math from 50% to 52%</p> <p>7th Grade Math from 39% to 41%</p> <p>7th Grade Reading from 60% to 63%</p> <p>Algebra I from 33% to 41%</p> <p>English I from 50% to 55%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Senior Executive Director of Curriculum and Instruction Senior Executive Director of ACI Area Superintendents Director of Intervention Campus Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 13 Details	Reviews			
<p>Strategy 13: All Too Good For Drugs Lessons will be taught with fidelity in grades 4th - 6th at the elementary, district created substance use lessons for grades 6th-8th (MS) and 7th-8th (JH), and The More You Know Lessons in grades 7th - 12th districtwide.</p> <p>Strategy's Expected Result/Impact: Improve student and staff knowledge around the dangers of substance use</p> <p>Staff Responsible for Monitoring: Executive Director Counseling and Prevention Services Director of Intervention Services Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 14 Details	Reviews			
<p>Strategy 14: All Campuses will implement state mandated Senate Bill 9 areas that include bullying, harassment, dating violence, family violence, and human trafficking</p> <p>Strategy's Expected Result/Impact: Students and staff will have knowledge around Senate Bill 9 topics to prevent increased at risk behavior</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Social Services Director of Intervention Services Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 15 Details	Reviews			
<p>Strategy 15: All campuses will establish and uphold communication plans to notify parents about bullying incidents and share investigation outcomes. Additionally, parents will be provided with access to a reporting form for documenting instances of bullying</p> <p>Strategy's Expected Result/Impact: Parents will consistently be made aware of bullying incidents and investigations concerning their students 100% of the time. The campus will document the investigation findings 100% of the time in the Focus data management system.</p> <p>Staff Responsible for Monitoring: Director Student Services Student Services Administrators Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 16 Details	Reviews			
<p>Strategy 16: Monitor student performance on STAAR assessments and locally created assessments in Reading</p> <p>Strategy's Expected Result/Impact: The percent of students at 3rd grade who score at or above meets level or above on STAAR Reading will increase from 49% to 60% by June 2027; the target for all students for 2026 is 57%.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Areas Superintendents Sr Executive Director of Accountability and Continuous Improvement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 17 Details	Reviews			
<p>Strategy 17: Monitor student performance on STAAR assessments and locally created assessments in Mathematics</p> <p>Strategy's Expected Result/Impact: The percent of students at 3rd grade who score at or above meets level or above on STAAR Mathematics will increase from 43% to 57% by June 2027; the target for all students for 2026 is 52%.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Area Superintendent Sr Executive Director of Accountability and Continuous Improvement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 18 Details	Reviews			
<p>Strategy 18: Counselors will track their direct student services and indirect student services to comply with SB 179 in reaching the goal of 80% direct student services.</p> <p>Strategy's Expected Result/Impact: Counselors working with students 80% in direct services will increase the academic, attendance, and behaviors of students resulting in overall success for our students.</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 19 Details	Reviews			
<p>Strategy 19: Continue to promote the Code of Civility through targeted messages of activities within RISD specifically for the "safe" portion of the Code of Civility. Continue to promote all areas of the Code of Civility through district messages, lessons, and visuals.</p> <p>Strategy's Expected Result/Impact: By the end of the academic year, Richardson ISD will highlight the specific portion of Code of Civility - We are Safe - through continued district activities and highlight how RISD is "safe". This will result in a measurable improvement in school climate and stakeholder satisfaction reflected on the district climate survey and student discipline data.</p> <p>Staff Responsible for Monitoring: Campus administrators Director of Student Services Executive Director of Counseling and Social Services Assistant Superintendent of Administrative Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 20 Details	Reviews			
<p>Strategy 20: Support and monitor emergent bilingual language proficiency to ensure language development goals are met.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students demonstrating English language proficiency growth on TELPAS from 4 to 8 percentage points Increase the percentage of emergent bilingual students meeting annual exit criteria through the LPAC process 4 to 8 percentage points</p> <p>Staff Responsible for Monitoring: Campus Principals Director of Dual Language and Director of ESL Executive Director of Multilingual Education Sr Executive Director of Accountability and Continuous Improvement Assistant Superintendent of Teaching and Learning Area Superintendents</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 21 Details	Reviews			
<p>Strategy 21: By the end of the 2025-2026 academic year, Senior students who are Academic All-State Honorees will increase districtwide by 10%.</p> <p>Strategy's Expected Result/Impact: This will be achieved through targeted academic support programs, mentorship, and resource allocation to ensure students meet the eligibility criteria.</p> <p>Staff Responsible for Monitoring: Central Athletics Campus Administration Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 22 Details	Reviews			
<p>Strategy 22: By the end of the 2025-2026 academic year, each varsity team will host at least one special night dedicated to Elementary, Middle School, and Junior High students, allowing these students free entry to the event. Additionally, each varsity team will make at least one visit to an elementary school to open car doors and read to students, fostering community engagement and support for younger students.</p> <p>Strategy's Expected Result/Impact: Increased knowledge and interest of elementary students in athletic programming at the secondary level</p> <p>Staff Responsible for Monitoring: Central Athletics Campus Admin Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 23 Details	Reviews			
<p>Strategy 23: By the end of the 2025-2026 academic year, the percentage of students who are Academic All-District Honorees will increase by 10% district wide.</p> <p>Strategy's Expected Result/Impact: This will be achieved through enhanced academic support programs, regular monitoring of student progress, and providing additional resources and mentorship to students aiming for this recognition.</p> <p>Staff Responsible for Monitoring: Central Athletics Campus Administration Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 24 Details	Reviews			
<p>Strategy 24: By the end of the 2025-2026 school year, the following performance benchmarks will be achieved in Junior High/ Middle School Music Electives: 10% of band students district wide will earn a spot in the All Region Band. 10% of choir students district wide will earn a spot in the All Region Choir. 3% of orchestra students district wide will earn a spot in the All Region Orchestra. 100% of Varsity ensembles achieve first division ratings on stage and in sight-reading at UIL state assessment. 100 % of Non-varsity (NV) and Sub-Non-Varsity (Sub-NV) ensembles achieve first or second division ratings on stage and in sight-reading at UIL state assessment.</p> <p>Strategy's Expected Result/Impact: Increased participation in various music electives and achievable growth within Fine Arts Programming overall.</p> <p>Staff Responsible for Monitoring: Executive Director of Fine Arts Campus Admin Campus Fine Arts Staff</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 25 Details	Reviews			
<p>Strategy 25: By the end of the 2025-2026 school year, achieve the following performance benchmarks in High School Music Electives: Each high school band/choir/orchestra program will have at least one student qualify for TMEA All-State. 20% of band students district wide will earn a spot in the All Region Band. 10% of choir students district wide will earn a spot in the All Region Choir. 10% of orchestra students district wide will earn a spot in the All Region Orchestra. 100% of Varsity ensembles achieve first division ratings on stage and in sight-reading at UIL state assessment. 100% of Non-varsity (NV) and Sub-Non-Varsity (Sub-NV) ensembles achieve first or second division ratings on stage and in sight-reading at UIL state assessment.</p> <p>Strategy's Expected Result/Impact: Increased student participation in various music electives and achievable growth in Fine Arts programming overall.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 26 Details	Reviews			
<p>Strategy 26: Ensure 100% of student Individual Education Program (IEP) goals are at "promising practice" quality level.</p> <p>Strategy's Expected Result/Impact: An internal audit will be completed to evaluate the quality of IEP goals. All special education case managers will have goals reviewed and feedback provided to ensure high quality and individualized goals. Data collected through audit will be used to plan for professional learning and individual case manager support and to make adjustments to student plans as needed.</p> <p>Staff Responsible for Monitoring: Senior Executive Director, Special Student Services Coordinating Directors, Special Student Services Special Student Services Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 27 Details	Reviews			
<p>Strategy 27: Students will receive Time to A.C.T. (Acknowledge, Care, Tell) suicide prevention lessons implemented with fidelity by the end of the 2025-2026 school year.</p> <p>Strategy's Expected Result/Impact: Students will know what to do to help out themselves or a friend and will have additional coping strategies.</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Prevention Services Director of Intervention Services</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 28 Details	Reviews			
<p>Strategy 28: The Student Welfare Department team will utilize a Student Success Tracking Report used at 3-, 6-, and 9-week intervals to monitor attendance, academic performance, and behavior outcomes for students identified under the MKVO program and other special populations.</p> <p>Strategy's Expected Result/Impact: Improve ADA among MKVO students by 10% compared to the previous year, increase the percentage of MKVO students passing all core academic classes by 10% and reduce behavior referrals for MKVO by 10%. Students will remain more engaged and connected to school, resulting in more student success for MKVO students.</p> <p>Staff Responsible for Monitoring: Director of Student Welfare Executive Director of Counseling & Social Services</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: TEHCY & Title 1 - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 29 Details	Reviews			
<p>Strategy 29: To systematically review and analyze Special Education Program audit findings and develop targeted action plans to enhance operational efficiency, compliance, and overall performance.</p> <p>Strategy's Expected Result/Impact: Targeted action plans will be developed and plans for implementation clearly outlined.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Senior Executive Director of Special Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 30 Details	Reviews			
<p>Strategy 30: Establish, revise, and clarify common practices, timelines, and checkpoints for teacher goal-setting (professional and student growth/data), reflections, and portfolio updates.</p> <p>Strategy's Expected Result/Impact: All staff will update their Schoology portfolios a minimum of four times per school year, during designated check points, with artifacts.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Area Superintendents Executive Director of Instructional Technology Director of Instructional Technology Sr. Executive Director of ACI Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 31 Details	Reviews			
<p>Strategy 31: Design and disseminate communication around parent access to goals and portfolios in Schoology & Seesaw.</p> <p>Strategy's Expected Result/Impact: Stronger partnerships between school and home through communication around learning experiences and growth as evidence through: increased Seesaw analytics for PK-2, increased Schoology parents connections, feedback from district surveys.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Area Superintendents Executive Director of Instructional Technology Director of Instructional Technology Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 32 Details	Reviews			
<p>Strategy 32: Special Education teachers will implement and utilize a documentation system to track the delivery of special education services, lesson planning, and data collection related to IEP goals and accommodations. This system will support data-informed instructional decision-making and ensure fidelity of implementation for all students receiving specialized services.</p> <p>Strategy's Expected Result/Impact: 100% of special education teachers will utilize a documentation system. This system will support data-informed instructional decision-making and ensure fidelity of implementation of services in accordance with federal and state guidelines.</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Special Student Services Special Student Services Coordinating Director Special Student Services Director Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 33 Details	Reviews			
<p>Strategy 33: By the end of the 2025-2026 school year, each school will achieve a 5% reduction in OSS.</p> <p>Strategy's Expected Result/Impact: Students will be in class for more instructional time.</p> <p>Staff Responsible for Monitoring: Director of Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 1: Provide competitive compensation, incentives and benefits that attract and retain high-quality and diverse teachers and staff.
Identifying which employee groups need to brought to market value

Evaluation Data Sources: Employee retention data, benchmark salary data, documented salary and benefits provided to employees. Evidence of this goal will be the completed market value study and recommendations made for salary adjustments.

Strategy 1 Details	Reviews			
Strategy 1: Identify employee types for the next phase of salary benchmarking and bring recommendations. Strategy's Expected Result/Impact: Identify target groups for consideration in the 2026-2027 budget. Staff Responsible for Monitoring: HR Executive Directors, HR Assistant Superintendent and the Director of Compensation.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Brand and market the new competitive compensation package Strategy's Expected Result/Impact: Increase number of experienced teachers in RISD (6+ years of experience) from 57% to 60%. Staff Responsible for Monitoring: Executive Directors and Assistant superintendent of HR	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 2: Develop and execute innovative plan for employee recruitment.

Evaluation Data Sources: New hire data, TEA Educator Preparation Data Dashboard, Recruiting Schedule

Strategy 1 Details	Reviews			
<p>Strategy 1: Work to create, design district branded recruiting resources to be utilized at all career fairs that highlight participating Teacher Incentive Allotment schools and the annual open enrollment of the National Board Certification Cohort Track.</p> <p>Strategy's Expected Result/Impact: Increased number of experienced teachers desiring to work at our Richardson ISD TIA campuses. Increase number of experienced teachers in RISD (6+ years of experience) from 57% to 60%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Strategy and Engagement Senior Chief of Accountability and Continuous Improvement Executive Director of Teacher Incentive Allotment and National Board Certification</p> <p>Funding Sources: - 199 - General Fund</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to grow and support the number of schools with teachers participating in the Teacher Incentive Allotment and National Board Certification pathway. This will allow our teachers to generate additional funds to reward accomplished teaching.</p> <p>Strategy's Expected Result/Impact: Increase number of teachers completing in National Board Certification program from 7 to 15. Increase number of schools interested in Teacher Incentive Allotment from 12 to 16. Professional Learning offered to NBCTs and schools participating in Teacher Incentive Allotment. Retention report data. District turnover rate decrease from 13% to 10%.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Assistant Superintendent of Finance and Support Services Senior Chief of Accountability and Continuous Improvement Executive Director of Teacher Incentive Allotment and National Board Certification</p> <p>Funding Sources: - 199 - General Fund</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Identify specific and innovative strategies for recruiting bilingual and special education candidates.</p> <p>1. Focused Recruiting and Job Fairs targeting Sp.Ed. and Bilingual Candidates</p> <p>2. Partnership with Teach for America, SMU and UTA to take secure qualified interns seeking Sp.Ed. & Bilingual certifications</p> <p>3. VIP Event targeting candidates for high need areas</p> <p>Strategy's Expected Result/Impact: An increase in recruitment of certified bilingual and special education candidates from 17 to 30.</p> <p>Staff Responsible for Monitoring: HR Executive Directors and Assistant Superintendent of HR Senior Executive Director of Special Student Service Executive Director of Multilingual Department</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 3: Identify and/or develop comprehensive strategies to support staff retention to decrease district staff turnover from 11.5% to 10.5%. Target focused campuses with turnover higher than the district average to decrease their turnover by 5%.

Evaluation Data Sources: District and State Retention/Turnover Rates, Onboarding Playbook

Strategy 1 Details	Reviews			
Strategy 1: Develop and implement a comprehensive strategic onboarding process for new employees. 1. Onboarding Playbook 2. Onboarding Professional Development Strategy's Expected Result/Impact: Decrease in the district staff turnover data from 11.5% to 10.5% Staff Responsible for Monitoring: Assistant Superintendent of HR HR Executive Directors District Leaders/Supervisors	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement an innovative HR engagement strategy to welcome new employees with a visit from HR within the first three months of the new school year.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Develop a Campus Retention Profile to identify and address root causes and campus trends that affect turnover. Strategy's Expected Result/Impact: Decrease targeted campus turnover rates by at least 5% Staff Responsible for Monitoring: HR Executive Directors Area Superintendents Campus Principal	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 1: Continue to refine and enhance the learning framework, which provides all RISD students experiences to develop competencies aligned with the graduate profile.

Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement dual language immersion one-way and two-way programs with fidelity. Strategy's Expected Result/Impact: Increase in academic achievement data scores and English/Spanish proficiency level for students participating in program. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Multilingual Education Principal Director of Bilingual Services</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create opportunities for exemplar teachers in all content areas and grade levels to share with their peers through a repository of strategies in each phase of the Learner Framework. Strategy's Expected Result/Impact: All teachers will have a clear understanding of what the Learner Framework phases look like in the classroom. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Curriculum Directors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: HQIM and Savvas Implementation and enhancement in K-5 RLA, 6th Grade Middle School RLA, 7-8th Grade RLA, English I and English II, K-6 Math, Pre-Algebra, and Algebra I at pilot campuses. Strategy's Expected Result/Impact: 50% for 3rd grade Mathematics 55% for 3rd grade RLA Feedback surveys Walkthrough analysis Staff Responsible for Monitoring: Executive Director of Teaching and Learning Director of Pre-K - 12 Math Director of RLA Director of Literacy Assistant Superintendent Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Continue to implement the ESL Content-Based model in PK-6 and ESL pull-out model in 6-12 with integrity. Language Acquisition Teachers (LATs) will build capacity in ALL core content teachers to utilize Summit K12 & ELlevation Strategies to ensure Tier 1 instruction meets the linguistic, cognitive, and affective needs of emergent bilingual students.</p> <p>Strategy's Expected Result/Impact: Summit K12 usage reports and increase in TELPAS scores by 4-8 percentage points. Ellevation usage reports Increased Performance growth goals</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for T&L Executive Director of Multilingual Education Director of ESL Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Implement districtwide data protocol with clear implementation expectations to ensure teachers and campus leaders can identify, monitor and respond to student misconceptions in the TEKS.</p> <p>Strategy's Expected Result/Impact: Provide teachers and campus leaders with data protocol and strategies for responsive teaching.</p> <p>Staff Responsible for Monitoring: Teaching and Learning Area Superintendents</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Ensure high-quality Pre-K through a connected coaching model for Pre-K administrators, campus instructional supports, and the Early Childhood Services Department to collaboratively coach all Pre-K teachers. All Pre-K teachers are required to receive 15 hours of direct coaching as described by TEA.</p> <p>Strategy's Expected Result/Impact: Pre-K teachers will gain new knowledge and implement teaching strategies which strengthen their foundation of Pre-K instruction and result in more students achieving kindergarten readiness.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Early Childhood Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Research ways to expand access to high-quality Pre-K, and ensure long term plan development.</p> <p>Strategy's Expected Result/Impact: Identify ways to expand access to high-quality Pre-K.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Early Childhood Services</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Continuously evaluate and strategically evolve elementary and junior high magnet programming to ensure alignment with the district's graduate profile, equipping all students with the skills, experiences, and pathways needed to thrive in high school, postsecondary education, and beyond.</p> <p>Strategy's Expected Result/Impact: Ensure 100% of magnet educators demonstrate implementation of at least 5 of the 7 Educator Responsibilities from the Learner Growth Experience (LGE) Framework by Spring 2026, as evidenced by observation data, portfolio submissions, and teacher reflection tools.</p> <p>Improve student growth goal acquisition by 1% across magnet schools by the end of the 2025-2026 school year.</p> <p>Establish and meet a baseline target of 70% positive student responses in the first administration of a Magnet Student Efficacy Survey in Spring 2026, with a goal of 80% by Spring 2027 in areas related to confidence, engagement, and alignment to learner outcomes.</p> <p>Staff Responsible for Monitoring: Campus Magnet Administrative Staff Sr. Executive Director of Access and Specialized Programs Executive Director of Enrollment and Access Coordinating Director of Enrollment and Access RHLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Explore, research, and identify specific specialized program options for the 26-28 school year to ensure in-district students can attend their best-fit school of choice.</p> <p>Strategy's Expected Result/Impact: By proactively exploring and identifying specialized program options for implementation in the 2026-2028 school years, the district will expand equitable access to high-quality, best-fit learning environments for all in-district students. This strategic effort will result in increased student engagement, improved retention rates, and greater alignment between student interests and educational pathways. It will also enhance district competitiveness by offering diverse, future-ready programming that reflects both community voice and emerging workforce trends, with an overall projected goal of regrowth of 1% by the 28-29 school year.</p> <p>Staff Responsible for Monitoring: Sr. Executive Director of Access and Specialized Programs Executive Director of Enrollment and Access Coordinating Director of Enrollment and Access RHLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
<p>Strategy 10: Implement and monitor the Reading Horizons intervention program with fidelity to improve special education student performance on the STAAR Reading assessment, reaching a minimum 10% increase in students achieving the "Approaches" level.</p> <p>Strategy's Expected Result/Impact: individual student reading growth as monitored through MAP, STAAR, and progress toward IEP goals</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Special Student Services Directors Special Student Services Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
<p>Strategy 11: Provide purposeful, innovative and relevant professional learning opportunities for all staff to ensure technology integration that impacts teaching and learning and aligns with individual growth goals of all students and staff.</p> <p>Strategy's Expected Result/Impact: At least three days of iTeam support on each campus that facilitates learning with technology in support of the Learning Framework.</p> <p>Ongoing professional learning targeted towards specific roles in a year-long cohort model that facilitates learning with technology in support of the Learning Framework.</p> <p>Professional learning is aligned to identified areas of growth identified by the educator focus areas and responsibilities.</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Technology Director of Instructional Technology Campus Principal</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 12 Details	Reviews			
<p>Strategy 12: The Upstander Partnership with the Dallas Holocaust and Human Rights Museum provides Richardson ISD with educational resources and programs to integrate good citizenship, social studies, civic engagement, and thoughtful learning. Through a consistent and engaging learning plan from Kindergarten to 12th grade, the Partnership encourages students to become Upstanders in their community.</p> <p>Strategy's Expected Result/Impact: The Upstander Partnership supports the district's Graduate Profile and Project Wisdom by creating a pathway for a K-12 aligned Character Education program. Students will study and learn Upstander behaviors that are grounded in the state mandated Character Education TEKS and grade level specific social studies TEKS. Through the Upstander Partnership students will learn and develop positive self-worth, an increased belief in one's self and one's capacity to thrive in different situations, advocate effectively for self and others, form resiliency in the face of adversity, and learn to communicate and collaborate effectively. The Upstander portal will launch at HPPM (Morning Ready to Learn Time), MST (Campus LITE), WWJH (Texas and US History courses), and RHS (9th grade World Geography) with 100% fidelity. In addition, districtwide programming will continue with the following: 2nd grade Upstander Shadow Puppet Theater, 4th grade What is an Upstander Presentation, 6th grade field trip to the DHHRM, and virtual learning sessions for JH and High School students.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Success and Leadership Sr. Executive Director of Access and Specialized Programs Campus Principals Campus Support Staff RHLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 13 Details	Reviews			
<p>Strategy 13: Youth Guidance provides school-based programs designed to help students overcome personal and academic challenges, so they remain focused on their education and build a foundation for long-term success. At Liberty Junior High, the program will offer weekly group sessions grounded in Cognitive Behavior Therapy (CBT) practices to help students develop essential coping and decision-making skills. In addition, students will have access to individualized support, including brief check-ins, one-to-one counseling support, mentoring, crisis response, advocacy, and referral to additional services as needed. Through this comprehensive approach, Youth Guidance aims to empower students to thrive both in school and life.</p> <p>Strategy's Expected Result/Impact: The program is expected to enhance student well-being, strengthen engagement in the school community, support improved academic performance, and promote the consistent adoption of safe, healthy, constructive behaviors.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Success and Leadership Sr. Executive Director of Access and Specialized Programs Liberty Junior High Principal Campus Support Staff BLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 2: Ensure all students graduate college and career ready as measured by CCMR indicators.

HB3 Goal

Evaluation Data Sources: Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)

Strategy 1 Details	Reviews			
<p>Strategy 1: Enhance/Increase CTE opportunities for students to become CCMR met Strategy's Expected Result/Impact: Increase number of Seniors graduating in 2025-26 who earn an IBC from 55% to 60% Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase retention of CTE students to 25% completers, matching TEA's phase in of completer status. Strategy's Expected Result/Impact: Revised IBC Calendar - 100% of students in an aligned course will sit for their IBC. Increase in the number of IBC's tied to CTE Completers to 25% Increase retention of CTE students by working with counseling services Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide career inspiration, exploration, and discovery in Pre-K - 6th grades. Strategy's Expected Result/Impact: Provide Career Exploration through Biztown for 100% of 5th grade students. Expand Biztown/finance park planning to JH & HS for 26-27 Expand CTE impact to additional grades through the STEM Center Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Increase enrollment of P-TECH by 10% and increase retention rates within P-TECH.</p> <p>Strategy's Expected Result/Impact: Increase in P-TECH enrollment by 10% Increase in P-TECH Retention grade to grade to less than 10% drop off. Increase in the number of Dallas College graduates to 30 AA degrees.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE Executive Director of Counseling Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Increase Middle School CTE Enrollment and aligned course offerings in 9th grade by 10%.</p> <p>Strategy's Expected Result/Impact: Increase enrollment in 7 grade CCR course by 10%. Increase enrollment in 8th grade principals courses by 10%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide students varying opportunities to earn college credit hours through Advanced Placement (AP), dual credit and University of Texas OnRamps.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of graduates achieving college readiness status through either AP, Dual Credit, or OnRamps from 50% to 53% Increase the percentage of students earning scores of a 3 or higher in AP courses from 59% to 61% Increase the percentage of students earning credit in their dual credit course from 89% to 91% Increase the percentage of students earning credit in their OnRamps course from 80% to 82%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of Advanced Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Expand embedded supports in high school English and Math courses for TSIA2 and ACT preparation, and provide more opportunities for students to participate in a district funded college entrance exams through TSIA2 and ACT testing.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students passing college-ready assessments from 38% to 39% to qualify for HB3 Outcome Bonus. Teachers implement the ACT and TSI bootcamps located in the YAG. PTECH Summer Bridge program to provide TSI test prep support Texas College Bridge (TSI Test Prep) for seniors</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of Advanced Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Ensure all K-6 elementary teachers and secondary Advanced, AP and OnRamps teachers complete their 30 hours of G/T foundational training or 6 hours update. 6 hours update trainings are approved by the campus Elementary ALT or Secondary Instructional Coach.</p> <p>Strategy's Expected Result/Impact: Teachers of courses identified as supporting GT student instruction will complete state mandated GT training. Completion of training will be tracked in Strive.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Advanced Learning Director of Advanced Learning Programs and Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Ensure all AVID seniors graduate and meet CCMR requirements through targeted AVID tutorials, bi-weekly progress monitoring, AVID TSIA2 testing available in the AVID elective class, Texas College Bridge completion during AVID class time.</p> <p>Strategy's Expected Result/Impact: 100% of all AVID seniors will meet CCMR Increase enrollment of AVID scholars in Dual Credit courses Increase enrollment of AVID scholars in OnRamps courses Increase number of AVID scholars meeting TSIA2 passing requirements (945 English, 950 Math, Essay 5)</p> <p>Staff Responsible for Monitoring: AVID District Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Develop systems to track students' progress toward graduation and monitor those that are at-risk for dropping out.</p> <p>Strategy's Expected Result/Impact: All high schools will achieve a 95% four-year graduation rate.</p> <p>Staff Responsible for Monitoring: Executive Director of Advanced Learning Services Executive Director of Accountability and Continuous Improvement Executive Director of Multilingual Education Director of ESL Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 11 Details	Reviews			
<p>Strategy 11: Strengthen and support pathways that provide RISD students with opportunities to acquire and advance proficiency in world languages.</p> <p>Strategy's Expected Result/Impact: Increase number of students who meet criteria to earn the Performance Acknowledge for Bilingualism and Bilingualism Increase the number of students who earn college credit from AP World Language courses Increase the number of students enrolled in world language courses beyond level II</p> <p>Staff Responsible for Monitoring: Director of LOTE Executive Director of Multilingual Education Assistant Superintendent of Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 3: Enhance the professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals and support increase in student achievement.

Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Increase professional development attendance in science by 10% through a robust professional development program, including a variety of locations and modalities (i.e. in-person, virtual, asynchronous), exposing educators to new science standards and curriculum options.</p> <p>Strategy's Expected Result/Impact: Knowledge of standards and student expectations amongst district and campus staff will increase, resulting in high quality, standards-aligned tier one instruction.</p> <p>Staff Responsible for Monitoring: Science Curriculum Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Train RISD Teachers on best practices to support emergent bilingual students in all core and elective content areas.</p> <p>Strategy's Expected Result/Impact: Improve RDA determination level, ensure equity, and close the achievement gap, increase teacher knowledge on how to differentiate to meet EB students' needs.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of T&L Executive Director of Multilingual Education Director of ESL Director of Bilingual Services</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide purposeful, innovative and relevant professional learning opportunities for all staff to ensure technology integration that impacts teaching and learning and aligns with individual growth goals of all students and staff</p> <p>Strategy's Expected Result/Impact: At least three days of iTeam support on each campus that facilitates learning with technology in support of the Learning Framework. Professional learning will be aligned to identified areas of growth in the 2023-2024 BrightBytes Survey.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Instructional Technology Director of Instructional Technology</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: In collaboration with Teach Plus Texas, implement ongoing teacher leadership cohorts that strengthen instructional leadership, cultivate reflective teaching practices, and promote culturally and linguistically responsive pedagogy. This initiative is designed to equip educators with the skills and knowledge necessary to critically evaluate and enhance their instructional approaches, ensuring all students are supported in environments that foster academic success and personal growth.</p> <p>Strategy's Expected Result/Impact: Teachers and instructional support staff will engage in ongoing and rigorous professional development. As a result, they will demonstrate increased capacity as reflective practitioners, apply the continuous improvement model (PDSA cycles: Plan-Do-Study- Act) with fidelity, and assume leadership roles within their Professional Learning Communities (PLCs). This strategy will also foster stronger partnerships with families and students by intentionally incorporating family and student perspectives into instructional planning and decision making; thereby, strengthening students' sense of belonging and improving academic outcomes.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Success and Leadership Sr. Executive Director of Student Services and Innovation</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Use feedback data to enhance the 2026 Together We Grow Conference.</p> <p>Strategy's Expected Result/Impact: Provide differentiated professional learning opportunities based on experience, level, and need. Increase in teacher knowledge and skill of instructional practices to improve student engagement and achievement.</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Leadership and Professional Learning Coordinating Director of Professional Learning.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Continue ACHIEVE: New Teacher Tribe Cohort.</p> <p>Strategy's Expected Result/Impact: Increase teacher retention. Build new teacher pedagogy and instructional capacity of new teachers.</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Leadership and Professional Learning Coordinating Director of Professional Learning Coordinator of Teacher and Campus Supports</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Ensure professional development support is provided for paraprofessionals through collaboration with various district departments.</p> <p>Strategy's Expected Result/Impact: Increase knowledge and skills of paraprofessionals.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Professional Learning Director of Professional Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Create a planning tool to help new staff prioritize professional learning aligned to their individual growth goals, and ensure all teachers, instructional coaches, and campus leaders are trained on the RISD instructional priorities. (Data Driven Instruction, Lesson Internalization, and Observation Feedback)</p> <p>Strategy's Expected Result/Impact: New staff will utilize a structured planning tool to identify and prioritize professional learning aligned with their individual growth goals. Through collaboration with key stakeholders, targeted training for support personnel, and clear communication with leadership, the tool will be effectively implemented and supported, leading to more personalized, goal-driven professional development and a smoother transition into the district.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Professional Learning Director of Professional Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: The Student Welfare Department will offer both online and in-person training opportunities for campus and district staff. These training sessions will educate district staff about the challenges faced by other special populations (OSP), such as students experiencing homelessness, and it will increase the understanding of students' rights under the McKinney-Vento Homeless Assistance Act. We will increase parent training sessions to educate families about their rights and available resources under the McKinney-Vento Act.</p> <p>Strategy's Expected Result/Impact: Train at least 65% of campus staff through online or in-person MKVO training. Due to the increase in training, we will also see an increase in identified students from the previous year by 10%. Additional results and impacts include staff awareness and understanding of MKVO and expanded knowledge of resources available for students and families.</p> <p>Staff Responsible for Monitoring: Director of Student Welfare Executive Director of Counseling & Social Services</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: TEHCY and Title I Funds - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Develop and implement a technology-driven walkthrough form that supports the learning framework and graduate profile to be used to evaluate teaching and learning with technology.</p> <p>Strategy's Expected Result/Impact: Walkthrough developed by the end of quarter one. iTeam Specialists to complete 40 walkthroughs each by the end of quarter four. Data will be analyzed to understand the current climate, aid in technology planning and establish technology goals for the future. This walkthrough is not evaluative for the teacher. Data collected will inform broader technology integration decisions - hardware, software, support needed, and professional learning.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Instructional Technology Director of Instructional Technology</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 4: Ensure increased performance of TEA determined "needs improvement" campuses.

Evaluation Data Sources: STAAR scores
CIA data
MAP data

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure DCSI is named, trained and is monitoring and supporting all needs improvement campuses. Strategy's Expected Result/Impact: ACE to C rating Risd Academy to C rating Liberty to C rating Forestridge to C rating Dover to C rating Staff Responsible for Monitoring: Areas Superintendents DCSI Assistant Superintendent Teaching & Learning Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure TEA requirements are met at each needs improvement D/F campus. Ensure extra support and instructional staff at these campuses. Strategy's Expected Result/Impact: Increased STAAR performance for each campus to "C" rating Staff Responsible for Monitoring: Area Superintendents DCSI Superintendent Assistant Superintendent of Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor Quarterly data for these campuses: via iReady, SummitK12, CIA, attendance and discipline data Strategy's Expected Result/Impact: increase campus to C rating Staff Responsible for Monitoring: Areas Superintendents DCSI</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Implement Region 10 coaching, growth walks, and supports with fidelity. (& HQIM materials) Strategy's Expected Result/Impact: Increase to C Staff Responsible for Monitoring: Areas Superintendent DCSI	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: We will create opportunities to ensure engagement with community members in RISD.

Performance Objective 1: Create meaningful engagement opportunities that meet both the needs and mission of the school community and businesses/organizations.

Evaluation Data Sources: Schedule of hosted district and campus events that support Community and business/organization engagement, event evaluations, and district partner survey data.

Strategy 1 Details	Reviews			
<p>Strategy 1: Design and implement focus groups to identify district and business/organizational needs and how we define meaningful partnerships for both parties. Strategy's Expected Result/Impact: Have 10% participation from our current partner list. Staff Responsible for Monitoring: S&E</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Host Quarterly Business/Industry Roundtables with Superintendent. Strategy's Expected Result/Impact: Evidence of engagement with at least 50% of the roundtable participants. Artifacts include Event calendar, attendance participation and communications engagement. Event calendar, attendance participation and communications engagement. Staff Responsible for Monitoring: S&E, CTE, Counseling & Prev.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Richardson Chamber Principal for a Day Program Strategy's Expected Result/Impact: Meaningful engagement with 100% of our campuses participating with a local business partner. Staff Responsible for Monitoring: S&E</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Identifying partners to support mentoring programs with students. Staff Responsible for Monitoring: Executive Director of Counseling & Social Services Director of Student Assistance Programs SHAC Committee</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Family Engagement Framework implementation at the campus level and expanded with additional district departments</p> <p>Staff Responsible for Monitoring: Angie Lee, Parent and Family Engagement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Explore and possibly implement innovative advertising and sponsorship opportunities using RISD athletic facilities. This will enhance community engagement and generate supplemental revenue to support athletics and RISD's general fund.</p> <p>Strategy's Expected Result/Impact: To enhance community engagement and generate supplemental revenue to support our athletic programs.</p> <p>Staff Responsible for Monitoring: Executive Director of Athletics Assistant Superintendent of Strategy and Engagement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Health Services will implement a social media presence.</p> <p>Strategy's Expected Result/Impact: Social media will increase the community engagement by enhancing overall awareness in the purposes of health services, prevalent health issues, and available community resources. Health Services will share updates via social media on a quarterly basis.</p> <p>Staff Responsible for Monitoring: Executive Director, Health Services Strategy and Engagement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Seek to partner with a third-party vendor to develop, manage, and streamline website platforms across all four learning communities to ensure consistency, accessibility, and user friendly navigation districtwide.</p> <p>Strategy's Expected Result/Impact: Consistent brand identity across all learning communities, improved access to information for families and staff, reduced duplication of effort, and enhanced communication. Streamline design and navigation will also increase user engagement and ensure compliance with accessibility standards.</p> <p>Staff Responsible for Monitoring: Executive Director of Athletics Assistant Superintendent of Strategy and Engagement High School Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 9 Details	Reviews			
<p>Strategy 9: Explore possibilities to create a sports marketing presence that would develop and manage a comprehensive marketing presence for the district's athletic programs, modeled after successful initiative like Rockwall ISD. This approach will focus on promoting student athletes, engaging the community, and generating sponsorship revenue--without requiring the addition of new district staff.</p> <p>Strategy's Expected Result/Impact: Enhance visibility and recognition of student athletes and athletic programs, foster stronger community and business partnerships. Create a revenue streams through sponsorships and branded content.</p> <p>Staff Responsible for Monitoring: Executive Director of Athletics Assistant Superintendent of Strategy and Engagement High School Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

Performance Objective 1: Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details	Reviews			
<p>Strategy 1: Prepare and present to the Board of Trustees a 26-27 budget that includes budget reduction options totaling at 5% of prior year budgeted expenditures based on the budget reduction recommendations prepared by the Community Budget Steering Committee.</p> <p>Strategy's Expected Result/Impact: Creation of a sustainable financial plan that aligns with the Board of Trustees' True North Goal that states: "Every student, teacher, and leader will meet or exceed their academic growth goals"</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Finance and Support Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Prepare a VATRE calendar based on recommendations of the Community Budget Steering Committee for presentation at the December 2025 meeting of the Board of Trustees.</p> <p>Strategy's Expected Result/Impact: Continued reduction of operational costs based and increased flexibility in adjusting to changes in funding resulting from decreased enrollment and Legislative action.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Finance and Support Services Leadership Cabinet members</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Meet with RISD Texas Legislators to advocate for additional funding</p> <p>Strategy's Expected Result/Impact: Increasing funding for public education in RISD.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Strategy and Engagement Assistant Superintendent of Finance and Support Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Continue transition to an electronic document process for all general education student cumulative folders.</p> <p>Strategy's Expected Result/Impact: All general education student cumulative record folders will be digitized throughout the district.</p> <p>Staff Responsible for Monitoring: Executive Director for Student Information and Reporting Records Management</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Facility Services will optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption.</p> <p>Strategy's Expected Result/Impact: Through analysis of utility bills, show a steady decline in energy consumption across the district.</p> <p>Staff Responsible for Monitoring: Director of Energy & Sustainability Director of Maintenance Senior Executive Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Commission an audit of the Transportation Department to identify operational inefficiencies, ensure compliance with safety standards/requirements and optimize routing and resource allocation.</p> <p>Strategy's Expected Result/Impact: Improved service reliability, cost-effectiveness, and enhanced support for student transportation needs across the district.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Operations Senior Executive Superintendent for Operations Executive Director for Transportation Transportation Department Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

Performance Objective 2: Provide a safe, comfortable, and well-maintained environment at all campuses.

Evaluation Data Sources: Stakeholder feedback
 Audit and assessment results
 Campus walk through feedback
 Transportation Department data

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue use of Verkada visitor management system and intercom system in all buildings. Strategy's Expected Result/Impact: Real-time data on who enters a building and be able to identify all visitors. Staff Responsible for Monitoring: Assistant Superintendent of Operations Executive Director of Safety & Security</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: District will create and utilize a walk-through check list (non-punitive) for the campus learning environment, including Maintenance, Grounds and Custodial Services. Examples of look for's: lighting not working, outdated signage campus, tiles chipped, ceiling tiles damaged, front office is neat and has clean work space, safe accessible pathways. Strategy's Expected Result/Impact: Create an inviting physical environment on all campuses. Staff Responsible for Monitoring: Area Superintendents Director of Maintenance Director of Custodial Director of Grounds Senior Executive Director of Operations Executive Director of Facilities, Planning, Design and Construction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Review and update the 2017 facility condition assessment for all campuses and create a long-range facility plan for middle schools and elementary schools. Strategy's Expected Result/Impact: Identify and document all updates finished through summer of 2024 from Bond 2021 for all campuses. Staff Responsible for Monitoring: Senior Executive Director of Operations Executive Director of Construction, Planning and Design Asst. Supt of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: RISD and selected campuses will participate in TEA required District Vulnerability Assessment (DVA) to review and strengthen district and campus safety.</p> <p>Strategy's Expected Result/Impact: Identification of physical and procedural vulnerabilities in order to mitigate and strengthen safety for students and staff</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Operations Senior Executive Director for Operations Operations Department Safety and Security Technology Department Area Superintendents Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Comply with HB3 requirements related to safety equipment for campus security personnel.</p> <p>Strategy's Expected Result/Impact: Enhanced school safety and emergency preparedness</p> <p>Staff Responsible for Monitoring: Executive Director for Safety & Security Director for Safety & Security Campus Security Officers & School Resource Officers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Implement a bus badge system for PK-12 students who receive transportation services.</p> <p>Strategy's Expected Result/Impact: Enhanced safety for students with real time data related to boarding/departing bus (route, bus stop, time on/off the bus, etc).</p> <p>Staff Responsible for Monitoring: Executive Director for Transportation Senior Executive Director for Operations Area Superintendents Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Implement new bus camera system on all buses.</p> <p>Strategy's Expected Result/Impact: Enhanced safety for students, bus monitors and drivers Access to cloud based bus camera video (interior & exterior) and related data: GPS location of bus, engine diagnostics, etc. Reduction of Transportation Department (bus) accidents by 10%.</p> <p>Staff Responsible for Monitoring: Executive Director for Transportation Assistant Director for Transportation Transportation Department Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Implement procedures to ensure compliance with Texas SB 12- required parental rights.</p> <p>Strategy's Expected Result/Impact: Provide clear opt in/opt out preferences for parents regarding various activities and services. Example: available access to health services, after school clubs, counseling opportunities and library services.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Administrative Services Assistant Superintendent for Teaching and Learning Executive Director for Health Services Executive Director for Counseling Services Director for Library and Instructional Technology Executive Director for Student Information and Reporting</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

Performance Objective 3: Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

Evaluation Data Sources: Expect a 95% or better positive response on the district climate survey.

Strategy 1 Details	Reviews			
<p>Strategy 1: Monitor and maintain the security of the district's technology infrastructure to ensure all staff and student data remains properly secure.</p> <p>Strategy's Expected Result/Impact: Continue to maintain zero data breaches throughout the year.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Operations Coordinating Director of Network Services Cybersecurity Manager</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Monitor system logs for all critical network services to ensure reliable access is provided to users, and respond immediately to potential vulnerabilities.</p> <p>Strategy's Expected Result/Impact: Quick notification and resolution to district personnel responsible for the systems. Mitigation of cyber threats.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Operations Coordinating Director of Network Services Cybersecurity Manager</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All technology workorders will be addressed or resolved in 48 hours.</p> <p>Strategy's Expected Result/Impact: Technology Support Center IIQ statistics and Project Meeting agendas/notes will reflect resolution of workorders.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: October 9, 2025

Submitted by: Dr. Christopher Goodson, Assistant Superintendent- Human Resources

ACTION ITEM

TOPIC: House Bill 3372 Exemption Requests

BACKGROUND INFORMATION:

Recent changes from the 89th Legislative Session, specifically House Bill 3372, restrict certain financial activities of school administrators, by establishing new rules for their compensated work with outside entities. The term "administrator" as defined under the new law means a person who has significant administrative duties relating to the operation of a school district, including the operation of a campus, program, or other subdivision of the district. Specifically, administrators are prohibited from receiving payment for "personal services" from businesses that contract with their school district, educational service providers, or other school districts and charters. However, the new law allows for an exception for administrators other than the Superintendent and Assistant Superintendents if the school board approves such moonlighting work in a public vote, confirming the contract does not harm the district, the arrangement does not present a conflict of interest, and the services to be performed will be performed entirely on the administrator's personal time.

Given the broadness of the language in the statute, several questions arose related to whether or not administrators can continue to perform duties related to serving as sports officials and judges for UIL related events. The bill author, Representative Will Metcalf, wrote a subsequent letter indicating that it was not his intent to keep administrators from performing such services. However, because the plain language of the law does not clearly allow for such moonlighting without board approval, the recommendation noted below is presented to the Board.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board of Trustees approve contracts between administrators for UIL related events and sports officiating pursuant to the exception to House Bill 3372 as outlined in the Resolution below.

PROPOSED RESOLUTION

WHEREAS, recent changes from the 89th Legislative Session, specifically House Bill 3372, restrict certain financial activities of school administrators specifically imposing new rules for compensated work with outside entities;

WHEREAS, the term "administrator" as defined under the new law means a person who has significant administrative duties relating to the operation of a school district, including the operation of a campus, program, or other subdivision of the district;

WHEREAS, administrators are prohibited from receiving payment for "personal services" from businesses that contract with their school district, educational service providers, or other school districts and charters unless the specific exception outlined in the new law is applicable;

WHEREAS, the new law allows for an exception for administrators other than the Superintendent and Assistant Superintendents if the school board approves such moonlighting work in a public vote, confirming the contract does not harm the district, the arrangement does not present a conflict of interest, and the services to be performed will be performed entirely on the administrator's personal time.

WHEREAS, an official contract for sports officiants is not provided by UIL, the Board finds that such participation by administrators does not harm RISD, does not present a conflict of interest and the services will be performed entirely on the administrators' personal time;

WHEREAS, Board has reviewed the template agreement for administrators to judge UIL fine arts competitions and finds that such participation by administrators does not harm RISD, does not present a conflict of interest and the services will be performed entirely on the administrators' personal time;

WHEREAS, Human Resources will maintain information on the impacted administrators approved under this exception;

THEREFORE, BE IT RESOLVED that the RISD Board of Trustees approves administrators to moonlight as sports officiants and UIL fine arts judges consistent with House Bill 3372.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

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

ACTION ITEM

TOPIC: Gifts

BACKGROUND INFORMATION:

The following gifts to the Richardson Independent School District were received as of September 2025. The Board of Trustees formally accepts gifts to the District of \$5,000 or more as described on the following pages. Gifts or donations of less than \$5,000 and a cumulative year-to-date total are also included for your information.

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

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

SUPERINTENDENT'S RECOMMENDATION:

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

RESOLUTION

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

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

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

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

\$5,000 or More

To	From	Purpose	Cash Received	Estimated Supply/Equip Value
Arapaho Classical Magnet	Arapaho Classical Magnet PTA	Field trips, tutors and IXL Learning software subscription	\$30,285.00	\$9,268.75
Canyon Creek Elementary	Canyon Creek PTA	Ink toner, 5th grade science camp, Reflex math software renewal	\$6,540.83	
Prairie Creek Elementary	Prairie Creek Elementary PTA	Tutors, PE equipment, library toner, subs for conference days	\$45,765.00	
			\$82,590.83	\$9,268.75
Total Cash & Supply/Equipment Value - Gifts Over \$5,000 October 2025				\$91,859.58

Less Than \$5,000

To	From	Purpose	Cash Received	Estimated Supply/Equip
Mohawk Elementary	Mohawk PTA	Supplemental Technology and Library Supplies	\$1,642.22	
O'Henry Elementary	Donor's Choose	Paperbacks for Read Alouds		\$177.79
White Rock Elementary	White Rock PTA	Washer and Dryer		\$3,200.00
RISD Transportation	Sam Houston State University	Transportation to Art of Teaching Music Workshop	\$225.00	
			\$1,867.22	\$3,377.79
Total Cash & Supply/Equipment Value - Gifts Under \$5,000				\$5,245.01
Grand Total of All Gifts Over & Under \$5,000 October 2025				\$97,104.59

Prior Year Comparison

Fiscal YTD Cash & Supply/Equipment Value - Gifts Over \$5,000	\$466,133.09
Fiscal YTD Cash & Supply/Equipment Value - Gifts Under \$5,000	\$19,462.89
Fiscal YTD Total of All Gifts Over & Under \$5,000 October 2025	\$485,595.98
Fiscal YTD Total of All Gifts Over & Under \$5,000 October 2024	\$548,749.26
Increase / (decrease) compared to prior year	(\$63,153.28)

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

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

ACTION ITEM

TOPIC: Adopt 2025-26 District of Innovation Plan Amendments

BACKGROUND INFORMATION:

On January 9, 2017, the Board of Trustees approved RISD's original District of Innovation Plan. The 84th legislature originally passed HB 1842 that authorized a school district to become designated as a District of Innovation (DOI) in an effort to provide more local control to school districts. House Bill 1842, codified in Chapter 12A of the Texas Education Code (Tex. Educ. Code § 12A.001 et seq.), sets out requirements for a DOI Plan. See also Policy AF (Legal).

On February 11, 2019, RISD convened the DOI Committee to review the plan and consider any needed revisions. The Committee recommended expansion of the existing provision that provides flexibility to hire persons who have industry experience, but do not have traditional teacher certification to teach various career and technology classes. Specifically, the committee recognized that this flexibility was needed not only to meet hiring needs for career and technology teachers, but also for teachers for STEM, dual credit, and world language classes. The District Planning Committee considered and supported the proposed revisions on February 11, 2019. In addition to the changes that the Committee recommended, the DOI Plan was updated to incorporate the Strategic Plan. The Board voted to amend the DOI Plan at its June 10, 2019 meeting.

The DOI Plan was subject to renewal in 2022. The DOI Committee met virtually on June 9, 2022. At that meeting, all voting members in attendance voted on recommending renewal of the original and amended plan, as well as three additional exemption areas. The DOI Renewal Plan maintained the elements of the original DOI Plan and Amendment related to First Day of Instruction, Length of Instructional Day; Teacher Certification, Teacher Appraisal; and Minimum Attendance for Class Credit. The DOI Renewal Plan also added additional certification consideration and financial consideration related to the depository contract. The District Planning Committee considered and supported the proposed revisions at its public meeting on July 14, 2022. The Board of Trustees voted unanimously to renew the DOI Plan for five years on July 15, 2022.

On July 12, 2023, RISD convened the DOI Committee virtually to review and consider needed revisions. At that meeting, all voting members in attendance voted on recommending revisions to the plan. The proposed amendments reflect updated language for the vision, North Star Goal, beliefs and goals resulting from the RISD Strategic Plan 2023. Additionally, the proposed amendment removes references to Pre-Kindergarten in section II- Length of Instructional Day to reflect that Pre-Kindergarten offerings are all full-days. The District Planning Committee met virtually on July 12, 2023. At that meeting, all voting members in attendance voted on recommended amendments to the plan and supported the amendments.

On July 23, 2024, RISD convened the DOI Committee virtually to review and consider needed revisions. At that meeting, all voting members in attendance voted on recommended revisions to the plan. The proposed amendments effect 3 components of the plan: first day of instruction, teacher certification (Counselors) and the addition of a discipline related component related to vaping. The District Planning Committee met virtually on August 1, 2024. At that meeting, all voting members in attendance voted on recommended amendments to the plan and supported the amendments.

On August 27, 2025, RISD convened the DOI Committee virtually to review and consider needed revisions. At that meeting all voting members in attendance voted on recommended revisions to the plan. The proposed amendments effect 3 components of the plan: removal of DAEP placement for vaping to align with new legislative requirements, removal of core subjects from consideration from teaching positions to align with new legislative requirements, and allowing one- or two-year terms for depository contracts. The District Planning Committee met on September 9, 2025. At that meeting, all voting members in attendance voted on recommended amendments to the plan and supported the amendments.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends the Board accept the amendments to the District of Innovation Plan.

Resolution

WHEREAS, the Board of Trustees of the Richardson Independent School District is committed to the success of every student and consistently supports innovative practices to support student success; and

WHEREAS, the Texas Education Code authorizes school districts to pursue designation as a District of Innovation to develop unique plans to address specific local needs and goals and to enhance local control; and

WHEREAS, the exploration of plans and activities to implement innovative strategies to support student success supports all of the Board's Strategies and Strategic Objectives; and

WHEREAS, the Board of Trustees adopted the RISD District of Innovation Plan on January 9, 2017, and the plan directs the District to review the Plan annually and recommend revisions as appropriate; and

WHEREAS, the Board of Trustees adopted the amended RISD District of Innovation Plan on June 10, 2019; and

WHEREAS, the Board of Trustees renewed RISD's District of Innovation Plan on July 15, 2022 for five years; and

WHEREAS, the Board of Trustees adopted the amended District of Innovation Plan on September 21, 2023, and

WHEREAS, as part of the annual Plan review, the DOI Committee met virtually on July 23, 2024 and voted to amend the plan to reflect first day of instruction, teacher certification (Counselors) and the addition of a discipline related component related to vaping;

WHEREAS, the District Planning Committee considered and supported the proposed revisions at its public meeting on August 1, 2024

WHEREAS, as part of the annual Plan review, the DOI Committee met virtually on August 27, 2025 and voted to amend the plan to the removal of DAEP placement for vaping, removal of core subjects from consideration for teaching positions, allowing one- or two-year terms for depository contracts;

WHEREAS, the District Planning Committee considered and supported the proposed revisions at its public meeting on September 9, 2025

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District hereby approves the amendments of the DOI Plan as indicated in the attached 2025-26 Amended District of Innovation Plan.



District of Innovation Plan

October 9, 2025



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

DOI Plan: Historical Context



The 84th Texas Legislature passed HB 1842 which included provisions to allow Texas school districts to become Districts of Innovation (DOI). Under a DOI Plan, a traditional school district may access many of the flexibilities available to Texas open-enrollment charter schools.

On June 20, 2016, the Board of Trustees of the Richardson Independent School District adopted a Resolution to direct the Administration to explore pursuit of designation as a District of Innovation.

The goal of the DOI Plan is to enhance local control and give the district greater flexibility to implement strategies and innovations that support the Board's mission, vision and goals, based on community and internal stakeholder input.



DOI Plan: Historical Context



The DOI committee is charged with reviewing the plan annually to ensure that the recommendations continue to support the needs of the District. If the Committee recommends changes, the Plan will be amended in the manner required by law that includes public posting, and approval of the DOI Committee, the District Planning Committee, and the Board of Trustees. The Board amended the DOI plan in 2019.

Subsequently, the Board renewed the DOI plan on July 15, 2022. The renewal included additional amendments to the plan. The renewal is in effect for five years. The Board reviews the DOI annually and in both September 2023 and September 2024 accepted the committee recommendations for revisions.



DOI Plan Components



1. Length of instructional day
2. Teacher certification
3. Teacher appraisal
4. Minimum attendance for class credit
5. School District Depositories - Term of Contract
6. School District Depositories - Depository Contract



District of Innovation Plan Revisions



DOI Revisions



Updates in language to align with recent legislation and support revision with financial institution depository contacts.

- Removing disciplinary action regarding vaping in alignment with new legislation.
- Ensuring the flexibility with certification requirements will not extend to core content teachers.
- Flexibility on the school depository contract to allow RISD to address customer service issues with its depository bank that directly impact the District's employees and operational efficiency.



DOI Plan: Timeline and Actions



August 27, 2025: District of Innovation Committee review proposed revisions, discussion of proposed revisions to DOI plan, and approval of proposed revised plan.

September 3, 2025: Proposed DOI plan posted to RISD website for community review and feedback.

September 9, 2025: District Planning Committee review of proposed revisions, discussion of proposed revisions, and approval of proposed revised plan.

October 9, 2025: Board of Trustees review proposed revisions.



Questions?



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

Date: October 9, 2025

Submitted by: Tabitha Branum, Superintendent

David Pate, Assistant Superintendent of Finance & Support Services

INFORMATION ITEM

TOPIC: 2025 – 2026 Campus Improvement Plans (CIP)

BACKGROUND INFORMATION:

Section 11.252 of the Texas Education Code requires each school district to have a District Improvement Plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee established under §11.251 of the statute. The purpose of the District Improvement Plan is to guide district and campus staff in the improvement of student performance of all student groups in support of the state standards adopted under TEC § 39.051. The Board of Trustees reviewed the draft District Improvement Plan in September 2025.

Section 11.253 of the Texas Education Code requires the district to maintain policies and practices to ensure that effective planning and site-based decision making occur at each campus and which support the improvement of student performance for all students. During the summer leadership conference every year, campus principals thoroughly analyze campus data to identify strengths and needs for their campus. Each campus operates a Site-Based Committee to assist the principal in campus-level planning and decision-making. Each year, the campus principal, with the assistance of the campus-level committee, which includes staff, parents, and community, establishes academic and other performance objectives for the purpose of improving student achievement. The Board of Trustees must approve these Campus Improvement Plans on an annual basis.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Richardson Independent School District Board of Trustees approve the Campus Improvement Plans as presented for 2025-26.



2025–2026 Campus Improvement Plans

Area Superintendents | October 9, 2025



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.



Focus and Alignment



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

Campus Improvement Plan Requirements



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

CIP–Texas Education Code Requirements



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CIP-Local Requirements



- CIPs must be Board approved annually
- CIPs include same components as DIP
- CIPs mirror the DIP planning and quarterly review process
 - Consider end of year outcomes (multiple measures of data)
 - Climate surveys, student outcomes, program changes, etc.
 - Strategic action plan, Board and Superintendent Student performance goals
 - Human and fiscal resources

***Strategies aligned to individual campus needs**



Site Based Decision Making Process (SBDM)



Site-based decision making is a **process for decentralizing decisions** to **improve the educational outcomes** at every school campus through a **collaborative effort** by which principals, teachers, campus staff, students, district staff, parents, and community representatives assess educational outcomes of all students, determine goals and strategies, and ensure that strategies are implemented and adjusted to **improve student achievement**.

Responsibilities:

1. **Campus Goals and Improvement Plans** - the committee works in partnership with the Principal to plan annual goals and improvement plans by conducting a campus needs assessment and analyzing performance data.
2. **Campus Improvement Plan** - the committee works in partnership with the Principal to review, revise, and develop the campus improvement plan. *Education Code 11.253(c)*





RICHARDSON ISD'S **NORTH STAR GOAL**

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

Year 3 Strategic Plan Priorities



Goals:

- We will design and implement systems that provide the necessary structure support and tools to ensure staff and students achieve **individual growth**.
- RISD will reimagine the way we **recruit and retain quality staff** through comprehensive strategies.
- We will establish systems for **curriculum and learning experiences** which support the individual **growth of all students and staff**.
- We will create opportunities to ensure **engagement with community members** in RISD.
- We will increase **efficiency and effectiveness** in operations and personnel and seek additional fiscal resources



Campus Improvement Plan Priorities

- Goal Setting for all students and staff
 - Prioritizing individual growth for all
- Building capacity within our staff
 - Effective professional development plans that connect to growth
- Intervention, Enrichment and Engaging Experiences
 - Ensuring that we are providing engaging experiences and intervention for all
- Focus on School Improvement initiatives
 - Region X partnership
 - Data protocols
 - PLC protocols

RISD is a learning organization and always in the state of continuous improvement. How are we better today than we were yesterday.



How do we measure CIPs?

Quantitative/Qualitative (Quarterly)

Measure	Description
 Student Performance	Progress toward literacy, math, and CCMR targets (MAP, STAAR, TELPAS, etc.)
 Climate & Culture Surveys	Student, staff, and parent perceptions of learning environment
 Focus Groups	Stakeholder input on implementation and impact
 Leadership Team Data Reviews	Regular monitoring through ILT and DDI meetings

Board Goals (Annually)

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

2025-2026 House Bill 3 Goals:

Each campus identifies specific learning targets for their campus based on their student data/outcomes.

Reflections



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: October 9, 2025

Submitted by: Gina Ortiz, Senior Executive Director of Accountability and Continuous Improvement

INFORMATION ITEM

TOPIC: Fall MAP Performance Review

BACKGROUND INFORMATION

Tonight, Accountability and Continuous Improvement will present information to the Board of Trustees related to the fall administration of the MAP Growth diagnostic tool, including a summary of results, highlights, and action steps from the data.



MAP Beginning of the Year Updates

October 9, 2025

EVERY Teacher. EVERY Day.

EVERY Leader. EVERY Day.

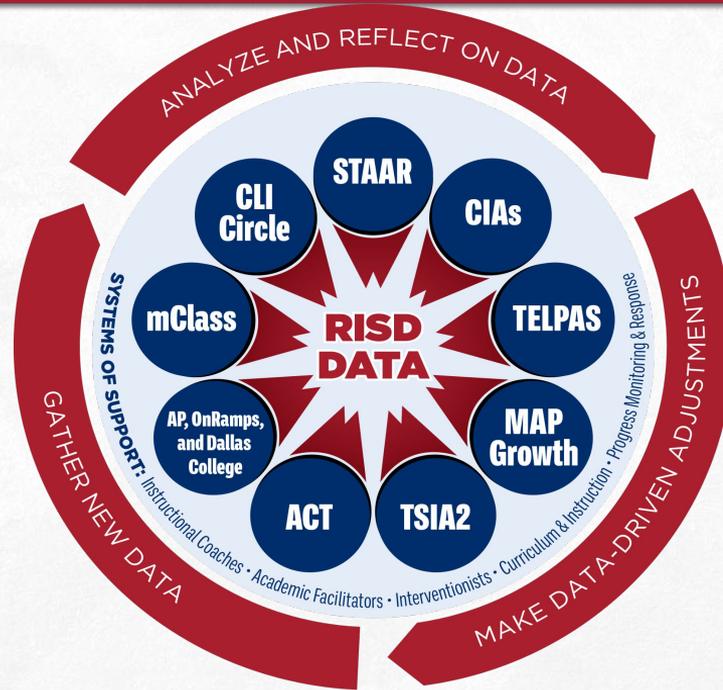
EVERY Child. EVERY Day.



RICHARDSON ISD'S **NORTH STAR GOAL**

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

RISD DATA AND RESPONSE



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

Calendar for Progress Monitoring



BOY Progress Monitoring Assessment Results and Response

MOY Progress Monitoring Assessment Results and Response

Accountability Reports and Updates



Beginning of the Year Progress Monitoring Assessments (BOY)

Middle of the Year Progress Monitoring Assessments (MOY)

End of the Year Progress Monitoring Assessments (EOY)

MAP (K-8)



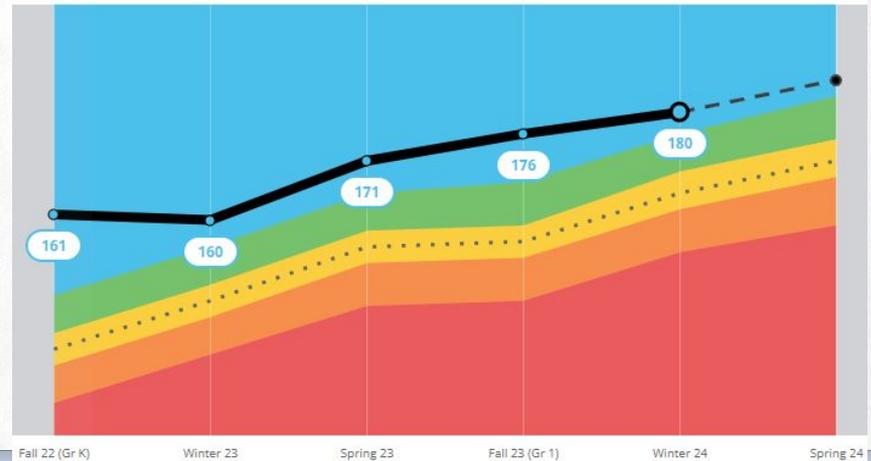
OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

How do we measure and track student growth?



The RIT scale is a stable scale, like feet and inches, that accurately measures student performance, regardless of age, grades, or grade level.

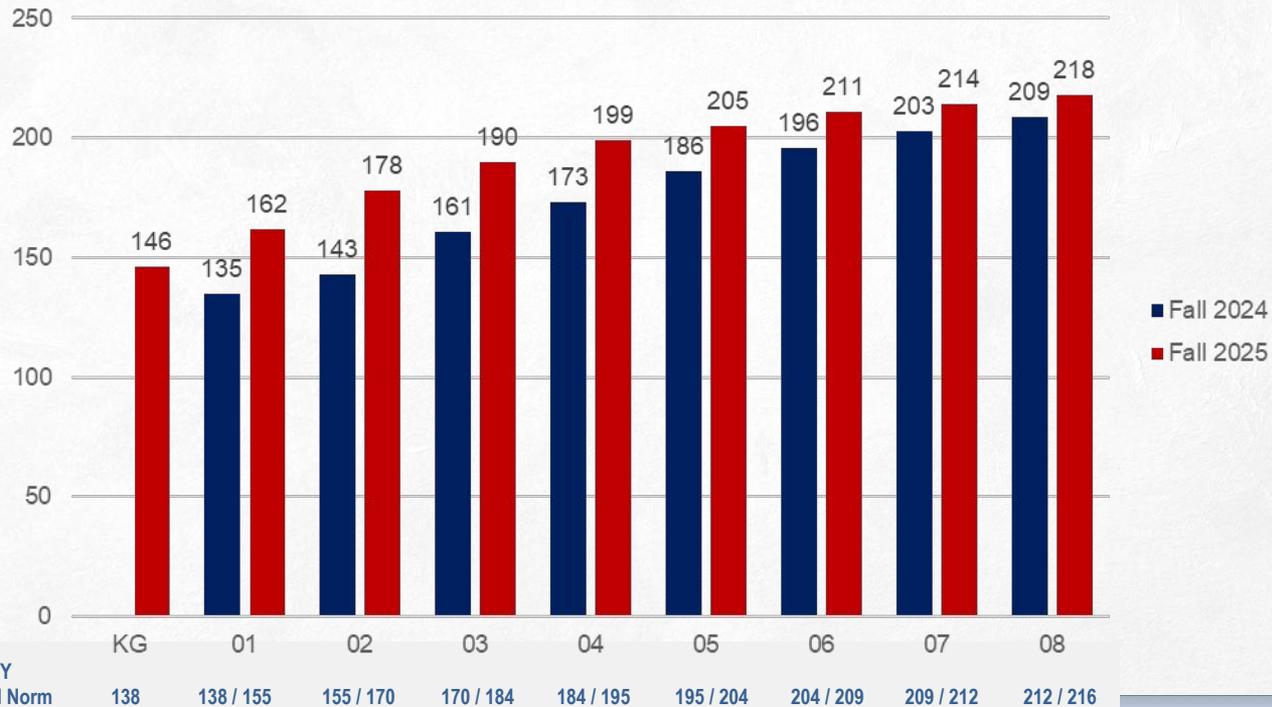
It also measures growth over time, allowing us to track student progress throughout the school year and across multiple years.



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.



MAP Reading - English (Fall 2024 to Fall 2025 - Cohort Data)



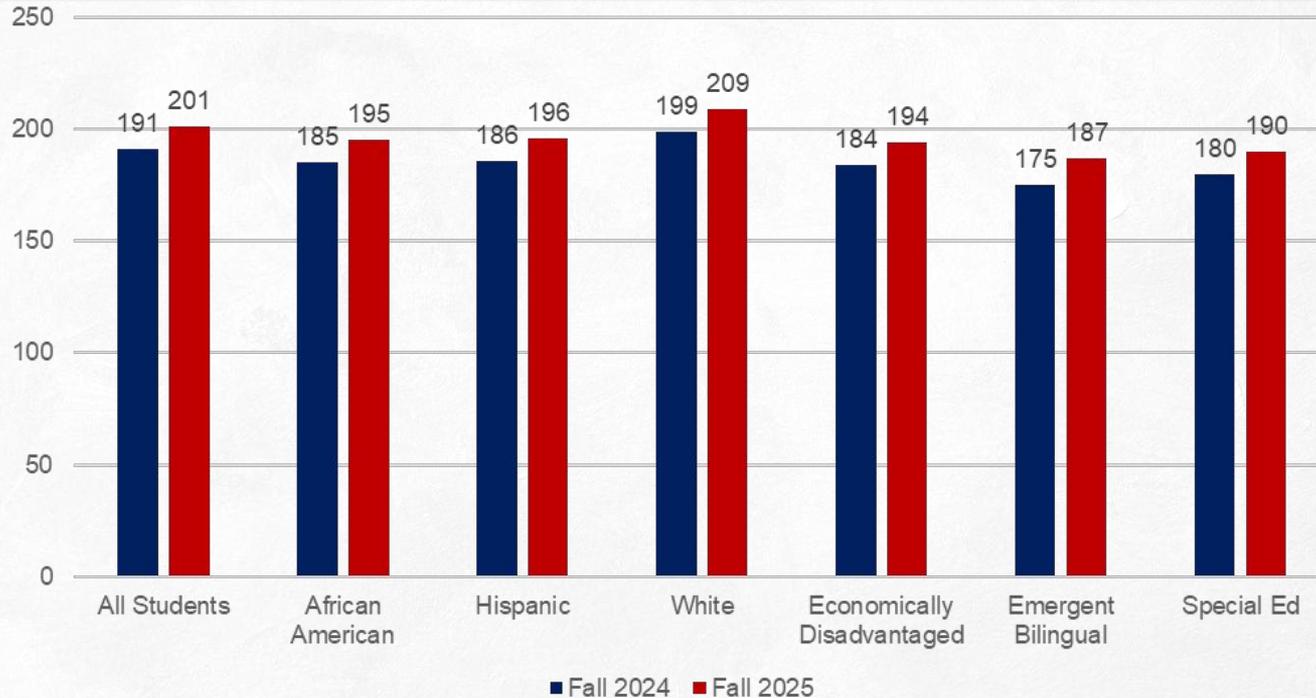
BOY
National Norm
Mean RIT

138 138 / 155 155 / 170 170 / 184 184 / 195 195 / 204 204 / 209 209 / 212 212 / 216



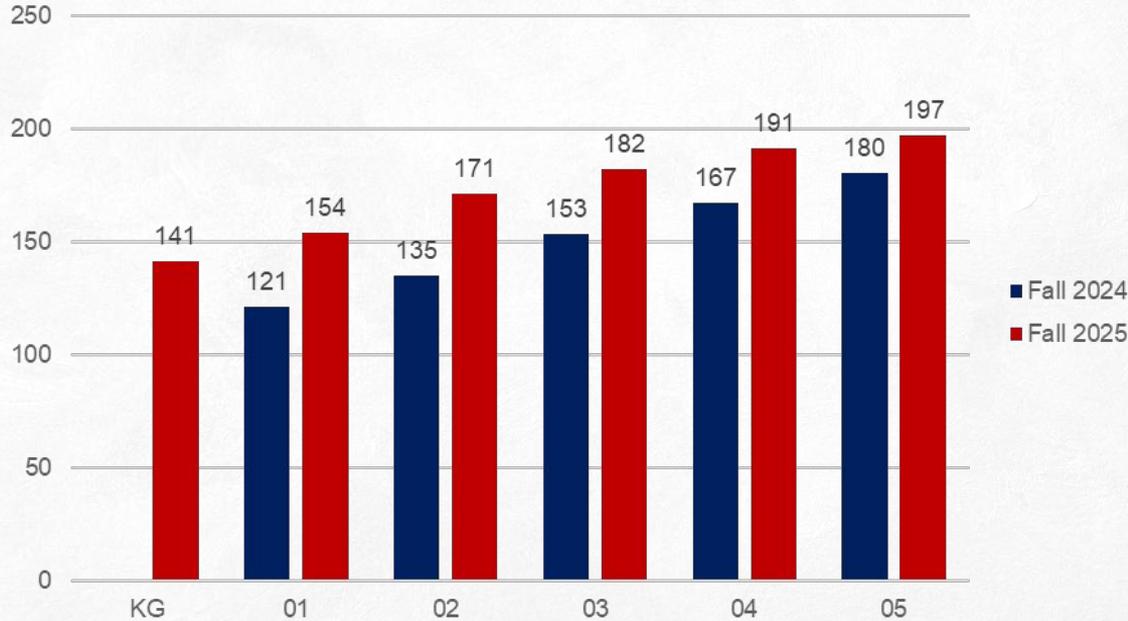
ACADEMIC GROWTH GOALS.

MAP Reading – English (Student Group Performance – Cohort Data)



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MAP Reading – Spanish (Fall 2024 to Fall 2025 – Cohort Data)



BOY
National
Norm Mean
RIT

132

132 / 148

148 / 168

168 / 182

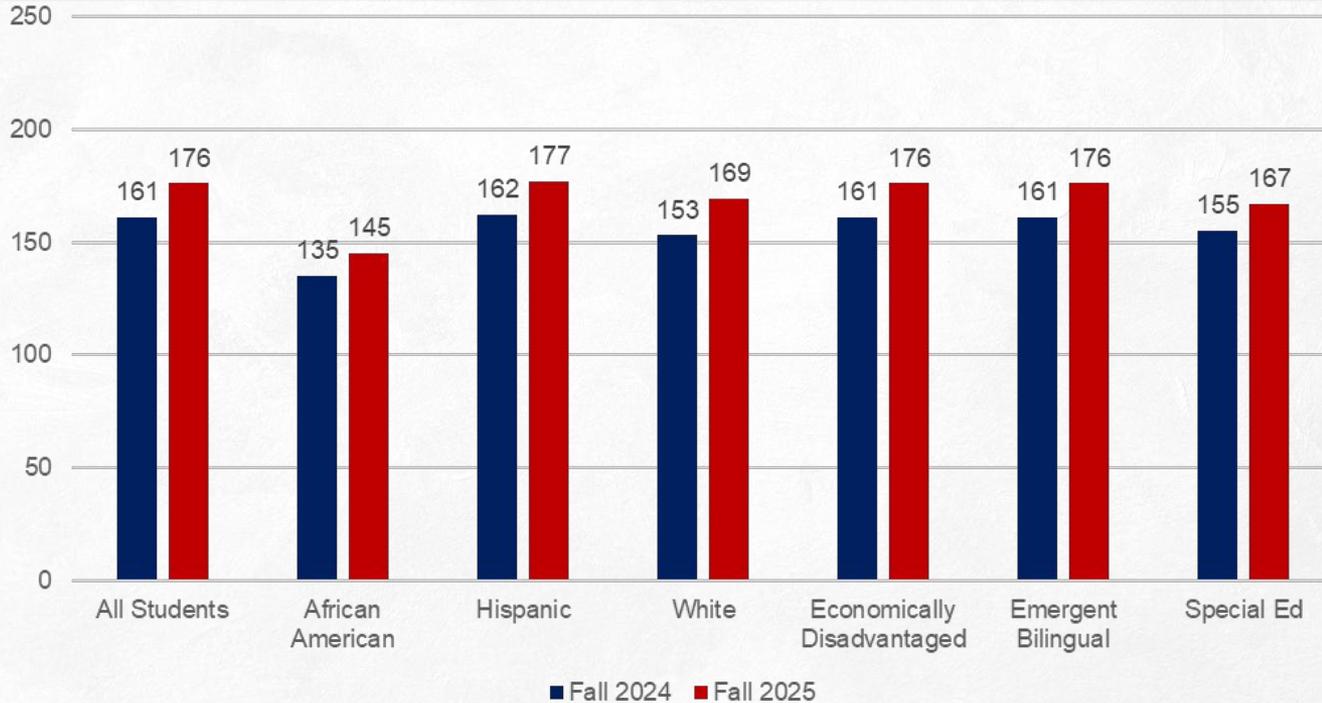
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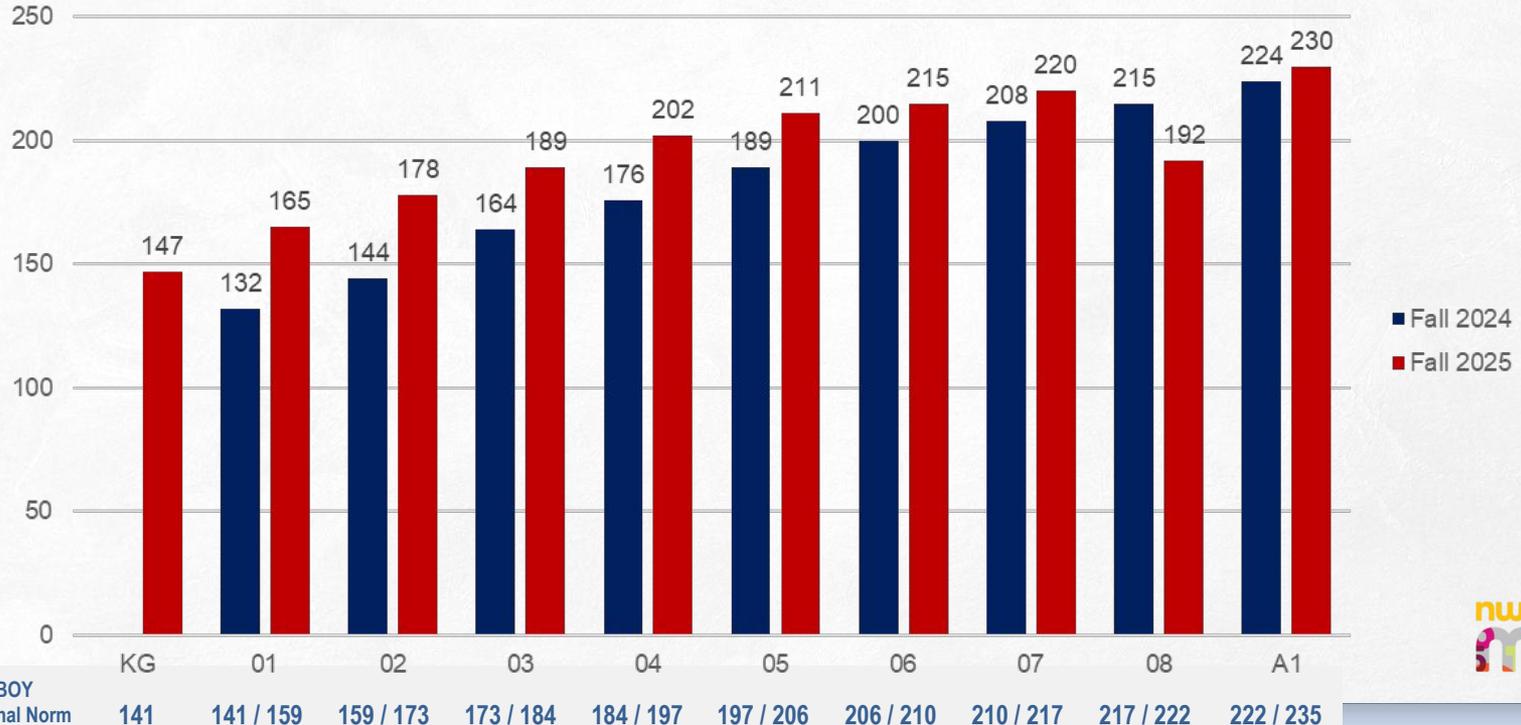
OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

MAP Reading – Spanish (Student Group Performance – Cohort Data)



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

MAP Mathematics (Fall 2024 to Fall 2025 – Cohort Data)



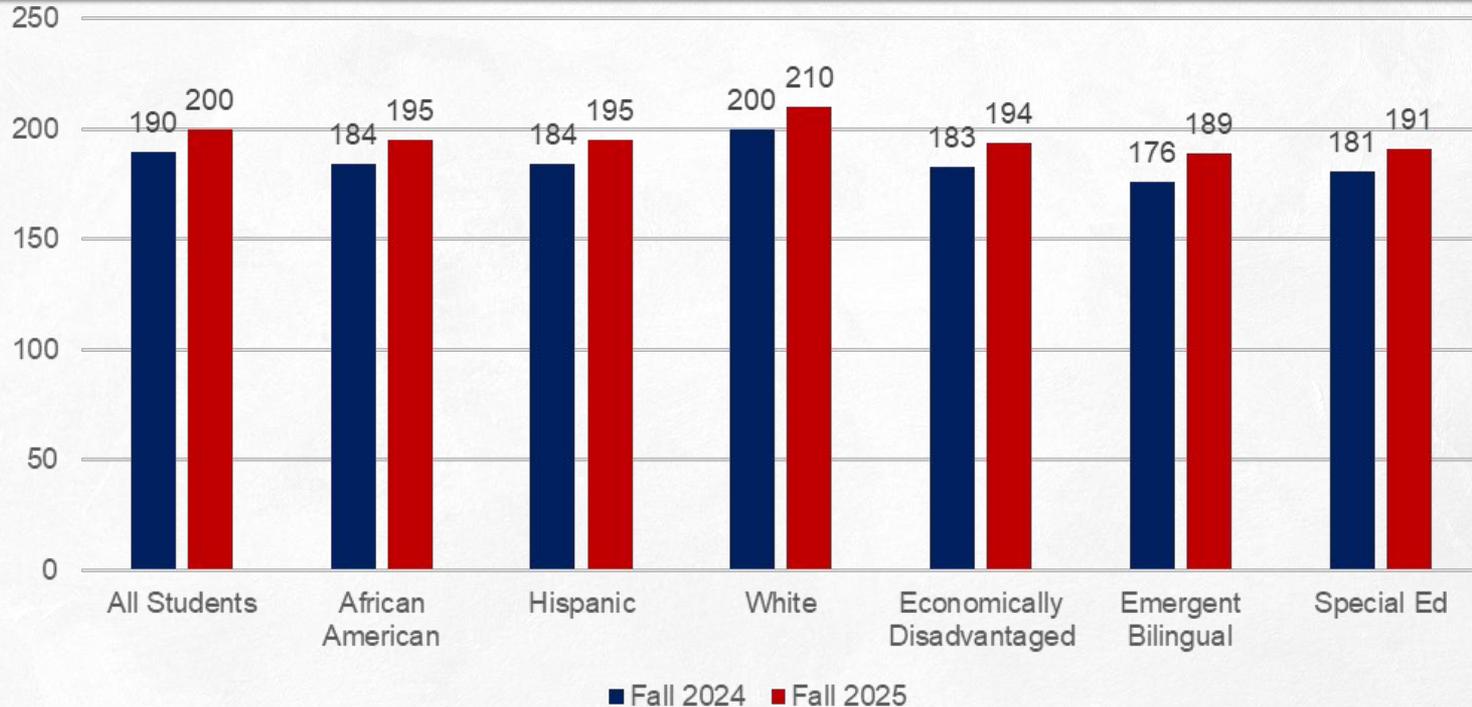
BOY
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MIC GROWTH GOALS.

MAP Mathematics (Student Group Performance – Cohort Data)



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Beginning of the Year Progress Monitoring: On target to meet projected growth goals



Next Steps & Responses

- Focus on three Instructional Priorities
 - Data Driven Instruction, Observation & Feedback, Lesson Internalization/Professional Learning Community
- Focus on identified priority TEKS to ensure growth and mastery for ALL
- District Learning walks internally and with Region 10
- Monitor student growth goals for MAP data
 - Teacher, student, parent communication and support plans
 - Parent communication and growth goal camps
- Curriculum and Instruction provides pull out days, support in PLCs, supports at monthly meetings with instructional coaches, principals, and assistant principals in response to the BOY data
- MTSS meetings with principals and instructional leadership teams to develop individualized student plans
- Area Superintendents implemented targeted intervention and enrichment plans
- Alignment of Campus Improvement Plan to District Improvement Plans



Thank you! Questions?



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