



Agenda of Called Meeting / Work Session

Thursday, August 20, 2026

The Board of Trustees

Richardson ISD

A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Thursday, August 20, 2026, 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 August 14, 2026.

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

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

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

I. **CALL TO ORDER**

II. **PUBLIC COMMENT SECTION**

Comments from visitors who submitted the form requesting to address Board Members.

A. Agenda Related Topic

III. **ACTION / INFORMATION ITEMS**

A. Bond 2025: Middle Schools Project Update

Information Item

B.	Transportation Update	23
	Information Item	
C.	TIA Implementation	43
	Information Item	
D.	Policy Discussion BJCF - Superintendent: Nonrenewal	77
	Information Item	
E.	Superintendent's Start of School Update	82
	Information Item	

IV. **CLOSED MEETING**

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

V. **RECONVENE**

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

VI. **ADJOURNMENT**

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



BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT

Procedures for Public Comments During Board Meetings

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The purpose of meetings is to allow trustees to conduct the business of the District. Although Board meetings are held in public, they are not public meetings and the public does not have a right to participate except as provided by the Board. The Board offers a limited open forum at meetings through its Public Comment Sections to provide opportunities for members of the public to convey information to the Board.

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

Public Comment Section

- The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Thursday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.

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

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

Speaker Topics

- Regular Business Meetings. Speakers may comment on specific Agenda items, as well as matters not on the posted Agenda (i.e. non-agenda items), during the Public Comment Section at regular business meetings.
- Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.
- Public Hearings. When RISD gives notice of a public hearing, speakers may complete a separate online public comment form for the public hearing. Speakers may only comment on the specific topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

Public Comment Form

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

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

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

Written Materials

- A speaker who wishes to provide written materials to the Board of Trustees must bring at least nine (9) copies of the materials to the Board meeting. A copy of the materials will be provided to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

Time

- Each speaker is limited to a total of three* minutes and a speaker may not use time of another speaker to extend his or her comment period. Note: A speaker who addresses the Board through a translator will have six* minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.
- Staff will set a three*-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.

(*Unless the comment period has been limited as provided herein.)

Single comment

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

Protocol for Speakers

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.
- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.
- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.
- The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda. Attacks of a personal nature against Board members, RISD staff, students, or other citizens by name or unique title will not be allowed or tolerated. Speakers who wish to make a complaint regarding an employee should comply with the appropriate complaint policy. (DGBA – Employee Complaints; FNG – Student/Parent Complaints; GF – Public Complaints). Complaint policies are available on the RISD website.
- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed. Visitors and staff must listen quietly and respectfully during the public comment section whether they agree or disagree with a speaker's message. It is not appropriate for staff or visitors to clap, cheer, boo, display banners, or otherwise engage in disruptive conduct. Persons who disrupt the meeting will be cautioned to observe meeting rules. Persons who persist in disrupting the meeting may be removed from the meeting.

Consent for Online Publication

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

Reasonable Accommodation and Translation

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



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 video. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y video.

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: August 20, 2026

Division: Operations

Submitted by: Mike Jasso, Assistant Superintendent-Operations

INFORMATION ITEM

TOPIC:

The Board of Trustees adopted a middle school transformation resolution in January 2021 to transition sixth grade from elementary to middle school campuses, creating an aligned 6-8 model. Bond 2025 supports converting six junior high campuses to open for grades 6-8 in the Fall of 2028: Apollo, Liberty, Parkhill, Richardson North, Richardson West, and Westwood.

BACKGROUND INFORMATION:

This transformation began with the Lake Highlands learning community under Bond 2021, which transitioned sixth-grade students to Lake Highlands Middle School and Forest Meadow Middle School.

This update provides the Board of Trustees with a progress report on overall program timelines, construction sequencing and operational milestones as administration works toward the Fall 2028 completion goal.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent offers the presentation as an information item for the Board.



Middle School Construction

Liberty MS
Richardson North MS
Richardson West MS

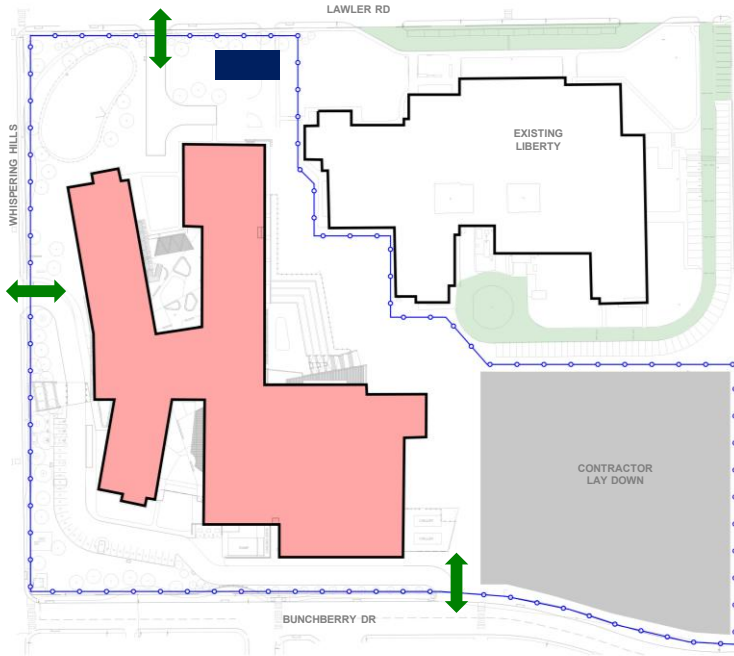
Apollo MS
Park Hill MS
Westwood MS

Facilities Services | August 20, 2026



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

Liberty - Milestones– Fall 2026



SUMMER 26'	FALL 26'	SPRING 27'	SUMMER 27'	FALL 27'	SPRING 28'	SUMMER 28'	AUGUST 28'
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- CONSTRUCTION FENCING AND MOBILIZATION COMPLETE
- EXISTING BUS LOOP AND FRONT DRIVE REMAIN OPENED
- TEMPORARY PARKING SPACES COMPLETE
- NEW BUILDING UNDER CONSTRUCTION (ONGOING)

- ↔ = CONSTRUCTION ENTRANCE
- = JOB TRAILER
- = OUTLINE OF NEW BUILDING
- = CONSTRUCTION FENCING





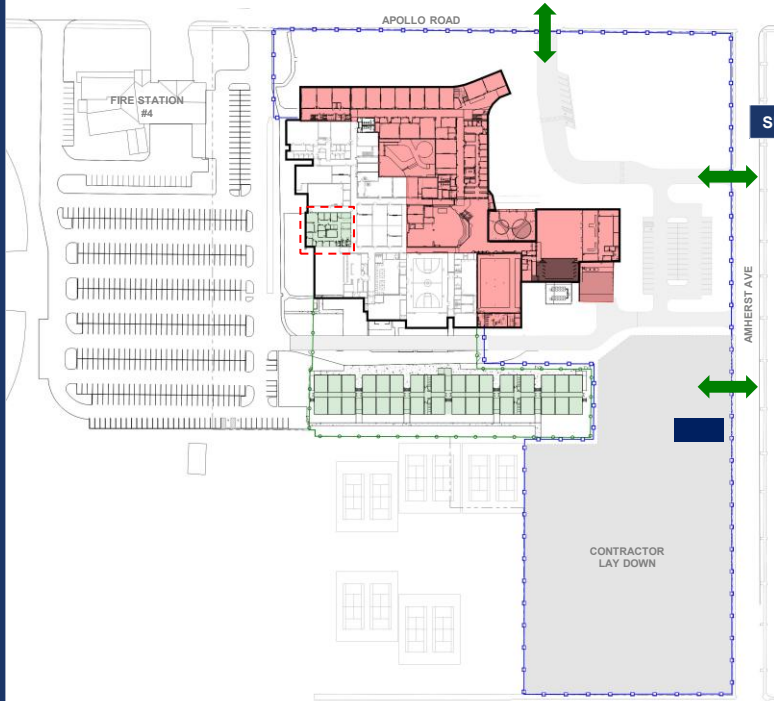
(Above) East view from Forestridge | (Below) North view from Lawler



(Above) South view from Bunchberry | (Below) West view from Whispering Hills



Apollo - Milestones – Fall 2026



SUMMER 26'	FALL 26'	SPRING 27'	SUMMER 27'	FALL 27'	SPRING 28'	SUMMER 28'	AUGUST 28'
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- CONSTRUCTION FENCING COMPLETE
- PORTABLES AND COVERED WALKWAYS COMPLETE
- TEMPORARY ADMINISTRATION SUITE COMPLETE (SHOWN IN DASHED RED)
- RENOVATION OF EXISTING (ONGOING) – FALL 2026
- NEW ACADEMIC WING (ONGOING) – FALL 2026

↔ = CONSTRUCTION ENTRANCE

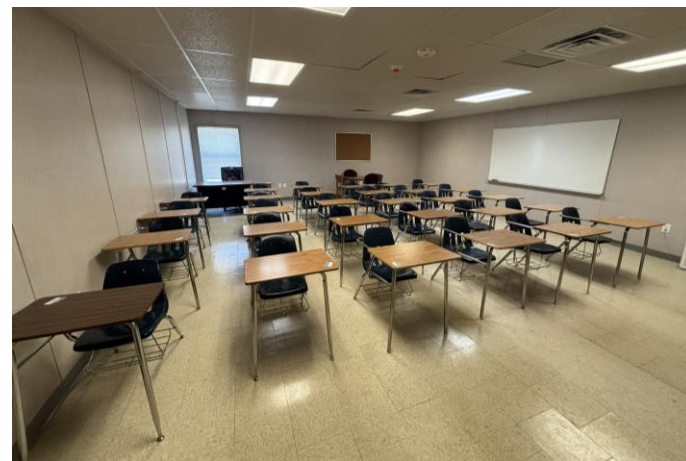
■ = JOB TRAILER

■ = AREA NOT AVAILABLE

○—○ = CONSTRUCTION FENCING

N.T.S.





(Above) Aerial view from Apollo Rd | (Below) Panther Village overview

(Above) Panther Village Classroom | (Below) Aerial view from Amherst



Park Hill - Milestones – Fall 2026



SUMMER 26'	FALL 26'	SPRING 27'	SUMMER 27'	FALL 27'	SPRING 28'	SUMMER 28'	AUGUST 28'
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- CONSTRUCTION FENCING COMPLETE
- TEMPORARY PARKING COMPLETE FOR SCHOOL; STAFF ENTRANCE OFF LA MANGA TO BE DETERMINED BY THE CITY OF DALLAS
- BUS LOOP TO REMAIN
- DEMOLITION OF EXISTING SMALL GYM ONGOING
- EXISTING BUILDING TO REMAIN OCCUPIED FOR SCHOOL SEMESTER
- UNDERGROUND UTILITIES ONGOING FOR NEW BUILDING UNDER CONSTRUCTION

- ↔ = CONSTRUCTION ENTRANCE
- = JOB TRAILER
- - - = OUTLINE OF NEW BUILDING
- = CONSTRUCTION FENCING





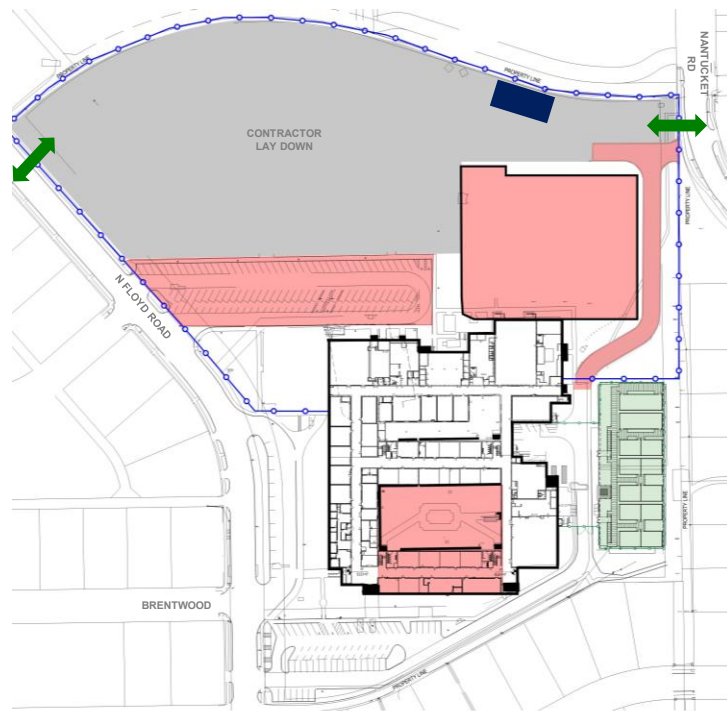
(Above) Aerial view from La Manga | (Below) Aerial view from Brentfield



(Above) Aerial view from La Manga | (Below) Aerial view from Meadowcreek Dr

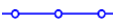


Richardson North - Milestones – Fall 2026



SUMMER 26'	FALL 26'	SPRING 27'	SUMMER 27'	FALL 27'	SPRING 28'	SUMMER 28'	AUGUST 28'
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- CONSTRUCTION FENCING COMPLETE
- PORTABLES AND COVERED WALKWAYS COMPLETE
- DEMOLITION OF NORTHWEST CORNER OF BUILDING COMPLETE
- RENOVATION OF EXISTING (ONGOING) – FALL 2026
- NEW ACADEMIC WING (ONGOING) – FALL 2026

-  = CONSTRUCTION ENTRANCE
-  = JOB TRAILER
-  = AREA NOT AVAILABLE
-  = CONSTRUCTION FENCING





(Above and Below) South classroom demolition



(Above) Portable Classroom | (Below) Northwest aerial view from N Floyd Rd



Westwood – Milestones – Fall 2026



SUMMER 26' FALL 26' SPRING 27' SUMMER 27' FALL 27' SPRING 28' SUMMER 28' AUGUST 28'

- CONSTRUCTION FENCING AND MOBILIZATION COMPLETE
- EXISTING FRONT DRIVE REMAINED OPENED
- TEMPORARY FIRELANE COMPLETE
- NEW BUILDING UNDER CONSTRUCTION (ONGOING)

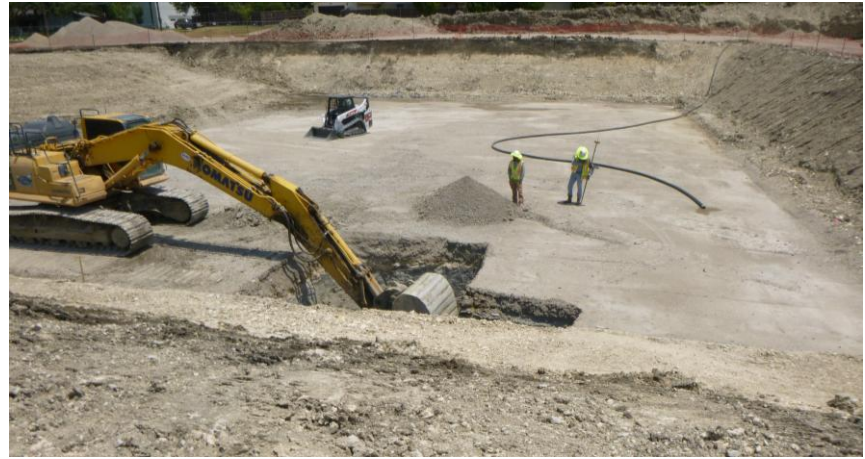
- ↔ = CONSTRUCTION ENTRANCE
- = JOB TRAILER
- = OUTLINE OF NEW BUILDING
- = CONSTRUCTION FENCING

N.T.S.





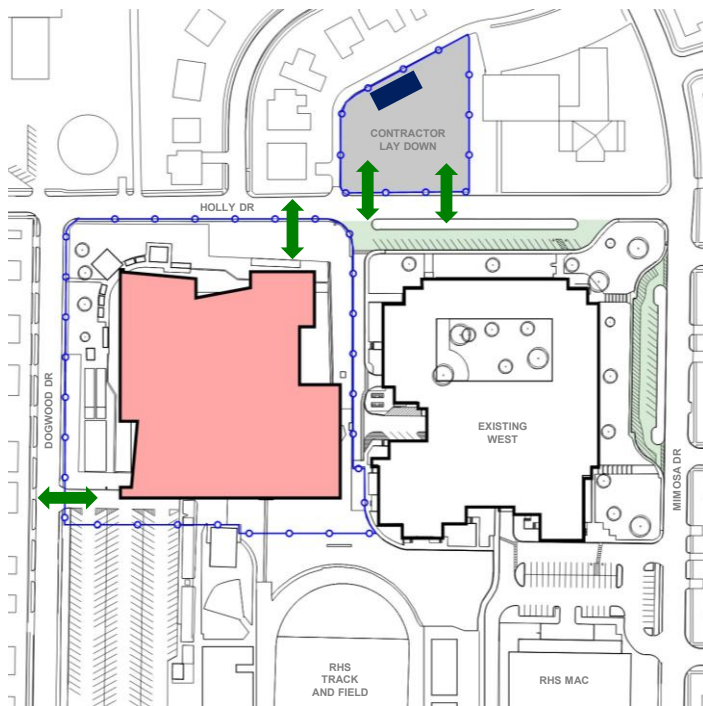
(Above) Ongoing soil conditioning on site | (Below) Fire lane complete



(Above) Ongoing excavation of the basement | (Below) East aerial view at alleyway



Richardson West – Milestones – Fall 2026



SUMMER 26'	FALL 26'	SPRING 27'	SUMMER 27'	FALL 27'	SPRING 28'	SUMMER 28'	AUGUST 28'
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- CONSTRUCTION FENCING AND MOBILIZATION COMPLETE
- EXISTING FRONT AND EAST DRIVE REMAIN OPENED
- RICHARDSON HS BASEBALL FIELD DEMOLITION COMPLETE
- NEW BUILDING UNDER CONSTRUCTION

- ↔ = CONSTRUCTION ENTRANCE
- = JOB TRAILER
- = OUTLINE OF NEW BUILDING
- = CONSTRUCTION FENCING

N.T.S.

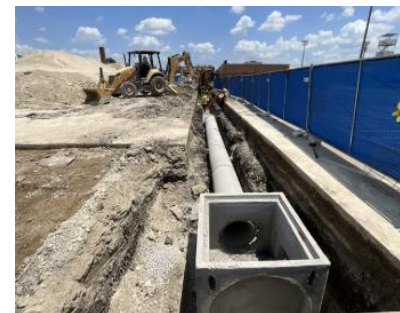




(Above) Moisture conditioning of site | (Below) Southwest aerial view of site at Dogwood



(Above) Southwest aerial view of site at Dogwood | (Below) Storm water infrastructure installed



Final Takeaways

ALL COMMUNITY AND STAFF MEETINGS WERE HOSTED AT THE END OF MAY AND BEGINNING OF AUGUST TO UPDATE THE COMMUNITY ON CONSTRUCTION PROGRESS.

ALL 6 CAMPUSES WERE READY TO WELCOME STUDENTS FOR THE FIRST DAY OF THE FALL 2026 SEMESTER.

BOND 2025 WEBSITE - <https://web.risd.org/home/bond-2025-projects/>





Thank you!

Any questions?

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: August 20, 2026

Division: Transportation

Submitted by: Mike Jasso, Assistant Superintendent-Operations

INFORMATION ITEM

TOPIC:

Annual update on Richardson ISD Transportation Department operations.

BACKGROUND INFORMATION:

The Richardson ISD Transportation Department provides safe and reliable daily transportation services for eligible students across the district. To support these operations, the department maintains two primary fleet categories:

- Yellow Fleet (Student Transportation): Includes standard daily routes, special education routes, and auxiliary travel for field trips and extracurricular activities.
- White Fleet (Operational Support): Consists of non-bus vehicles (vans, trucks, and sedans) used for staff travel, district maintenance and operational support.

This presentation provides the Board of Trustees with a general overview of departmental operations and fleet utilization.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent offers the presentation as an information item for the Board.



Transportation Department Update

Mike Jasso: Assistant Supt.- Operations
Thomas Gipson- Executive Director- Transportation

August 20, 2026



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

Presentation Sections:

- Fleet Overview & Technology
- Staffing
- Student Safety
- Key Takeaways



Fleet Overview & Technology

Yellow Fleet

Buses

- Our current fleet consists of 189 School Buses.

Students registered for bus service.

- Our Transportation Services accommodate 6,000 students daily via our school bus fleet.

Routes driven.

- The Transportation Department currently operates 93 general education routes and 65 special education routes.

Miles driven.

- Each Academic year, our school bus fleet covers a total of 1,109,194 miles.



Technology

Samsara AI Technology

- Samsara is a cloud-based fleet management platform that uses real-time GPS, AI dashcams and vehicle diagnostics to optimize safety, compliance and operational efficiency.

Benefits

- Samsara's key benefits include reduce fuel and maintenance costs, improved student and driver safety via AI dashcams, streamlined compliance and increased operational efficiency through real-time GPS tracking.

Cameras

- Our fleet of 189 school buses is equipped with 6 cameras per vehicle, totaling 1,134 integrated AI and HD cameras.



White Fleet

White fleet consists of commercial and passenger vehicles used for operations, maintenance and alternative student transportation.

Number of vehicles: 158

- Trucks - 85
- Vans - 48
- Other... SUV's - 25



Staffing

Presentation Overview

Number of Drivers

- Gen-ed drivers - 93
- Sped drivers - 61
- Lead drivers - 6
- Sub-drivers - 19

Number of Bus Monitors

- Monitors -76

Number of Mechanics

- Our shop is staffed by a Fleet Manager, a parts specialist, and 7 mechanics.



Staff Development

Monthly Safety Meetings

- 2 sessions monthly throughout the school year
- Groups 1-4: General Education Drivers
- Groups 5-8: SPED Drivers & Monitors
- Focus: Safety, student management & emergency procedures

Back-to-School Training

- August 4th-11th, 6 dedicated training days
- Safety, compliance, customer service & operational expectations
- Hands-on and small-group instruction



Staff Development Continued...

Lead Driver Program

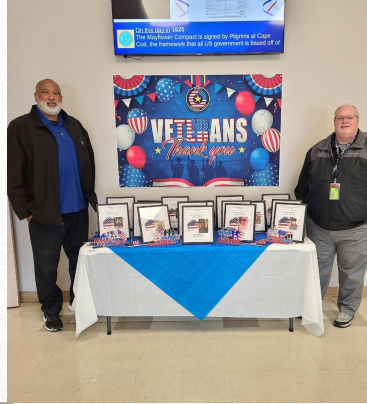
- Provides office and driver support
- Reinforces training and daily expectations
- Strengthens communication between drivers & leadership
- Develops our internal leadership pipeline

TEAMS

- SPED Protocols
- Routing/Tablets/Stopfinder
- Shop/Fleet
- Field Trips/MKVTO
- Safety Protocols- Student Management



Welcome Back, Safety Week, Monthly Department Appreciation, Driver & Monitors Appreciation Day, Spotlight Employees.



Student Safety

Student Safety

- Student ID Badging System - Wayfinder
- Samsara Cameras- Driver behaviors (safety violation) and student safety.
- Staff Participates in PD related to Student Safety (All 260 Staff member Participate)
- StopFinder - Parent app allowing parents/families to track their student's bus, set notifications and receive notifications from the Transportation Department.
- Elite Driver Program - New joint initiative the Risk Management Department using Samsara data to recognize drivers who consistently demonstrate safe driving behaviors.



Student Safety

SAFETY

- **BUS CONDUCT PROGRAM**
- **BUS CAMERA SYSTEM**
- **FIELD EVALUATIONS**
- **SAFETY TRAINING** – BTW Training & Retraining; use content in our INITI-I Portal
- **LOST CHILD PROCEDURE**
- **DRIVERS & MONITORS** – working together to establish and maintain a SAFE BUS for EVERYONE!





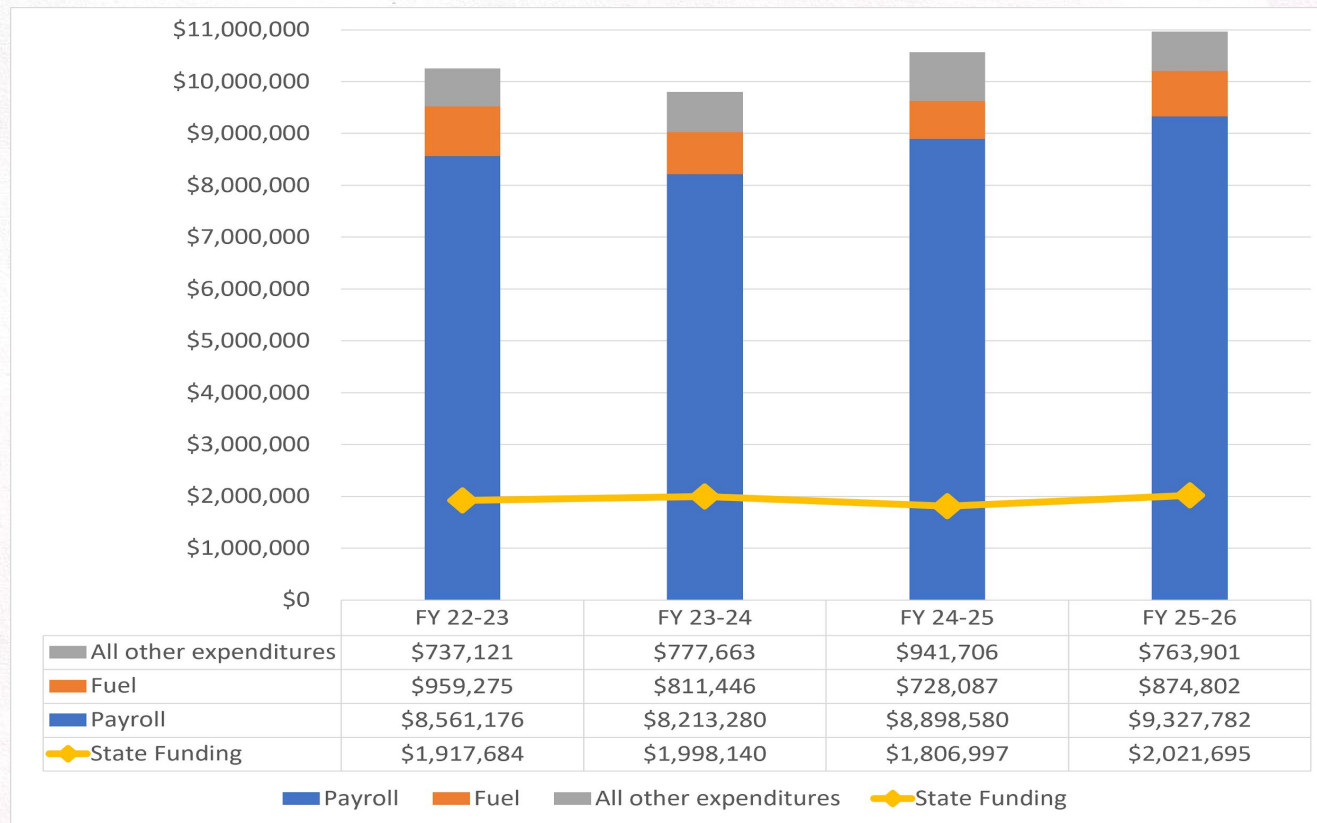
LOST CHILD PROCEDURE

(for Transportation Dept)



Funding vs. Cost

Transportation Funding vs Cost



Key Takeaways

Key Takeaways

- Enhanced Safety Technology: Samsara cameras, Wayfinder tablet, StopFinder app is been integrated this year and student ID badging is progressing.
- Staff retention: Focus on retention and safety professional development and Lead Driver Program
- Samsara Fleet Management: track mileage, utilize GPS technology for bus tracking, monitor bus engine diagnostics and monitor driver behavior/performance indicators.
- Reinforcing driver behavior through organized classroom instructions weekly.
- The Executive Director and Leadership Team have established a daily standard that fosters a culture of of excellence, where employees take pride in their work, support one another and understand that every student, every trip matters.



BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: August 20, 2026

Submitted by: Kristin Leeper, Assistant Superintendent of Teaching and Learning
Frank Patranella, Director of Teacher Incentive Allotment and National Board Certification

INFORMATION ITEM

TOPIC: Teacher Incentive Allotment (TIA) Update

BACKGROUND INFORMATION

Tonight, Accountability and Continuous Improvement will present information to the Board of Trustees related to the Teacher Incentive Allotment the implementation and updates for 2026-2027.

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Teacher Incentive Allotment (TIA) Implementation

Presented by Dr. Frank Patranella/Dr. Gina Ortiz
August 20, 2026



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

Agenda

- Goals and Purpose of TIA
- Our TIA System Components
- TIA Journey in RISD and Continued Expansion
- Benefits in RISD
- Future Goals and Next Steps

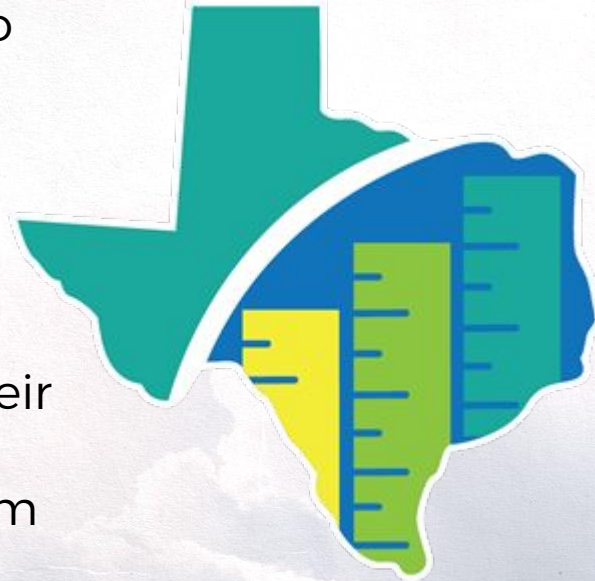


What is the Teacher Incentive Allotment?

TIA is built for Texas school districts to **designate and reward top-performing teachers.**

Through TIA, teachers can...

- Earn a designation placed on their teaching certificate and
- Receive a financial allotment from the State of Texas





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

RISD TIA System

An Overview

What is a TIA Designation?

**An official,
state-recognized
certification status
awarded to
top-performing
teachers in RISD!**



ACKNOWLEDGED - New for 27-28



RECOGNIZED



EXEMPLARY



MASTERS



*



With a Designation Comes a Financial Allotment

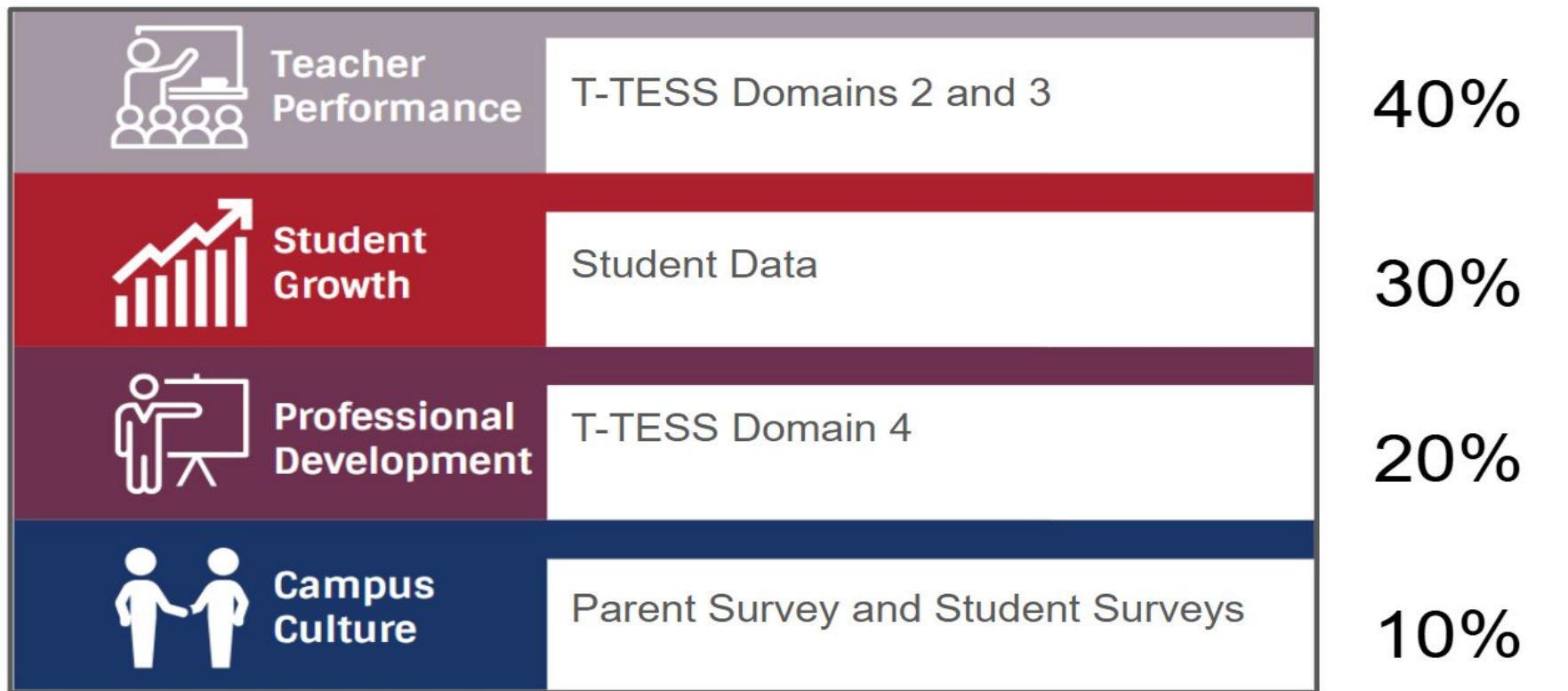


Allotments are based on two factors:

The level of designation and the socio-economic make-up of the campus.

- The higher the designation, the higher the dollar amount of the allotment.
- The higher the socio-economic need of a campus, the higher the allotment.

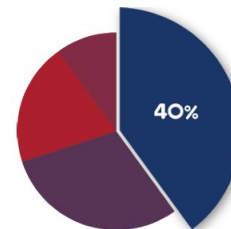
How Teachers Earn TIA: The 4 Components





Teacher Performance

Observation based on T-TESS dimensions and rubric. District must show evidence of calibration and data analysis.



Domain 2:

Instruction

- 2.1 Achieving Expectations
- 2.2 Content Knowledge and Expertise
- 2.3 Communication
- 2.4 Differentiation
- 2.5 Monitor and Adjust

Domain 3:

Learning Environment

- 3.1 Classroom Environment, Routines, and Procedures
- 3.2 Managing Student Behavior
- 3.3 Classroom Culture

T-TESS levels are given a number value:

Distinguished	5 Points
Accomplished	4 Points
Proficient	3 Points
Developing	2 Points
Needs Improvement	1 Point

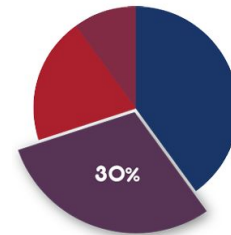
3.5 Average - Acknowledged

3.7 Average - Recognized



Student Growth

Student growth measures from assessments - SLO process. District must show evidence of validity & reliability of development, administration, and scoring.



TIA is based on growth - not achievement. All of the assessment used for TIA measure student progress and have growth targets.

50% or more students meet or
exceed their growth measure for
Acknowledged

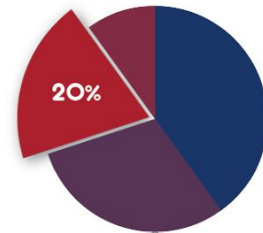
55% Requirement for Recognized





Professional Development

Measured using T-TESS dimensions and rubric. District must show evidence of calibration and data analysis.



Domain 4:

Professional Practices & Responsibilities

- 4.1 Professional Demeanor and Ethics
- 4.2 Goal Setting
- 4.3 Professional Development
- 4.4 School Community Involvement

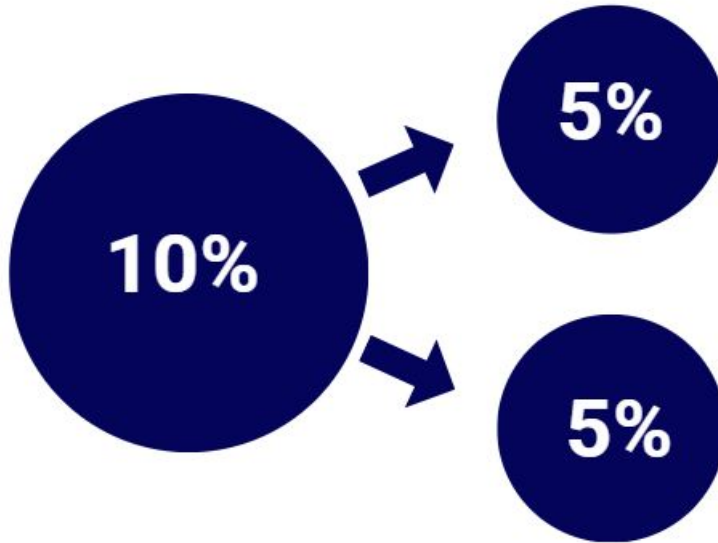
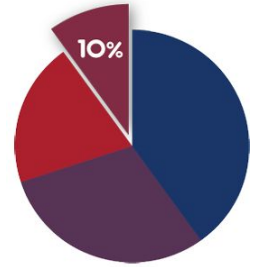
This component is based on Domain 4 of T-TESS because we value professional learning and goal setting in RISD.

3.0 Average



Campus Culture

Surveys will be collected from staff members, parents, and students at each TIA campus to measure this component.



PARENT SURVEY

Parents evaluate the campus culture and safety. This rating makes up 5 points of a teacher's TIA overall rating.

STUDENT SURVEY

Students complete surveys to evaluate the safety, culture, and learning environment in the classroom. This rating makes up 5 points of a teacher's TIA overall rating.

RISD TIA

Beginnings

We Started with 4 Campuses

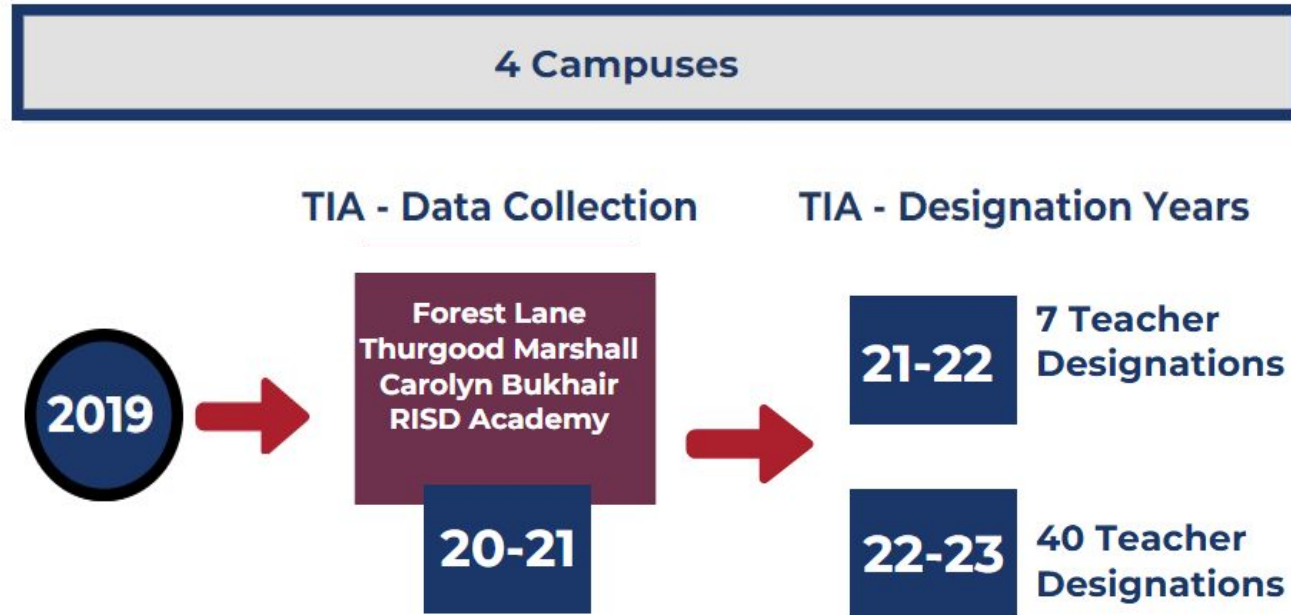
The RISD TIA Philosophy....

We are not going to do
this 'to you'...

we are going to do this
'with you'.

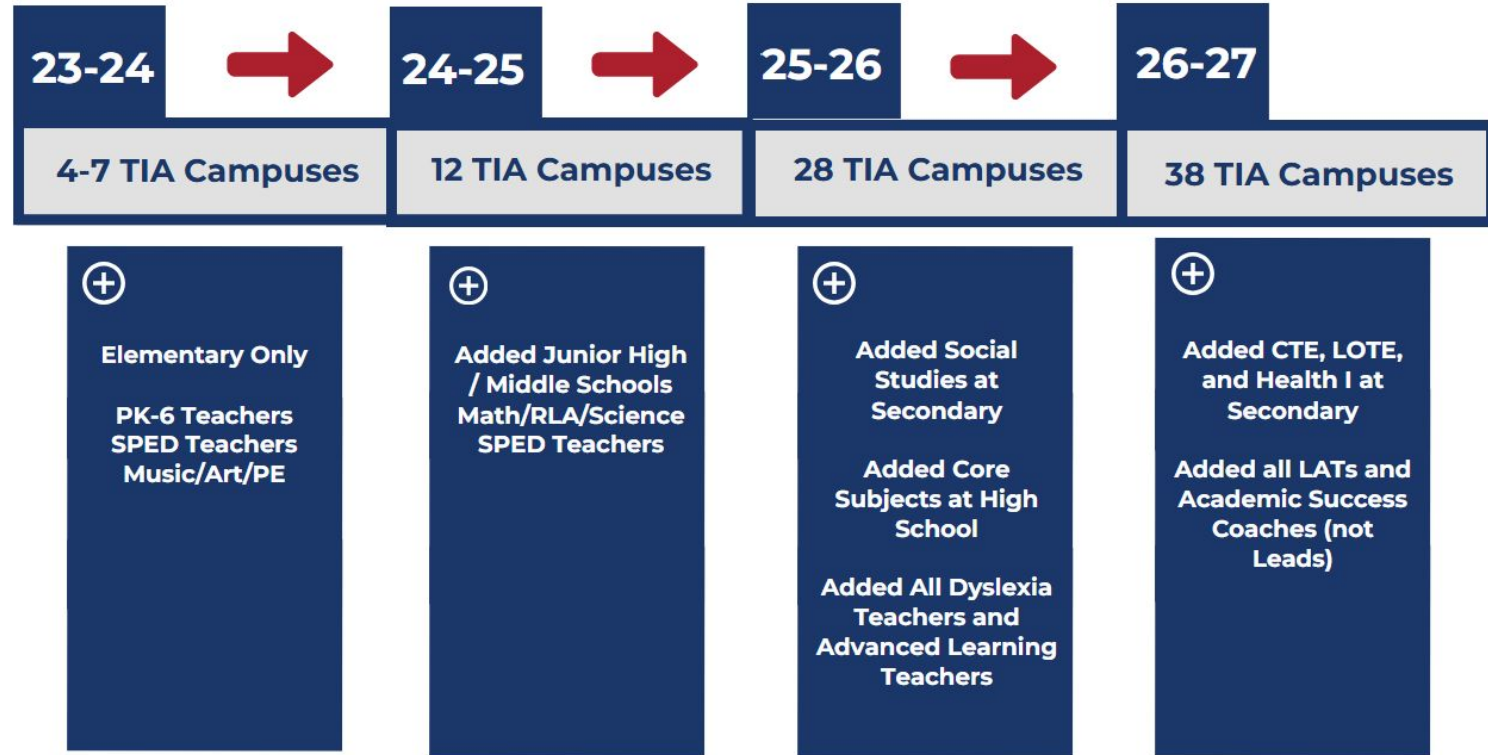


From ACE to TIA



*Intentional slow roll-out based on staff consensus.
We expand when a campus indicates readiness.

Campus Additions & Teacher Type Expansion



38 TIA Campuses

**In 2026-27
the entire
BLC and LHLC
is
participating
in TIA!**

 Aikin Elementary Designating Since 24-25	 Apollo Junior High Designating Since 25-26	 Audelia Creek EI Designating Since 24-25	 Berkner HS Will Designate in 27-28	 Big Springs EI Will Designate in 26-27	 Bowie Elementary Will Designate in 26-27
 Carolyn Bukhair EI Designating Since 20-21	 Dartmouth EI Will Designate in 26-27	 Dover Elementary Will Designate in 27-28	 Forest Lane Academy Designating Since 20-21	 Forest Meadow MS Designating Since 25-26	 Forestridge EI Will Designate in 26-27
 Hamilton Park EL Will Designate in 26-27	 Hights Elementary Will Designate in 26-27	 Jess Harben EI Designating Since 25-26	 Lake Highlands EI Will Designate in 27-28	 Lake Highlands MS Will Designate in 27-28	 Lake Highlands HS Will Designate in 26-27
 Liberty JH Will Designate in 27-28	 Mark Twain EI Will Designate in 27-28	 Merriman Park EI Will Designate in 26-27	 Moss Haven EI Will Designate in 27-28	 Northlake Elementary Will Designate in 26-27	 North JH Will Designate in 26-27
 Northrich Elementary Will Designate in 26-27	 Northwood Hill EI Will Designate in 27-28	 O.Henry Elementary Designating Since 24-25	 Parkhill JH Designating Since 25-26	 Prairie Creek EI Will Designate in 27-28	 Richland Elementary Will Designate in 26-27
 RISD Academy Designating Since 20-21	 Skyview Elementary Designating Since 25-26	 Stults Road EI Will Designate in 26-27	 Terrace Elementary Designating Since 25-26	 Wallace Elementary Will Designate in 26-27	 Westwood JH Will Designate in 26-27
 White Rock EI Will Designate in 27-28	 Yale Elementary Will Designate in 26-27				



Currently Bestowing Designations

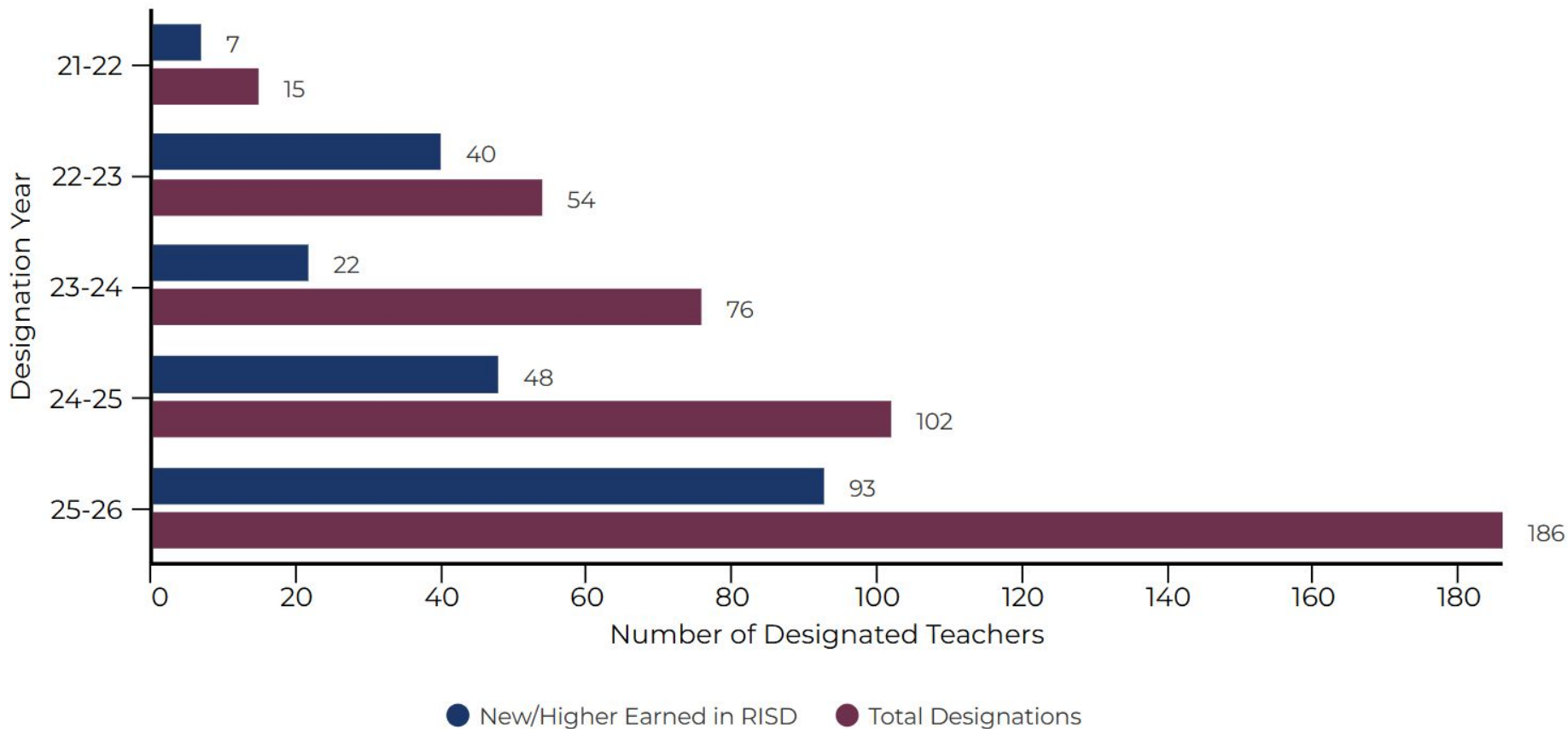


Completed Data Collection



Beginning their TIA Journey

Number of RISD Designations Earned Each Year



How Much is an Allotment Check?

\$3-\$9 Thousand
Recognized



Recognized designations represent the **top 33%** of Texas teachers

\$6-\$18 Thousand
Exemplary



Recognized designations represent the **top 20%** of Texas teachers

\$12-\$32 Thousand
Masters



Recognized designations represent the **top 5%** of Texas teachers



How Many Current Designations in RISD?

45

Recognized



104

Exemplary



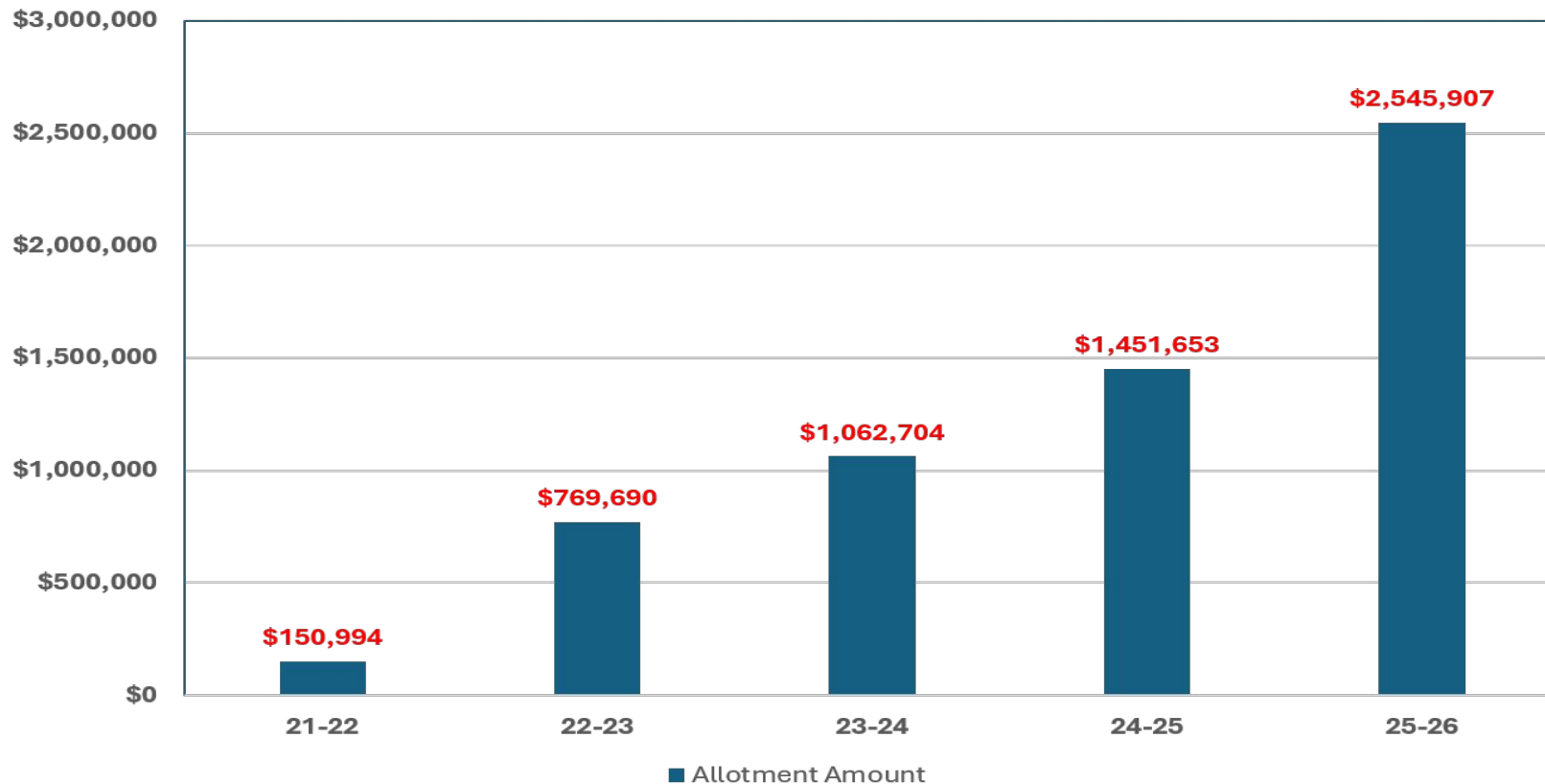
36

Masters



Total Allotment Amount Distributed in RISD Annually

RISD Allotments Distributed Each Year



The Benefits & Areas of Opportunity

Impacting Teachers who Impact Students

Impact and Benefits of TIA



Joshua Garay

Master Teacher at Forest Meadow Middle School

6th Grade GT/Advanced RLA



Where Does the Money Come From? The State - Not RISD.

TEACHER

90%

DISTRICT

10%

10% for TIA

- Training for TIA
- Data Analysis for TIA
- Staff for TIA Management
- Assessment Purchases

Self-Sustaining System



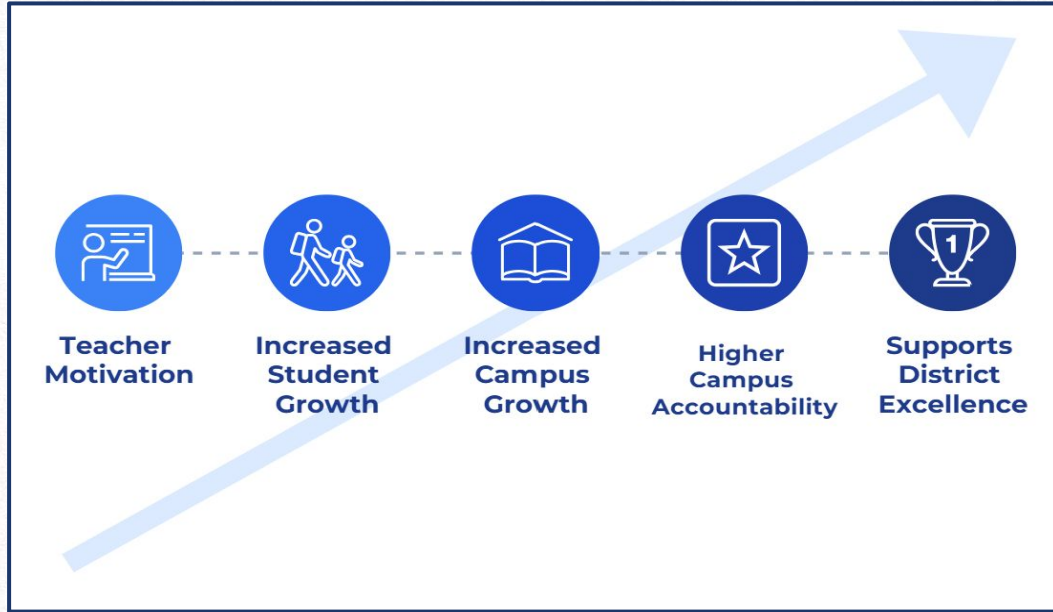
Significant Decrease in Teacher Turnover at TIA campuses

From 21-22 to 24-25
there has been a
decrease of 15.8%
in turnover at
TIA Campuses

	21-22	22-23	23-24	24-25
Whole District	17.15%	17.41%	13.07%	11.54%
TIA Campuses	29.41%	26.67%	18.33%	13.63%



Increase in Teacher Capacity & Student Performance



Culture of Continuous Improvement, Growth & Excellence!

Tiffany Ollie

- **Master Teacher** at Aikin Elementary
- 5th Grade ELA Teacher



What Are the Challenges with TIA?

Teacher Appraisal Calibration

Ensuring appraisers are consistent and fair. Providing high-quality feedback for **teacher growth**
Alignment of Walk Thru Requirements

TIA Expansion in Secondary

Equitable measures to document student growth lead to a **culture of trust** in our system.
Alignment with various curriculums (AP, CTE, etc)

Clear and Consistent Communication

Leveraging the benefits of TIA for recruiting, rewarding, and retaining teachers, so prospective candidates know **RISD is the ONE!**



The Future is Bright

Next Steps with TIA

TIA = TEA Commitment to Funds & Stability

\$750 million given this year alone!

Expected \$2 billion in 3 years!



Next Steps

**Continue to
Add New
Campuses**



**Include All
Teacher
Types**



**Principal
Performance
Stipend**



Key Takeaways

TIA is here to stay!

The Teacher Incentive Allotment...

- increases high-quality teacher retention in the classroom and
- rewards teachers for growing students - which aligns to our North Star goal.

We are committed to continue growing TIA and the Principal Performance Stipend in RISD.



Thank you!

Questions?



RICHARDSON ISD'S **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: August 20, 2026
Submitted by: Leticia D. McGowan, General Counsel

INFORMATION ITEM

TOPIC: Revision to Policy BJCF (LOCAL) –Superintendent: Nonrenewal

BACKGROUND INFORMATION:

Staff regularly review local policies to ensure they conform to District needs, applicable law, and best practices. The recommendation is to revise BJCF (LOCAL) –Superintendent: Nonrenewal to address and comply with legislative changes from the 89th Legislative Session. The changes align with policy language contained in the recently adopted revisions to Policy DFBB(LOCAL) related to accommodations of disability and the addition of two nonrenewal reasons required by Senate Bill 12 from the 89th Legislature.

PROPOSED RECOMMENDATION:

The proposed revision to the Local Policy is submitted for the Board’s review:

Policy BJCF (LOCAL) –Superintendent: Nonrenewal

The recommendation is to revise Policy BJCF (LOCAL) –Superintendent: Nonrenewal to address and comply with legislative changes from the 89th Legislative Session, specifically the requirements of Senate Bill 12. Based on Senate Bill 12, engaging or assigning diversity, equity, and inclusion duties, as well as instructional activities, are prohibited by law. These items are recommended for inclusion in the list of reasons a superintendent may be nonrenewed. The item related to disability and the ability to perform the essential functions of the job has been amended for clarity.

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, with or without reasonable accommodation.
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
27. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.

29. Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

If the Superintendent fails to request a hearing, the Board shall take the appropriate action and notify the Superintendent in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

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

Date: August 20, 2026

Submitted by: Tabitha Branum, Superintendent

INFORMATION ITEM

TOPIC: Superintendent's Start of School Update

BACKGROUND INFORMATION

Tonight, the Superintendent will provide an overview of the start of school for the 2026-2027 school year.



2026-2027 Back to School Report

Tabitha Branum, Superintendent | August 20, 2026



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



RICHARDSON ISD'S **NORTH STAR GOAL**

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

EVERY Teacher. EVERY Day.

EVERY Leader. EVERY Day.

EVERY Child. EVERY Day.

DREAM
ON

 **EVERY CHILD** ✦ **EVERY DAY**



EVERY CHILD ♦ EVERY DAY

Culture Matters: From the Curb to the Classroom!



Tabitha Branum
Superintendent

X - @IamBranum FB - @RISDSupt

"We became number one not because of the excellence of our product. Excellence is a prerequisite. We became number one because we were as unreasonable in pursuit of how we made people feel as everyone else was in pursuit of product."

-Guidara, Unreasonable Hospitality

Professional Learning in RISD

- Central Connects
- Connects Conference
- Together, We Grow
- Engage!
- Campus and District Learning
- On Going PLC supports



Human Resources

26-27 New Hires by the numbers

- Classified, Central/Campus Admin & Professional Support: 80
- Paraprofessional: 110
- Resident Teacher: 28
- Teacher: 274

Grand Total: 492

Teacher Turnover

13.24%



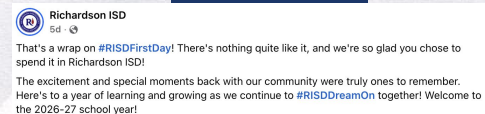
Administrative Services

- Trainings
 - Behavior Framework Launch
 - Grievances/TEA Complaints
 - Behavioral Threat Assessments through Sentinel
 - Code of Civility Relaunch
 - Special Education Priorities around parent participation and ARD meetings
- Project Elevate - Athletics
- Data Collection Platform for Fine Arts Programming
- Current Enrollment: 34, 795 as of 12:33pm (Budget Enrollment: 35,704)



Strategy and Engagement

- ParentSquare - **99.8%** Contactability
- Social Media
 - **23** Back to School District Posts
 - Vacation Planning - **90K**
 - BTS Photo Album **76K**
 - School Hours - **55K**
 - Welcome Tour Reel - **38K**
 - First Year Teacher Reel - **38K**
- Media Coverage
 - **14** earned Back-To-School Media Placements
 - Garnered **36** mentions
 - Estimated reach - **1,977,636**
 - **\$611,627** in airtime value
- Website traffic
 - District website: **552,792** views in the last 30 days
 - Back to School page: **19,727** views in the last 30 days
- Backpack Bash - **\$121,150** raised and **7,709** Backpacks and Supply kits distributed
- Community Impact Program - **\$60,892** donated to support summer and back to school events and activities



Technology Services

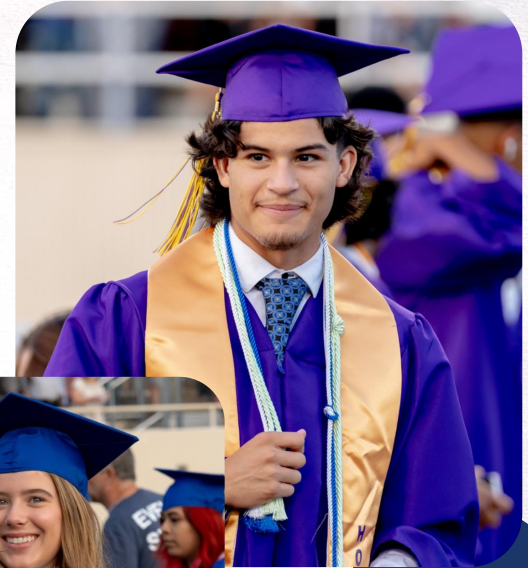
Summer projects include:

- Conducted 22 professional learning sessions at the Grow Conference and to all teachers during Districtwide Days
 - Sessions focused on managing devices in the classroom, AI, creation tools for students, and using Technology with Purpose
- Converted/replaced over 400 projectors with Interactive Flat Panel (IFP) Displays at Pearce High School and White Rock Elementary school, followed by training for all staff
- Upgraded the district network filter, Active Directory and Microsoft Intune
- Replaced over 6200 student and staff devices
- Cleared and re-imaged over 500 CTE lab computers
- Installed new copiers at all campuses
- And much more



Operations

- Child Nutrition: Mashed Potatoes are back! Chocolate milk still here!
- Transportation: StopFinder app implemented district wide
- Safety & Security: Safety Week 2026
- Facilities: 2286 completed work orders since July 1.
- Warehouse Services: HMH curriculum distribution- 21,000 books; Overall 93,500 books distributed this summer



Teaching and Learning

- C&I, CTE & Advanced learning focused on summer curriculum writing, Summer PD, District Wide Day trainings, Multilingual PD, PLC supports, Math & RLA JH lab creations, and block schedule overhaul.
- Data roadshow is under way
- School Improvement has trained all new teachers and RISD Academy, ACE, Skyview, and Northrich on Instructional Priorities (Lesson Internalization and Weekly Planning Meetings). & on resources to be used for Tier 3 interventions, and which students to target
- College Ready testing supports built into classroom curriculum and intensive tutoring options. Let's go CCMR!
- Pre-K/CLA/xPlore : Trained ALL staff, & welcomed over 1,850 Pre-K Scholars, 214 CLA littles, and 2478 xPlore childcare students!



School Leadership

- Performance Management
 - Coaching Support Systems
 - Campus Principals
 - Area Superintendents
 - Assistant Superintendent of School Leadership
- Learning Community Alignment
 - Operational and instructional expectations across all campuses.
- Deepening Implementation on Instructional Priorities.
- Campus and District Improvement Efforts
- Community Visibility and Social Media Presence
- All Learning Communities Received a B Rating



RICHARDSON ISD Instructional Priorities

EVERY CHILD. EVERY TEACHER. EVERY LEADER. EVERY DAY.



DATA-DRIVEN INSTRUCTION (DDI)

- Use **formative and summative assessments** to identify learning gaps.
- **Analyze student work**, do not just look at scores.
- Follow the cycle of **Assessment ► Analysis ► Action Plan ► Reteach**.
- Leaders: Create time and systems to implement DDI **regularly and deeply**.

OBSERVATION AND FEEDBACK

- Intentional **weekly** classroom visits.
- Provide **bite-sized, actionable feedback** after each visit.
- Feedback followed by **practice (rehearsal)** to ensure implementation.
- Leaders: Build teacher skills like a coach builds an athlete.

LESSON INTERNALIZATION/ WEEKLY PLANNING MEETING

- Plan directly to the **TEKS, Text, and Task**.
- Internalize lessons to **anticipate student thinking** and misconceptions.
- Weekly Planning Meeting Leaders:
 - Guide teams to identify and activate knowledge for the area of **most productive struggle**.
 - Lead teams to adjust pacing so students **grapple** with high-impact content.

2026-2027 RISD Priorities

- North Star Goal and Growth
 - Do all parents know their child's growth goal and how they can support that growth at home?
- RISD Is The ONE
 - Student and Program Outcomes
 - Experiences-Grand Opening of Biztown
 - Go the "inch"- Every Child, Every Day
- Budget Rightsizing: Maintaining Abundance Mindset
- Legislative Advocacy
- Keep it 70!





Let's
#RISDDreamOn
in 2026-2027



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