

Russellville Independent Schools

**Innovative
Mindset**



STRATEGIC PILLARS

In alignment with the voices of our students, parents, staff, and community members, the pillars to our success:

R Rooted in Community

Strengthen and celebrate the connection to our heritage

I Innovative Mindset

Create a culture that encourages authentic learning in a safe environment

S Student Centered Experiences

Prioritized in all aspects of education

D District of Choice

Distinguish our district as the preferred destination for students, staff, and families

KEY INITIATIVES 2024 - 2028

Foster vibrant relationships among students, families, and partners

Tell our story of honoring our past while building our future

Enhance pride and safety among our campuses

Equip all staff with the necessary tools to be successful through training and support

Create diverse and enriching opportunities for all students to overcome barriers

Prepare all students to become resilient learners by meeting academic standards

Provide opportunities for students to take an active role in their education

Tailor teaching methods to meet individual needs

Support a culture of belonging and connection

Create a culture of shared responsibility that values high expectations for learning and achievement

Cultivate a consistently positive working and learning environment that strengthens community relations

Communicate in a targeted and specific manner

Vision

Prioritizing all Panthers in an inclusive learning environment that is overflowing with pride and possibilities.

Mission

At Russellville Independent Schools, we are United in Trust, Guided by Compassion, Committed to Respect, Driven by Opportunity, and have Pride in Who We 'R'.



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Key Initiative- **Prepare all students to become resilient learners by meeting academic standards:**

Stakeholder Experience Survey Results - April 2025

Highest ratings:

- *(Student)* "I believe my learning is important at my school." **4.15**
- *(Employee)* "I have a clear understanding of the mission and goals of my organization." **3.98**

Greatest gain:

- *(Student)* "I believe my principal is a good leader." **4.08 to 4.41 (0.33)**
- *(Employee)* "I feel supported in balancing my work responsibilities." **3.79 to 3.98 (0.19)**

Activities directly correlated to data:

- "All Hands On Deck" intervention and enrichment periods at SES and RMS. "Technical" elective courses at RHS in Reading and Math.
- District Professional Learning Communities (PLC) for principals as well as assistant principals/deans of students.
- Continued narrowing of content and grade-level course preparations for instructional staff to promote mastery.



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Key Initiative- Prepare all students to become resilient learners by meeting academic standards:

Stakeholder Experience Survey Results - April 2025

Lowest ratings:

- *(Parent)* “I regularly receive feedback from school staff on how well my child is learning.” **3.18**
- *(Employee)* “I feel that organization-level resources are allocated to maximize effectiveness across the organization.” **3.67**

Activities directly correlated to data:

- ParentSquare Direct Messages (53,554)
- Student-Led Conferences - Focused on Reading and Math growth
- Multi-Tiered System of Supports (MTSS) heightened focus on data analysis protocols and flexible staffing for intervention
- Co-Teaching in Reading and Math - More staff devoted to closing academic standard performance gaps

Equip all staff with the necessary tools to be successful through training and support

- Principal-Driven Curriculum Day professional learning
- Strengthened Professional Learning Communities
- District Walkthroughs - Focus on culture of learning indicators for coaching feedback

Create diverse and enriching opportunities for all students to overcome barriers

- Addition of full-time Theater teacher and programs
- Literacy Experiences (Barnes and Noble, AuthorFest, Book Fiestas)
- H.I.M. Club for RMS boys