**School Improvement Plan | 2023 – 2026**

**Strategy 1: RTHS will attract, develop, and retain diverse and exceptional educators that support the identified curriculum competencies and the needs of an expanding student population.**

**Target: 1.1:** Create professional development opportunities for teachers and staff that align with our goals and needs *(Administrative Leadership Team - ALT)*

**Target: 1.2:** Create a competitive salary and bonus structure that rewards innovation, dedication, and exceptional service *(ALT)*

**Target: 1.3:** Continuation of the Diversity & Inclusion plan for improving diversity and inclusion among students, staff, and curriculum at RTHS *(ALT, Board of Directors)*

**Strategy 2: RTHS will provide students with a rigorous and expanding STEM curriculum that will equip them with 21st century skills.**

**Target 2.1:** Continue to expand electives that enhance the RTHS educational mission *(Dean of Curriculum, LT)*

**Target 2.2:** Create access to a range of opportunities: community college, peer ambassadors, AP, internships, and workplace readiness skills *(Dean of Curriculum, LT)*

**Target 2.3:** Increase usage of data driven instruction to maximize student achievement and utilize staffing *(ALT)*

**Strategy 3: RTHS will create a culture of high student achievement and good citizens of the world.**

**Target** 3.1: Continue to expand learning opportunities outside the classroom: field trips, internships, college visits, guest speakers in the classroom, career day, and in-house field trips *(Entire Community)*

**Target** 3.2: Create learning and face-to-face opportunities with the leadership team for parents: financial aid nights, open houses, high stakes test information sessions, curriculum nights, study skills tutorials, and college application nights, etc *(ALT)*

**Target** 3.3: Support the creation of student-driven service clubs and learning opportunities for students *(LT, Parents, Students, Teachers, Community)*

**Target** 3.4: Create an inclusive culture that inspires the students to utilize all students using their diverse skills and talents to achieve higher results. *(Dean of Culture)*

**Strategy 4: RTHS will create and maintain facilities and grounds that will support its educational and extracurricular programs.**

**Target 4.1:** Keep students and teachers safe on RTHS grounds and in facilities (weather, health, violence, natural disasters) in consultation with industry experts. *(ALT)*

**Target 4.2:** Develop hands-on learning areas around the school and property including a potential outdoor science lab*. (Teachers, ALT)*

**Target 4.3:** Explore outdoor spaces for physical education and athletics. *(Athletic Booster Committee)*

**Strategy 5: RTHS will develop adequate financial resources to ensure its long-term financial stability.**

**Target 5.1:** Create a structure for the annual fund with the goal of a 10% increase each year (*Annual Fund Rollout Group*)

**Target 5.2:** Create a booster’s structure to support funding for arts and athletic programs (*Booster Committees*)

**Target 5.3:** Continue to invest in technology for both staff and students to support STEM programming. Technology planning, technology grants, other (*LT, IT Team*)

**Strategy 6: The Board of Directors at RTHS will effectively provide governance and oversight.**

**Target 6.1:** Continue to improve the board application and election processes (remain compliant with charter and manual requirements) so that it is easy to apply, and the board roles are well defined. *(Board of Directors)*

**Target 6.2:** Maintain and grow community involvement through board newsletters, School Improvement Team, and board communication at events. *(Board of Directors, Communication Liaison)*

**Target 6.3:** Maximize BoardOnTrack training for new and existing board members and make board education accessible to stakeholders on the school website. *(Board of Directors)*

**Target 6.4:** Increase community awareness of RTHS, STEM programming, partnerships, and outreach to local business and universities. (*Board of Directors*)