

Achievement First Right to Read Act Corrective Action Plan

Approved by the Rhode Island Achievement First Board on June 04, 2026

Posted on: 6/18/2026

Purpose

Achievement First has been placed on **Probationary Status** under the Rhode Island Right to Read Act. This plan outlines the steps the LEA will take to return to full compliance, including completion of required educator training and strengthened internal monitoring systems.

Section 1: Identified Areas of Non-Compliance

RIDE's review identified the following area(s):

- 1. Completion of Required Educator Training**

Not all teachers completed the required Proficiency training by the state deadline of August 2025.

- 2. Employment of Teachers Not Meeting the Act's Requirements**

One teacher was employed without meeting the required training expectations and without an allowable exception.

Section 2: Corrective Action Plan Overview

Goal 1: Ensure all educators meet Right to Read Act requirements

Action Item	Description	Responsible Party	Timeline	Deliverable(s)
1.1 Verify current compliance status for all educators	Conduct a full audit of teacher training records aligned to Awareness and Proficiency requirements	Employee Relations; Academic Operations	By April 15, 2026	Updated staff training roster; verification report submitted to Superintendent
1.2 Enroll all non-compliant educators in an approved training route	Register educators for RIDE-approved proficiency and/or awareness training	Academic Operations, Principals, DSOs	Enrollment completed by April 15, 2026	Confirmation of educator enrollment; training schedule
1.3 Establish individualized completion plans	Develop educator-specific timelines with milestones for completing all required modules/assessments	Employee Relations, Academic Operations, Principals and DSOs	Plans issued by April 15, 2026	Individual educator completion plans stored in HR system
1.4 Provide ongoing monitoring and support	Provide release time and technical assistance for training completion	Academic Operations	April–June 2026	Monthly progress logs; support schedule

1.5 Issue termination or reassignment notices	For any teacher who is not on track to meet requirements by August 15, 2026, issue a lay-off and/or reassignment notice	Employee Relations, Principals, DSOs	Notices issued per required timelines in state law and CBO	Individual educator notices stored in HR system
1.6 Validate and document completion	Maintain documentation for all educators demonstrating completion aligned to RIDE requirements	Academic Operations	Ongoing; final check by June 30, 2026	Final compliance report: certificates uploaded to personnel files

Goal 2: Ensure future hiring and assignment practices comply with the Act

Action Item	Description	Responsible Party	Timeline	Deliverable(s)
2.1 Update hiring procedures	Include Right to Read training requirements in all job postings, onboarding materials, and offer letters	Talent/Recruit	By April 2026	Updated job postings; onboarding checklist
2.2 Implement verification process	Verify each teacher's training status prior to assignment; ensure extenuating circumstances are documented	Talent/Recruit	April-ongoing	Role change compliance verification forms
2.3 Build internal tracking dashboards	Create dashboard for real-time compliance tracking	Employee Relations, Academic Operations	May 2026	Compliance dashboard available to superintendent and principals

Goal 3: Strengthen communication and reporting processes

Action Item	Description	Responsible Party	Timeline	Deliverable(s)
3.1 Update the PAS Right to Read Data Collection	Ensure teacher information in the PAS Right to Read Data Collection is up-to-date and accurate (e.g., cert in use, LTS status, R2R status)	Academic Operations	Monthly while on probation	Monthly updates submitted
3.2 Publish required public communication	Post this corrective action plan on the LEA website	Team Public Affairs	Within 30 days of School Committee approval	Public posting on LEA website
3.3 Notify families	Send required notification letter explaining Probationary Status and steps being taken	Principals/DSOs	Within 30 days of RIDE designation	Copy of letter and distribution record

Section 3: Monitoring & Accountability

- **Monthly Superintendent Review:** Superintendent meets with Employee Relations and Academic Operations to review progress toward completion milestones.
- **Quarterly Board Updates:** Superintendent provides public updates at scheduled board meetings.

- **RIDE Oversight:** Achievement First submits data as required while on Probationary Status.
- **Plan Revisions:** Adjustments are made as needed to ensure timely completion of all requirements.

Section 4: Target Date for Full Compliance

Achievement First anticipates achieving full compliance with all requirements of the Rhode Island Right to Read Act by August 15, 2026

Target Completion Date: August 15, 2026