

# Shepard Middle School Turnaround Plan

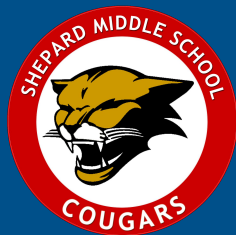
June 16, 2025





# Overview

## Topics Covered



## Shepard MS Turnaround Plan

- Action steps taken to develop the plan
- Plan components
- Monitoring and implementation

# Context

**April 24, 2025**

**Second  
Consecutive  
Unacceptable  
Rating**

**TEA Turnaround  
Plan Required**





# Overview of Turnaround Plan

## Comprehensive Needs Assessment

- Root Cause Analysis:
  - Lack of strong instructional leadership
  - Low expectations for student outcomes
  - Inconsistent implementation and monitoring of essential systems and structures intended to support high-quality instruction



# Turnaround Strategy #1

## Foundational Leadership Transition

- Partnering with National Institute for Excellence in Teaching (NIET)
  - Instructional leaders will provide job-embedded professional learning, model effective instructional practices, and deliver real-time coaching to elevate Tier I instruction across all classrooms.



# Turnaround Strategy #2

## Alignment of Curriculum, Instruction, and Assessment Practices

- Access to rigorous, TEKS-aligned instructional materials that support high academic achievement.
- Implementation of balanced assessment and data informed instruction.



# Ongoing Monitoring and Support

## Sustained and measurable implementation:

- Training for HQIM
- Lesson Internalization
- Weekly classroom walkthroughs and coaching cycles
- Baseline Data
- Utilizing data to progress monitor



# Input Solicited

## Feedback from Staff and Parents

- Feedback provided from staff:
  - Principals and instructional coaches set the tone and expectations for not only staff but students and parents.
  - Better communication between administration and teachers. Clear expectations and standards for teachers, as well as students by administrators. Holding teachers accountable to meet the standards.
- Feedback provided from parents:
  - Identifying barriers to learning, make a plan to help students and provide teachers with the proper training.
  - Setting goals for students as well as for the teachers.





# Next Steps

## Improvement Strategies

Established mechanisms for ongoing feedback and revision, including:

- Quarterly stakeholder review meetings
- Student voice panels
- Teacher feedback loops embedded in cluster meetings

# Thank you!

# Questions?

