
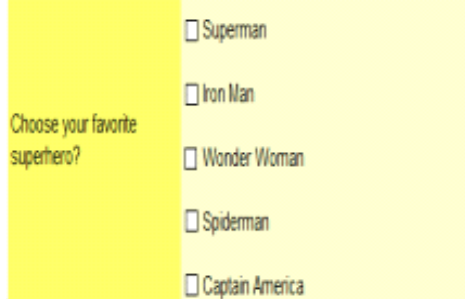
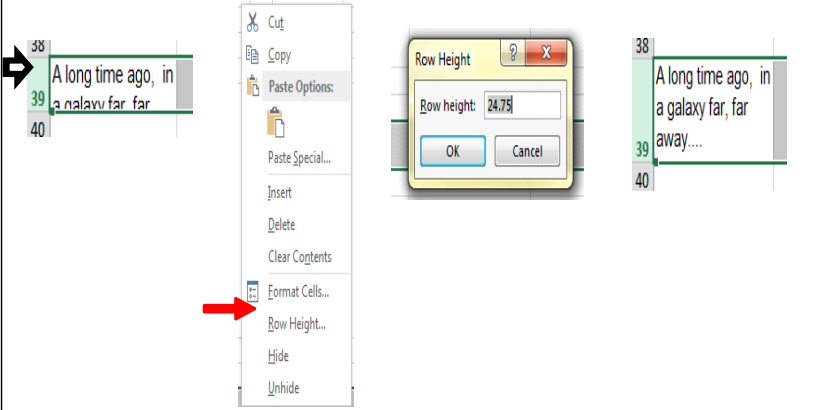


2015-2016 Campus Turnaround Plan

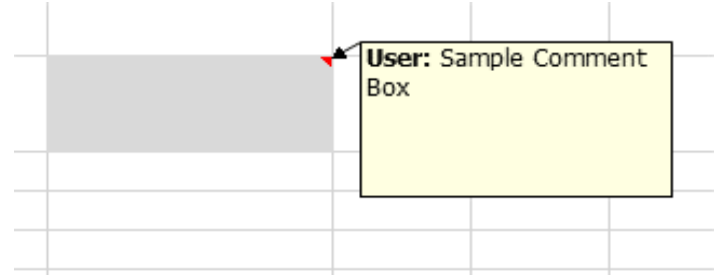
Turnaround Plan Instructions

Feature/Tip	Explanation	Screenshot
<p>Zoom Level Bar</p>	<p>The Zoom Level Bar can be used in place of the zoom level drop down menu in newer versions of excel and is found at the bottom right of an excel workbook.</p> <p>You can change the zoom by dragging the arrow left or right OR clicking the + or - buttons to increase/decrease the zoom level by 10% with each click.</p> <p>Tabs within this workbook work optimally when the zoom level is set to 90%. If you find that the alignment of the checkboxes is skewed, check your zoom level.</p>	
<p>Check Box Selection</p>	<p>Check boxes have been added to the workbook to allow you to select more than one answer. Place a check in the box next to all answers that apply.</p>	
<p>Expanding Rows and/or Columns</p>	<p>If you cannot see all of the information you have entered into a cell, you may adjust the height of the cell to fit your text.</p> <ol style="list-style-type: none"> 1) Highlight the row by placing your cursor on the row number 2) Right click and select 'Row Height' from the menu 3) Increase the number in the 'Row Height' pop-up window 4) Click OK 	

Viewing Help Boxes

Throughout this document, there are cells with that contain information and guidance you may need to help answer questions. These cells have been marked red triangle in the upper right corner of the cell.

To view the help information for a particular cell, hover your mouse over the cell and the text will appear.



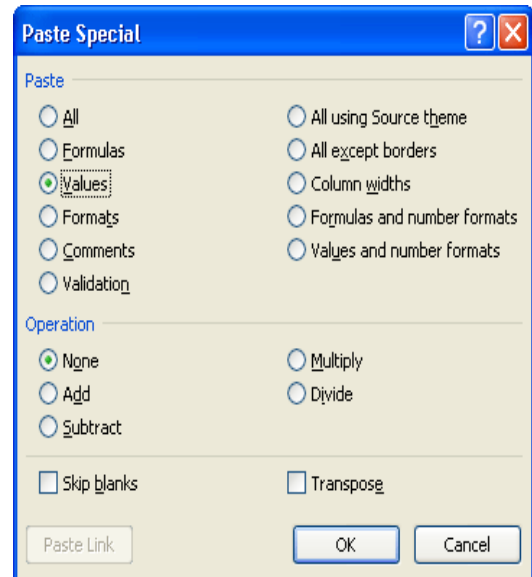
Using the Copy/Paste feature within the Excel document

In order to use the Paste Special feature:

1. Copy the text as normal.
2. Right click on the destination cell.
3. Choose Paste Special.
4. Select from the menu either Values or Text. Click OK when finished.

If while attempting to paste, a message appears indicating that the data being pasted is not the correct size and shape, please do the following:

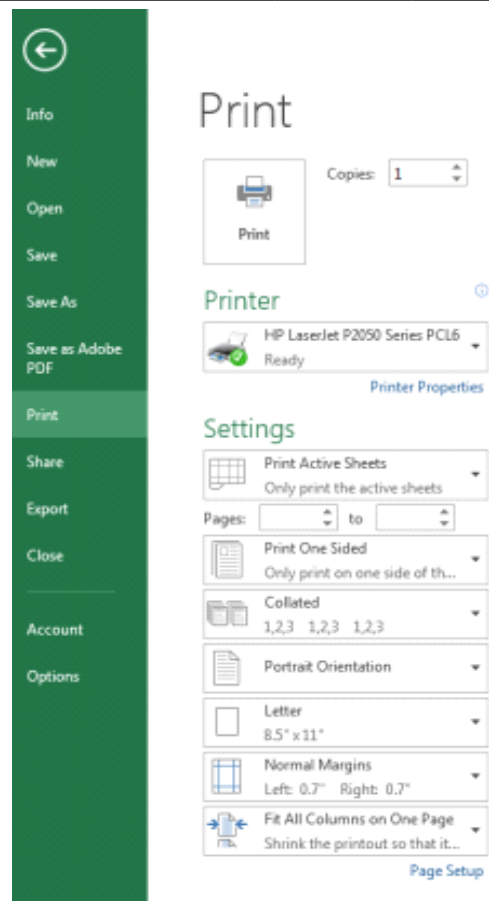
1. Copy the text as normal.
2. Click on the destination cell.
3. Right click in the formula bar at the top of the page. Then select the Paste icon.
4. Press the Enter button on the keyboard.



Printing the Turnaround Plan

The Turnaround Plan is already formatted for printing; however, as data is entered into the document it may be necessary to edit the print settings to have the document print correctly.

Print settings can be edited on the print preview screen. At this point users may edit page margins, paper size and scaling options. By selecting "Fit all columns on one page" the user can direct Excel to automatically scale the document to one page wide.



Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
Campus Name:	Wilson & Young Medal of Honor Middle School	Campus Number:	45
Grades Served:	6th-8th grade	Date of Board Approval:	
Consecutive School Years Rated Academically Unacceptable/Improvement Required:			4th Year IR

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Andrea Martin	Principal
Bivian Hermosillo, Brian Jones, & Diana Saenz	Assistant Principals
Julie Marshall & Randy Lightfoot	Instructional Service Director & Campus Curriculum Facilitator
Sharon Carver, Roger Cox, Justin Parks, Kristin Ross, Timothy Treen, & Kathryn Jackson	Department Heads & Lead Teacher
Micah Arrott	Counselor
Marlane Burns	DCSI
Shelia Runnels	PSP

Turnaround Plan Attestation Statements

<input checked="" type="checkbox"/>	By checking the box, we attest assistance was requested from parents and community members in developing the campus turnaround plan, per Texas Education Code (TEC) 39.107(a-2)(2). In addition, the request and input have been recorded and are available upon request.
<input checked="" type="checkbox"/>	By checking the box, we attest the campus site-based decision making committee (if applicable), parents, teachers, and community members had an opportunity to review the plan before it was submitted for approval to the board of trustees, per TEC 39.107(b). The comments must be submitted in the ISAM portal.
<input type="checkbox"/>	By checking the box, the superintendent and board of trustees attest this plan provides clear focus and urgency to effectively move the turnaround initiative(s) forward. The district confirms its commitment to support the school in the successful implementation of this plan.

Campus Turnaround Plan

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Historical Narrative (Optional Response)

Include a historical narrative that succinctly describes the history of the campus that has led to under performance. Limit the narrative to big picture issues and the challenges of the campus. Do not exceed 3000 characters.

John B. Hood Jr. High School participated in the TEA Reconstitution process in 2012-2013. Since Reconstitution, the campus has continued to have high turnover, losing and retaining approximately 50% of staff each year. Even with turnover, small gains in academic performance continue to be made each year. During the 2014-2015 school year, the community voted to rebrand the campus and begin the 2015-2016 under the new name of Wilson & Young Medal of Honor Middle School. The district also participated in rezoning, which positively impacted this campus. Another change during the present year included our district moving to the middle school concept. With this change, our campus embraced the "Teaming" concept with groups of interdisciplinary teachers sharing the same groups of students. Due to a teacher shortage, we were challenged by having to "cross team" some students due to not having full teams; however, the teachers continued to work together across teams to meet student needs. Even with 16 core-content area teachers who have 0-1 years experience, and 5 classrooms that have been served by long-term substitute teachers, the quality of classroom instruction has substantially improved, and the goal is to continue growth in academic performance for all students. The staff is truly committed to transforming Wilson & Young Medal of Honor Middle School into a school which our community, staff, parents, and students can be extremely proud of.

Needs Summary and Turnaround Plan

Systemic Root Cause: *Describe the systemic root cause that has led to low student performance.*

Targeted professional learning opportunities for teachers are not consistently implemented to provide targeted and intentional ongoing support for solid Tier I instruction for all students.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
Campus Name:	Wilson & Young Medal of Honor Middle School	Campus Number:	45
Turnaround Initiative: <i>Describe your systemic approach for turning around the campus.</i>		Impacted Critical Success Factors (CSFs):	
<p>Our Campus Leadership Team will collaborate to design a campus-based Leading & Learning Workshop each 6-week period to increase the learning capacity of the professionals, including teachers, support staff, and administrators on the campus. These leaders will in turn facilitate learning opportunities such as refinement of the campuswide instructional delivery model , PLC process, data analysis, activities to empower students with their own learning, strategies to increase parental involvement, and other differentiated professional development activities with their respective teams. Our vision is to instill passion for learning and to expand knowledge and confidence for all to reach their professional potential.</p>		<input checked="" type="checkbox"/> CSF 1 - Academic Performance (Curriculum & Instruction)	
		<input checked="" type="checkbox"/> CSF 2 - Quality Data to Drive Instruction	
		<input checked="" type="checkbox"/> CSF 3 - Leadership Effectiveness	
		<input checked="" type="checkbox"/> CSF 4 - Increased Learning Time	
		<input checked="" type="checkbox"/> CSF 5 - Family/Community Engagement	
		<input checked="" type="checkbox"/> CSF 6 - School Climate	
		<input checked="" type="checkbox"/> CSF 7 - Teacher Quality	
Outcome: <i>Describe how the turnaround initiative will resolve the identified systemic root cause.</i>			
<p>Each CLT campus designed Leading & Learning Workshop will provide every member of our team (including administrators, C & I support staff, department heads, counselors, and lead teachers) opportunities to continuously evaluate and reflect on current campus qualitative and quantitative data. We will participate in purposeful, meaningful discussions that will positively impact the level of professional leadership on our campus. The expectation of each member of this team will be to support and increase the learning capacity of all staff. For our students to be competitive and successful as 21st Century learners, we must provide our teachers with high-level learning opportunities.</p>			
Processes/Procedures: <i>What processes, procedures, and policies are needed to ensure that the turnaround initiative will be implemented effectively?</i>			

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
Campus Name:	Wilson & Young Medal of Honor Middle School	Campus Number:	45

Campus Leadership Team Leading & Learning Workshops will be scheduled on the campus calendar each six weeks, and substitute teachers will be utilized to cover the classrooms of teachers on the CLT. The team will develop norms and a protocol for workshops. An organizational chart will be developed to ensure that all staff members are supported and mentored by at least one CLT member. District Early Release Days and weekly Professional Learning Collaboratives will provide job-embedded professional development opportunities for leaders to facilitate the "takeaways" from the CLT Leading & Learning Workshops. All topics for workshops will be driven by data collected by methods such as a staff survey, student interest survey, student performance reports, and continuous, two-way communication between CLT and entire staff.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
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Communications: *How will you communicate a shared and clear vision for the turnaround initiative that results in a collaborative effort toward student success?*

The goal is for every staff member to be able to participate in the same learning experiences that has motivated our CLT. We will challenge every staff member to imagine what their ideal school would look like, sound like, and feel like. By using the text that our CLT studied (*Lift: Becoming a Positive Force in Any Situation* 2009), every member will describe their "\$5 Lawn." A \$5 Lawn is described as an aspiration that is perceived to be impossible to achieve. From this planning, a campus vision will be created that will clearly define expectations for our campus to approach everything that we do with intentional purpose instead of seeking out evidence to confirm any preexisting expectations that keep us from moving forward. After every CLT Leading & Learning Workshop, the CLT will extend the learning to their assigned group. Workshops for parents will be developed and facilitated by staff to share core-content instructional strategies and/or topics such as grading practices and state accountability. Our students will also be able to share our vision by participating in spring and fall student-led conferences where they take ownership of their learning.

Organizational Structure: *How will you eliminate barriers to improvement, redefine staff roles and responsibilities as necessary, and empower staff to be responsive in support of the turnaround initiative?*

Our goal is for our campus vision to create a culture of high-level learning for all. Although the Campus Leadership Team will be the guiding force, the process will include two-way communication where all staff have the opportunity to share and/or express ideas during our campus designed learning activities. Our CLT Leading & Learning Workshops will be scheduled in the beginning of the year, and substitutes will be prearranged for classroom coverage of CLT members who are classroom teachers. The addition of the Instructional Service Director position that the district provided the campus will provide quality support for our Leading & Learning initiative. We will also schedule our workshops to precede the district half day Early Release Days that have been approved on the district calendar. The Early Release Days will allow the CLT members the opportunity to facilitate campus learning without interrupting any additional instructional time. The 30-minute Advisory period that is built into the master schedule will allow time for teachers to coach students with goal setting and preparation for their student-led conferences. Student-led conferences will be scheduled at times convenient for parents before, during, and/or after school. Staff will also be available to serve as a participate in the SLC if no parent is available.

Capacity and Resources: *Describe the staff that are required to implement the plan. (Specify any new full time employees as a result of the initiative. Describe how personnel resources are different from the previous school year.)*

Campus Turnaround Plan

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The Campus Leadership Team will consist of the Principal, the Assistant Principals, the Instructional Service Director, the Campus Curriculum Facilitator, the Content-area Dept. Heads, identified Lead Teachers, and the Counselors (same personnel resources from previous year). The Instructional Service Director was a newly added position to our campus late Spring of 2016 in an effort to provide increased support for curriculum and instruction. It is evident that the district supports our campus improvement efforts as we were able to take a team to visit another successful middle school in Texas. The district has also provided funding for texts including *Taming the Team*, *Teach Like a Pirate*, and *The Fundamental Five* as resources requested by the principal to support adult learning and ultimately improving instruction for students.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
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How will you allocate campus and district funds for this initiative?

Category	Amount	Description
Payroll	Daily sub. rate	Substitute Pay (7 substitute teachers will be needed once every 6-week grading period to cover classes of CLT members who teach)
Professional Development	\$8,000	Professional resources for study (i.e. differentiated books/titles/resources for content-area teams and/or individual teacher needs)
Supplies and Materials	\$3,000	Supplies for Professional Interactive Notebooks
Other Operating Cost	\$20,000	Staff Travel (i.e. Middle School Conference, visits/networking with effective middle schools outside of our district who have comparable demographics)
Capital Outlay	2,000	Conference tables, chairs, and computers to create an area for staff collaboration

Systemic Root Cause: *Describe the systemic root cause that has led to low student performance.*

Turnaround Initiative: *Describe your systemic approach for turning around the campus.*

Impacted Critical Success Factors (CSFs):
<input type="checkbox"/> CSF 1 - Academic Performance (Curriculum & Instruction)
<input type="checkbox"/> CSF 2 - Quality Data to Drive Instruction
<input type="checkbox"/> CSF 3 - Leadership Effectiveness
<input type="checkbox"/> CSF 4 - Increased Learning Time
<input type="checkbox"/> CSF 5 - Family/Community Engagement

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
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		<input type="checkbox"/> CSF 6 - School Climate	
		<input type="checkbox"/> CSF 7 - Teacher Quality	

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
Campus Name:	Wilson & Young Medal of Honor Middle School	Campus Number:	45

Outcome: *Describe how the turnaround initiative will resolve the identified systemic root cause.*

Processes/Procedures: *What processes, procedures, and policies are needed to ensure that the turnaround initiative will be implemented effectively?*

Communications: *How will you communicate a shared and clear vision for the turnaround initiative that results in a collaborative effort toward student success?*

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
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Campus Name:	Wilson & Young Medal of Honor Middle School	Campus Number:	45
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Organizational Structure: *How will you eliminate barriers to improvement, redefine staff roles and responsibilities as necessary, and empower staff to be responsive in support of the turnaround initiative?*

Capacity and Resources: *Describe the staff that are required to implement the plan. (Specify any new full time employees as a result of the initiative. Describe how personnel resources are different from the previous school year.)*

How will you allocate campus and district funds for this initiative?

Category	Amount	Description
Payroll		
Professional Development		
Supplies and Materials		
Other Operating Cost		

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
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Capital Outlay			