
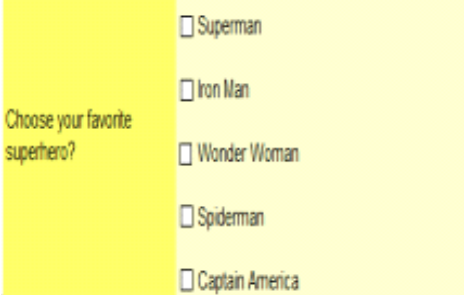
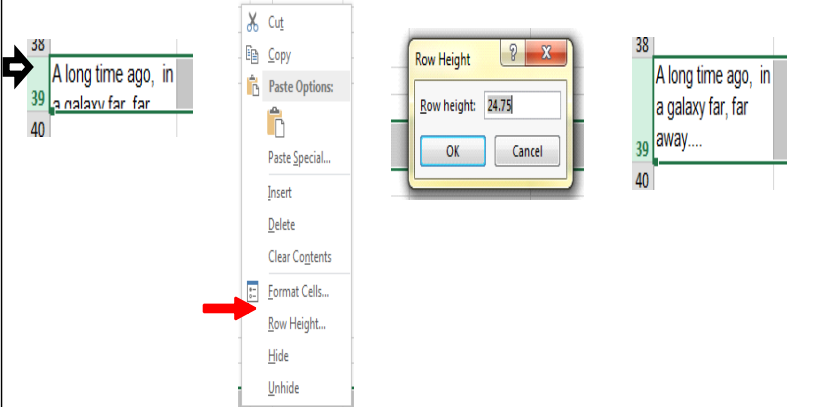


# 2015-2016 Campus Turnaround Plan

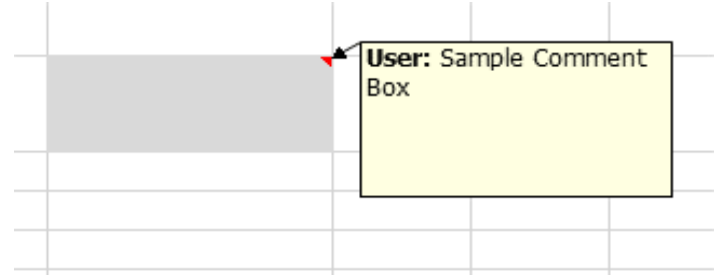
## Turnaround Plan Instructions

Feature/Tip	Explanation	Screenshot
<p><b>Zoom Level Bar</b></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><b>Tabs within this workbook work optimally when the zoom level is set to 90%.</b> If you find that the alignment of the checkboxes is skewed, check your zoom level.</p>	
<p><b>Check Box Selection</b></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><b>Expanding Rows and/or Columns</b></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"> <li>1) Highlight the row by placing your cursor on the row number</li> <li>2) Right click and select 'Row Height' from the menu</li> <li>3) Increase the number in the 'Row Height' pop-up window</li> <li>4) Click OK</li> </ol>	

### 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.



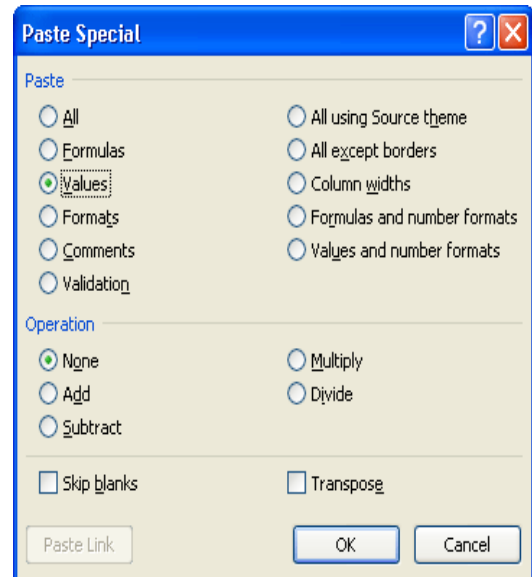
### Using the Copy/Paste feature within the Excel document

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:

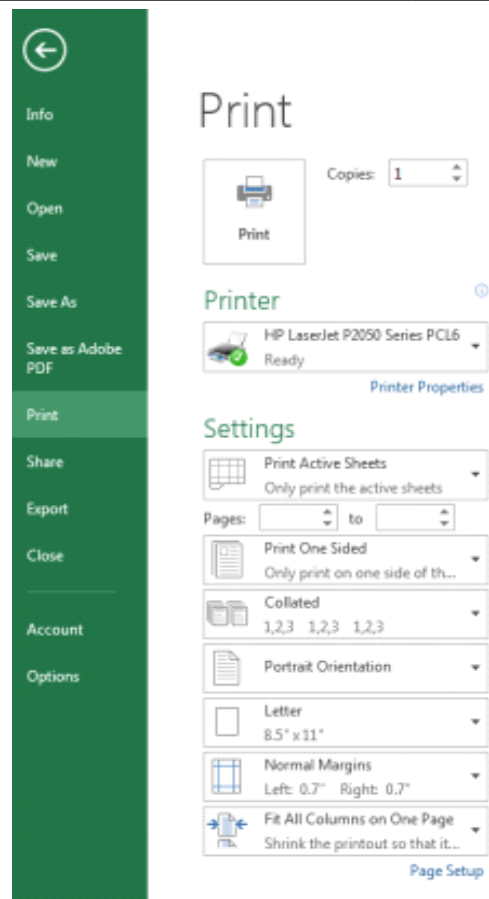
1. Copy the text as normal.
2. Click on the destination cell.
3. Right click in the formula bar at the top of the page. Then select the Paste icon.
4. Press the Enter button on the keyboard.



## 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

<b>District Name:</b>	Ector County Independent School District	<b>County-District Number (CDN):</b>	68901
<b>Campus Name:</b>	Burleson Elementary	<b>Campus Number:</b>	103
<b>Grades Served:</b>	Kinder-5th	<b>Date of Board Approval:</b>	6-Jun-16
<b>Consecutive School Years Rated Academically Unacceptable/Improvement Required:</b>			3rd Year IR

## Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Carolyn Gonzalez/Ann McClarty	DCSI
Karen Case	PSP
Evelyn Garcia, Kamy Smith, Raquel Rodriguez	Principal, Assistant Principal, Campus Curriculum Facilitator
Sarah Cyrier, Monica Lopez, Yesenia Gonzalez	K-2nd General Ed. Teachers, Leadership Team Members
Romelia Rayos	3rd Bilingual Ed. Teacher, Leadership Team Member
Crystal Dodson, Vilma Cipriani	4th-5th General Ed. Teacher, Leadership Team Members

## 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). <b>The comments must be submitted in the ISAM portal.</b>
<input checked="" 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.

Burleson Elementary was founded in 1954. It is located at 3900 North Golder in the middle of Odessa and just off of 42nd street. The neighborhoods are lower socio economic neighborhoods. The school has many homeless students and many of the students have one or more parents that are incarcerated. The trend has been that half of the teachers leave the campus every year and transfer to other campuses. For the 2015-2016 school year, there are 35% experienced teachers (5+ years), 15% first year, 23% second year, 12% third year and 15% long term substitutes. Several teachers have gone through a program to receive their teaching certificates in a non traditional way. The current Principal took over in November 2013 when the other Principal left. She is a retired Principal with 35 years of experience in education. She will be retiring again at the end of the current school year. The Assistant Principal has 10 years of experience in education. Burleson went through Reconstitution in December 2014 which resulted in 13 teachers leaving their positions at Burleson. They all resigned rather than being non renewed. The school is 72% economically disadvantaged and of those students 84% Hispanic and 11% White. Based on STAAR scores, Hispanic students have traditionally out scored their

## Needs Summary and Turnaround Plan

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

The systemic root cause that has led to low student performance at Burleson is an inconsistency in the leadership effectiveness in communicating clear, unified expectations (based on quality data driven decisions) of student academic performance to all stakeholders. In addition the academic performance among all grade levels was inconsistent based on curriculum not being followed through with fidelity, the delivery of instruction not at appropriate level of rigor at all levels and a lack of leadership support and monitoring of the curriculum and instruction.

# Campus Turnaround Plan

<b>District Name:</b>	Ector County Independent School District	<b>County-District Number (CDN):</b>	68901
<b>Campus Name:</b>	Burleson Elementary	<b>Campus Number:</b>	103
<b>Turnaround Initiative:</b> <i>Describe your systemic approach for turning around the campus.</i>		<b>Impacted Critical Success Factors (CSFs):</b>	
<p>First priority is to analyze campus data over the past five years on all grade levels to identify common trends in academic performance on the overall student body, by subgroups and quality instructional delivery by teacher. Next will be to communicate the findings of the data with those teachers who were identified (to have quality instructional delivery). To promote structure on the campus, a Campus Leadership Team with those identified teachers and a representative from all stakeholders will be formed to develop clear, unified</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 type="checkbox"/> CSF 4 - Increased Learning Time	
		<input type="checkbox"/> CSF 5 - Family/Community Engagement	
		<input type="checkbox"/> CSF 6 - School Climate	
		<input type="checkbox"/> CSF 7 - Teacher Quality	
<b>Outcome:</b> <i>Describe how the turnaround initiative will resolve the identified systemic root cause.</i>			
<p>By creating a leadership (campus administration and Campus Leadership Team) that effectively analyzes data and decisions are driven by data, then clear expectations can be established at all levels with positive two way, consistent communication and support to and by all stakeholders. The degree of trust, commitment, and collaboration among all stakeholders will increase and overall improve academic performance. By maintaining data driven decisions, leaders promote resilience, consistency, and the empowerment to remain persistent year to year. Whereas the adverse to data driven leaders are leaders who focus on less important areas and continue with a campus that is unsuccessful and low performing.</p>			
<b>Processes/Procedures:</b> <i>What processes, procedures, and policies are needed to ensure that the turnaround initiative will be implemented effectively?</i>			
<p><b>Burleson Mission Statement-</b> Burleson will provide all students a quality education with high expectations to build and shape life-long learners in a safe and supportive environment.</p> <p><b>Processes-</b> analyzing data, creating effective Campus Leadership Team, analyzing campus strengths and weaknesses (programs, teacher experience/training,) create calendar (trainings, planning, scheduling, monitoring, parent and community involvement), guided reading, guided math, RtI, bilingual program, inclusion model, modeled lessons by CCF and identified by Campus Leadership Team, PLC meetings, after school tutoring, positive behavior management system, student mentor program, first year teacher mentor program, and extended school year services.</p> <p><b>Procedures-</b> Campus admin. and CCF analyzes 5 year data and creates Campus Leadership Team, campus admin. and CLT develops committees that oversee various organizational facets.</p>			

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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?*

Clear, unified expectations based on campus core principles will be communicated through a campus mission and vision statement. These statements will be communicated with parents and community through visual display at the campus, newsletters, and communication through telephone calls, emails, and mail. Communication with campus staff will be communicated through professional development, staff meetings, grade level meetings, vertical planning, weekly newsletters, and data driven instruction.

Parent/teacher conferences will be scheduled once every nine weeks for teachers and parents to discuss student academic performance and collaborate ongoing needs and expectations.

Parent training will be held on campus for parents to communicate needs and learn valuable techniques to help build and shape life-long learners in a safe and supportive environments at home and school.

Leadership team members will collaborate in monthly meetings.

**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?*

We will establish a clear consistent communication of roles of Campus Leadership Team, teachers, and faculty. We will conduct parent conferences throughout the year, develop a detailed consistent master schedule based upon student need, train staff appropriately, establish calendar with designated preplanning time with grade level (horizontal and vertical planning), and detailed schedules of teacher time.

**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.)*

Principal, Assistant Principal, Campus Curriculum Facilitator, Campus Reading Specialist, Campus Reading Interventionist, SAS counselor, parent liason, district training on Tier 1 instruction and implementation of scope and sequence

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<b>Campus Name:</b>	Burleson Elementary	<b>Campus Number:</b>	103

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

Category	Amount	Description
Payroll	\$100,000	Allocate money during the summer to pay teachers on the Campus Leadership Team to work on planning
Professional Development	\$250,000	Plan with district Curriculum Dept. on focused professional development training ongoing for the next two years on curriculum management and delivery of instruction; On-site staff
Supplies and Materials	\$100,000	Plan with district Curriculum Dept. on focused professional development training ongoing for the next two years using necessary resources; On-site staff training for motivation,
Other Operating Cost	50,000	Professional Development Providers
Capital Outlay	\$10,000	Modifications to campus environment that address campus needs in areas of clear, unified expectations of student academic performance.

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

<Enter Text>

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

<Enter Text>

**Impacted Critical Success Factors (CSFs):**

- CSF 1 - Academic Performance (Curriculum & Instruction)
- CSF 2 - Quality Data to Drive Instruction
- CSF 3 - Leadership Effectiveness
- CSF 4 - Increased Learning Time
- CSF 5 - Family/Community Engagement
- CSF 6 - School Climate
- CSF 7 - Teacher Quality



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<b>Campus Name:</b>	Burleson Elementary	<b>Campus Number:</b>	103

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

<Enter Text>

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

<Enter Text>

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

<Enter Text>

# Campus Turnaround Plan

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<b>Campus Name:</b>	Burleson Elementary	<b>Campus Number:</b>	103

**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?*

<Enter Text>

**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.)*

<Enter Text>

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

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