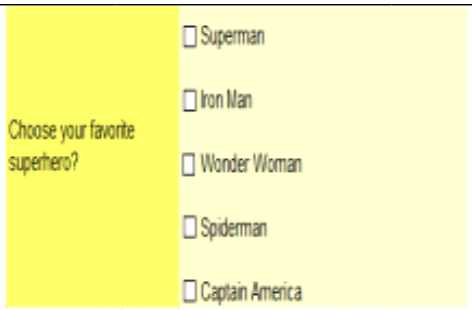
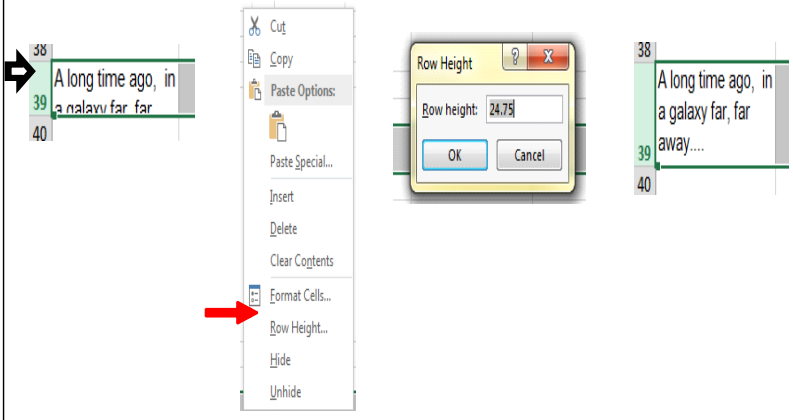
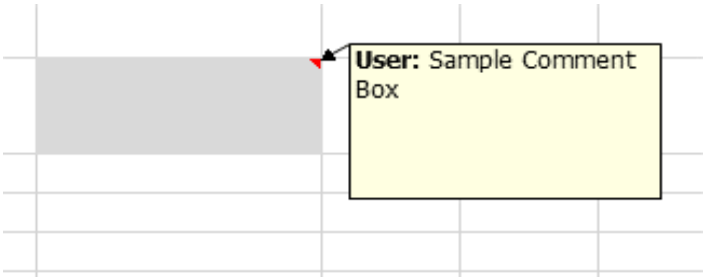
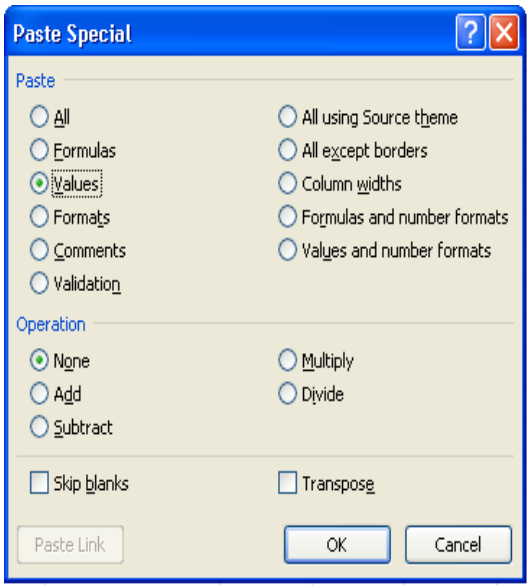
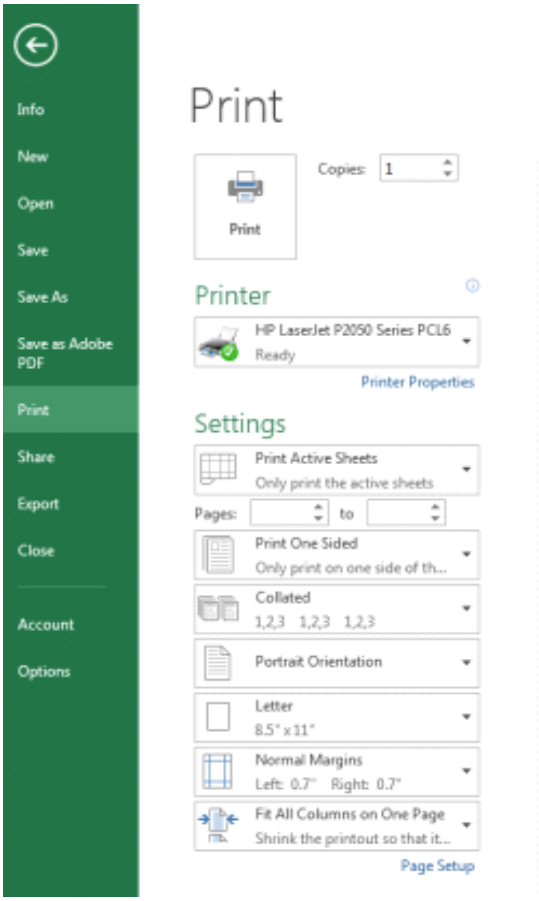
2015-2016 Campus Turnaround Plan

Turnaround Plan Instructions

Feature/Tip	Explanation	Screenshot
Zoom Level Bar	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. 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. **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.	
Check Box Selection	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.	
Expanding Rows and/or Columns	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. 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	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124
Grades Served:	Kinder - 5th	**Date of Board Approval:**	6-Jun-16
Consecutive School Years Rated Academically Unacceptable/Improvement Required:		3rd Year IR	

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Stacy Johnson	Principal
Lisa Wills	DCSI
Monte Howell	Assistant Principal
Stephanie Chastain, Dr. Joe Kopec	CCF, PSP
Candace Brady, Frances Carlos, Dawna Barker, Amber Davis	Leadership team
Nelda McGuire, Keri Rivas, Amanda Williams	Leadership team
Cynthia Rubalcado, Robbie McGuire	Leadership team

Turnaround Plan Attestation Statements

☑	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.
☑	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.**
☐	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

District Name:	Ector County	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124

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.

<Enter Text>

Needs Summary and Turnaround Plan

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

During our leadership team meetings, we determined that our low student performance was due to low student engagement and teacher quality/capacity. In grades K - 5 reading/math, all student groups displayed low student engagement and low student transfer of knowledge. We also determined that low rigor of instruction, low teacher quality/capacity and low parent understanding of education/communication have all led to low student performance.

Campus Turnaround Plan

District Name:	Ector County	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124

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

To improve academic performance for ALL students at Noel Elementary grades K-5, our campus will increase student engagement through the rigor of instruction in order for students to transfer knowledge successfully and we will improve teacher quality by building teacher capacity. This will be done with a focus on collaboration, knowledge of curriculum/standards, increased family and community engagement, effective leadership, positive school climate and rigorous, data driven instruction.

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

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

The turnaround initiative will address Noel's low academic performance by improving STAAR scores, parent communication, student engagement, rigor of lessons/learning, leadership effectiveness, school climate and increase teacher capacity/quality.

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

Fidelity to curriculum and strategies, as well as collaboration, will be expected by all stakeholders and monitored through lesson plans, Team Time minutes through One-Note, participation in the Learning the Lab and walkthroughs. Ongoing discussion and implementation of initiative will be done throughout the campus. Change: Administrators will monitor the implementation and success of all initiatives closely and be more involved with the daily operations of the classrooms. We will create a learning lab to support teachers and will be organized and ran by the CCF and campus administrators. Professional development resources and materials will be utilized through the learning lab: to gather resources, attend staff development, participate in data discussions and implement the initiatives fully. Teachers will be held accountable and will demonstrate through lesson plans, instruction and walk-throughs.

Campus Turnaround Plan

District Name:	Ector County	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124

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

The initiative will be shared with all stakeholders (staff, community & parents) by offering initiative meetings for open discussion, newsletters, website and parentlink. Stakeholders will communicate with us by being involved in meetings, openly communicating with staff through email and conferences and responding to surveys. Every decision on campus will support the initiative: "How will this help us improve student performance?" All communication will help to show the campus direction of increased student performance. Gathering more input from stakeholders will be the change on our campus, we will provide more opportunities for stakeholders to participate. With the focus and fidelity to the plan, the leadership team feels we will be successfully out of IR in two years. Parent surveys were utilized to help build this plan, as well as, community 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?*

Noel will work on addressing campus climate to eliminate barriers to improvement by fostering an atmosphere of high expectations for students, parents and staff. To improve academic performance for ALL students at Noel Elementary grades K-5, our campus will increase student engagement through the rigor of instruction in order for students to transfer knowledge successfully and we will improve teacher quality by building teacher capacity. This will be done with a focus on collaboration, knowledge of curriculum/standards, increased family and community engagement, effective leadership, positive school climate and rigorous, data driven instruction. District and Region support will be in the form of staff development, plan collaboration and monitoring. A parent liaison, funded through priority grant if approved, will assist in building relationships with parents and community members to help communicate the high level of learning that is expected at Noel and to help educate them on the learning process/student needs. Teacher leaders will be relied upon to bring the expectation of teaching and learning to higher level of rigor and relevance within their grade levels. We will include district and region staff members to help make it possible. We wil not be redefining any staff

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, Assistance Principal, CCF, campus staff, district staff, region staff, staff development presenters, parent liaison & innovation specialist. Staff development will be utilized to target student engagement, rigor, lesson planning, collaboration, transfer of knowledge and curriculum and standard understanding and implementation. Innovation specialist will assist in teacher development & training to keep staff updated on technology and other research based practices. The innovation specialist will be given a stipend and the parent liaison will be a full time funded position. Both positions will be funded when our priority funds are granted. Both positions will build teacher capacity through professional development and support. All funds below for this initiative will be funded through approved grants.

Campus Turnaround Plan

District Name:	Ector County	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124

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

Category	Amount	Description
Payroll	60,000	Parent Liaison, Innovation Specialist
Professional Development	160,000	training to improve student engagement, lesson planning, lesson rigor, subject content and knowledge
Supplies and Materials	70,000	parent communication items, student and teacher materials and supplies
Other Operating Cost		
Capital Outlay	18,000	3D printer, audio/visual system for parent meetings,

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):**
	☐ 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

Campus Turnaround Plan

District Name:	Ector County	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124

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

District Name:	Ector County	**County-District Number (CDN):**	068-901
Campus Name:	W.D. Noel Elementary	**Campus Number:**	124

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		