

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	68901
Campus Name:	Blackshear Magnet Elementary	Campus Number:	127
Grades Served:	K-5	Date of Board Approval:	3/28/2017

Consecutive School Years Rated Academically Unacceptable/Improvement Required:

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Marissa King, Denise Escalante, Cynthia Rodriguez	Principal, Assistant Principal, Campus Curriculum Facilitator
Betsabe Salcido, Dr. Donnie Norwood	DCSI, PSP
Adriana Rocha, Luisana Mauricio, Krista Braddock	Counselor, Parent, Reading Specialist
Rachel Ortega, Diana Rodriguez	Bilingual teacher Gr 1, Teacher Gr 2
Brenda Horton, Cecilia Gutierrez	Teacher Gr 3, Bilingual Teacher Gr 4/Parent
Rachel Dunn	Teacher Kindergarten

Campus Administrative Team

Please complete the following information for all members of the campus administrative team (including principal, principal's supervisor, assistant principals, any campus-embedded instructional coaches, and any other administrative staff responsible for the implementation of the plan presented here.

Name:	Current Role:	Years in current role:	Last 3 roles:	Area(s) of work expertise: (do not include degrees earned)
Marissa King	Principal	2	Elementary Assistant	Data analysis, K-2, ELAR, leadership
Denise Escalante	Assistant Principal	1	3rd grade teacher, 5th	3rd grade, 5th science
Cynthia Rodriguez	Campus Curriculum	5	2nd grade teacher, 6th	Data analysis and implementation of
Krista Braddock	Reading Specialist	2	SPED teacher	Reading curriculum, guided reading
Wendy Hines	Assistant Superintendent of Elementary Operations	13	Elementary Principal, Elementary Assistant Principal, Teacher	Leadership, supervision, data calculating, state accountability

Turnaround Plan Attestation Statements

<input checked="" type="checkbox"/>	By checking the box, we attest that if a new principal is hired on the campus prior to or during the implementation of the turnaround plan, the district must notify the agency immediately and ensure that the new principal will implement the commissioner approved plan.
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<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 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.

Historical Narrative (Optional Response)

<p>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.</p>
<p>Blackshear Magnet Elementary was labeled Improvement Required year 1 for the 2015 school year and Improvement Required year 2 for the 2016 school year. The following contributed to the campus Improvement Required ratings; 1) lack of the use of data to drive instruction, 2) the inconsistency of lesson planning and implementation, 3) lack of training for data analysis and student engagement, 4) lack of cultural awareness, 5) lack of communication and understanding of campus expectations.</p>

Needs Summary and Turnaround Plan

<p>Systemic Root Cause: <i>Describe the systemic root cause that has led to low student performance.</i></p>
<p>During our leadership team meetings, PLC meetings, and discussions during the completion of the Data Analysis and Needs Assessment, it was determined that there is a lack of consistent Tier 1 instruction.</p>

<p>Turnaround Initiative: <i>Describe your systemic approach for turning around the campus.</i></p>	<p>Impacted Critical Success Factors (CSFs):</p>
<p>During our leadership team meetings, PLC meetings, and discussions during the completion of the Data Analysis and Needs Assessment, it was determined that there is a lack of consistent Tier 1 instruction.</p>	<p><input checked="" type="checkbox"/> CSF 1 - Academic Performance (Curriculum & Instruction)</p>
	<p><input checked="" type="checkbox"/> CSF 2 - Quality Data to Drive Instruction</p>
	<p><input checked="" type="checkbox"/> CSF 3 - Leadership Effectiveness</p>
	<p><input type="checkbox"/> CSF 4 - Increased Learning Time</p>

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.*

Blackshear will address the lack of focus on Tier 1 instruction by improving student engagement, continued implementation of a rigorous lesson planning cycle, the use of data, and increased teacher quality. The planned professional development will increase cultural awareness, understanding of poverty, and two-way communication. These implementations will result in increased student success in the classroom and on district and state mandated testing.

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

Blackshear Magnet Elementary will monitor schoolwide implementation of focused, consistent Tier 1 instruction. The monitoring will be conducted by the campus leadership and by learning walks during one PLC meeting each month. To address Tier 1 instruction, Blackshear will provide professional development in the areas of data analysis, student engagement, best practices, vertical teaming, and technology. The campus staff will be trained and participate in a professional development that focuses on cultural awareness and poverty.

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

The campus leadership team will ensure that communication with parents/community is consistent and timely. This will be accomplished through meetings for discussion, monthly calendar, parent orientation, and website updates. All communication will focus on the need for high expectations of the students, student instructional focus, and ways for parent involvement.

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?*

Blackshear Magnet Elementary will focus on addressing the barriers to improvement by having high expectations for all stakeholders, a rigorous curriculum, focused and consistent instruction, and improved two-way communication. This will be accomplished through the implementation of professional development strategies, focused and monitored lesson planning, increased rigor and expectations in the classroom, and monitoring of the Tier 1 instruction by campus leadership and 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, Assistant principal, Campus Curriculum Facilitator, Reading Specialist, Counselor, campus staff, district staff, Region 18 staff, Professional Service Provider, District Coordinator for School Improvement, professional development presenters, parents, and community. Professional development will target lesson planning, data analysis and use, instructional practices, technology use, teaming, collaboration, discipline, job satisfaction, and student performance. Due to the local economy, the district is experiencing difficulty in filling positions. Blackshear currently has three full time substitutes in professional positions. The campus is not requesting additional staff positions for this implementation.

How will you allocate campus and district funds for this initiative?		
Category	Amount	Description
Payroll		
Professional Development	60000	Cultural Awareness and Poverty, Data Analysis, Lesson Planning, Technology
Supplies and Materials		
Other Operating Cost		
Capital Outlay		
Systemic Root Cause: <i>Describe the systemic root cause that has led to low student performance.</i> <Enter Text>		
Turnaround Initiative: <i>Describe your systemic approach for turning around the campus.</i> <Enter Text>		Impacted Critical Success Factors (CSFs): <ul style="list-style-type: none"> <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 <input type="checkbox"/> CSF 6 - School Climate <input type="checkbox"/> CSF 7 - Teacher Quality
Outcome: <i>Describe how the turnaround initiative will resolve the identified systemic root cause.</i>		

<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>

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