

Brownwood Middle School

Targeted Improvement Plan (TIP) Public Meeting Information 2024-25

ESF Diagnostic Focus Areas as of November 13, 2023

5.1 – Effective Instruction

From the reviewed artifacts, teacher and administration focus groups, and the campus visit, it is clear that well-established campus-wide procedures and high expectations for students are in place. However, a notable gap exists in evidence demonstrating consistent professional development tailored to the specific needs of the campus and grounded in research-based instructional strategies, particularly in areas such as RBIS for Reading and Language Arts (RLA). This indicates an opportunity for targeted and ongoing professional development to strengthen effective classroom instruction aligned with the unique requirements of the campus.

5.2 – Build teacher capacity through observation and feedback cycles

The feedback provided by leadership to teachers is self-reflective in nature, lacking coaching that includes a specific action step and practice. Additionally, there is evidence indicating that teachers are not required to upgrade lessons based on the feedback received. This highlights an opportunity for improvement in observation debrief conversations, with a focus on setting action steps or goals, providing follow-up on those goals, offering clear models, and creating opportunities for teachers to practice and refine their instructional techniques. This approach can contribute to a more targeted and effective professional development process for teachers.

Based on these findings from the ESF Diagnostic, the 2023-24 TIP included the following goals:

5.2 Build teacher capacity through observation and feedback cycles.

By June 2025, observation and feedback data will show that all staff have met a minimum of 80% of all action steps grounded in best practices for management, engagement, and rigor as evidenced by the leadership tracking tools to capture trends and track teacher progress over time.

5.3 Data-driven Instruction

By June 2024, all campus departments will have successfully implemented 80% of the campus corrective instructional action planning process as evidenced by examples of instructional action plans and PLC documentation for further data review after reassessment occurs.

The campus was Targeted Improvement based on spring 2023 STAAR scores. The campus received the ESF Focus Support Grant fall of 2023. Due to the spring 2024 STAAR scores, the campus is no longer Targeted Improvement. The campus remains on a TIP Plan as part of the ESF Focus Support Grant. ESC 15 began working with the campus fall of 2023, and will continue to work with Brownwood Middle School until June 2025 when the two-year grant ends.

Observation/Feedback training through ESC 15 was completed by the principal in September of 2023. Principal O/F feedback goals were based on action steps grounded in best practices for management, engagement, rigor, and correctional action plan implementation.

***2024-25 TIP Reallocation Statement: To address gaps identified in our ESF Diagnostic, conducted in November of 2023, the principal attended TIL Observation/Feedback training through ESC 15 to support reallocation of principal priorities toward staff implementation of best practices for instruction, instructional action plans based on data, and action steps grounded in best practices for management, engagement, and rigor.