

Targeted Improvement Plans Public Hearing



November 17, 2022
5:45 pm

What is the ESF Grant?

Effective Schools Framework: \$170,000/campus

- Competitive grant for eligible campuses that are Title I and Comprehensive, Targeted or Additional Targeted
- Intended to support school improvement efforts to strengthen campus systems, build staff capacity and improve student outcomes
- Campuses work with a Vetted Improvement Provider called E3 Alliance, Region 20, and the Department of Innovation and School Improvement to support TIP implementation and progress for growth
- TIPs are submitted every quarter to TEA and discussed with Principal, Office of Innovation and TEA School Improvement Specialist

Elements of a Targeted Improvement Plan

TIPs Drive the Work

- Data Analysis: Student Achievement, School Progress, & Closing Gaps
 - Goals are written with Targeted Student Groups in mind
- Selection of Essential Actions
 - Lever 3: Positive School Culture
 - Lever 4: High Quality Instructional Materials & Assessments
 - Lever 5: Effective Instruction (Instructional Strategies & DDI)
- Quarterly Cycles: Action Steps submitted to TEA
 - Rationale, partner identification, explanation of capacity building, desired annual outcome, district commitment theory of action, action steps
- Student Data

Kirby Middle School

Targeted Improvement Plan **Outcomes and Goals**: Principal, Nicole Rosas Saunders

- **OUTCOMES**: Kirby is extremely proud for transitioning from an F to a C in the TEA Accountability Ratings
- Kirby transitioned out of a Comprehensive label to a Comprehensive Progressive
- Successful end of year community event bringing community to meet the new principal
- **GOALS**: Kirby Middle School is continuing to further implement the Blended Learning Model in all classrooms to fidelity and receive training from Marcia Kish, Blended Learning Consultant
- Kirby's academic goal is to grow from 62% to 73% in student academic STAAR Performance.

Metzger Middle School

Targeted Improvement Plan **Outcomes & Goals** : Principal, Loretta Davidson

- **OUTCOMES:** Metzger Middle School moved from an F to a C under TEA's Accountability Rating System
- Students made tremendous academic progress in reading by increasing 24 percentage points
- The development of the Metzger MS Classroom Playbooks [Metzger MS Classroom Playbooks](#) exemplify the commitments of the campus to improve Social-Emotional Learning, Tier I Instruction, and defined the Blended Learning Stations
- **GOALS:** Blended Learning Re-Design-focus on reading and math including the use to fidelity of the HQIM through CRIMSI
- SEL focus on the Restorative Justice approach develops positive interactions with staff and students through community circles and a peace room.

Woodlake Hills Middle School

Targeted Improvement Plan **Outcomes 2021-2022**: Principal, Daniel Brooks

- **OUTCOMES:** Woodlake Hills focused on strengthening Tier I instruction by developing, training on and empowering use of the [Woodlake Hills MS Instructional Playbook](#) focused on
 - Framing the lesson: “We will, I will” statements
 - Think-Write-Pair-Share: Literacy focused on listening, speaking, reading, and writing
 - Close Reading: Evidence-based instructional strategy
- **GOALS:** This year, Woodlake Hills MS is focusing on strengthening school culture and climate, a result of the ESF Diagnostic, which included student and family survey responses
 - Woodlake will focus on increasing 6th grade Reading STAAR scores.

Candlewood Elementary

Targeted Improvement Plan **Outcomes 2021-2022**: Principal, Rachelle Diaz

- The [Candlewood Elementary Instructional Playbook](#) was created to focus on the following instructional strategies:
 - Pacing with timers
 - QSSSA
 - Frayer Vocabulary Model
- Teacher retention went from a loss of 22 professional staff members for the 2021-2022 school year in comparison to a loss of only 6 professional staff members for the 2022-2023 school year
- STAAR participation for 3rd-5th grade students went from 77% in 2021 to 100% in 2022
- Systems and protocols were created and implemented including: a lesson plan feedback system, assessment system, & behavior management system

Candlewood Elementary

Targeted Improvement Plan **Goals 2022-2023**: Principal, Rachelle Diaz

- Candlewood Elementary will focus on increasing both student and staff attendance
- CWE will increase the use of data driven instruction during Professional Learning Communities to make a positive impact on student progress
- CWE will increase leadership capacity with the creation and definition of campus committees to promote family engagement

Converse Elementary

Targeted Improvement Plan **Outcomes 2021-2022**: Principal, Cynthia Davis

- The campus moved from a C rating to a B
- The campus experienced tremendous growth with a growth score of 91
- The campus created a culture playbook that defined the 4 culture commitments to guide our work
 - We will be proactive in building leaders by modeling and facilitating strong character skills
 - We will embrace new ideas through different ways of learning
 - We will accept, value, and help others
 - We will provide engaging and impactful experiences that spark the interests of students
 - [Culture Commitments Playbook](#)

Converse Elementary

Targeted Improvement Plan **Goals 2022-2023**: Principal, Cynthia Davis

- The campus will create an Instructional Strategies Playbook with specific instructional strategies to be used school-wide to address problems of practice
- Internalization of lesson planning with Eureka Math, the Phonics program and Amplify curriculum
- This internalization will lead to a greater understanding of the curriculum, standards, and teaching pedagogy
 - [Instructional Strategies Playbook](#)

Hopkins Elementary

Targeted Improvement Plan **Outcomes 2021-2022**: Principal, Terry Combs

- Hopkins student progress was remarkable and increased in reading by 18 percentage points and in math by 22 percentage points.
- The focus continued to be building instructional systems and strengthen Tier I instruction.
- The [Hopkins Instructional Playbook](#) was created to focus on the following instructional strategies:
 - Think-Pair-Share
 - Cue-Do-Review
 - Explicit Vocabulary.

Hopkins Elementary

Targeted Improvement Plan **Goals 2022-2023** : Principal, Terry Combs

- Teachers will demonstrate alignment, implementation, and consistency using the instructional strategies playbook
- Students will use more critical thinking, productive struggle, and increase use and understanding of content specific vocabulary
- Teachers will use an effective data driven instructional process consistently and effectively to increase student growth

Olympia Elementary

Targeted Improvement Plan **Outcomes 2021-2022**: Principal, Terry Combs

- Achieved an overall score of 88
- Earned a distinction in academic growth
- Established a formalized PLC process
 - Every grade level met weekly with instructional leaders
 - Standardized use of formative tools to provide intentional instruction to students and mastery of the objective
 - Followed curriculum map with the help of formative assessments
 - Allocated purposeful time for reteaching
- Innovation Designation: Fine Arts Academy at Olympia Elementary

Olympia Elementary

Targeted Improvement Plan **Goals 2022-2023**: Principal, Terry Combs

- Our success with our formalized PLC process when meeting with instructional leaders will be pushed into daily teacher grade level meetings to increase their efficiency.
- Address improvements to communication through a leadership calendar and
 - an organizational “go to list for teachers” when they have questions,
 - refined hiring process,
 - and improvements in staff accolades to address teacher retention.