

# Targeted Improvement Plans



**2024-2025**

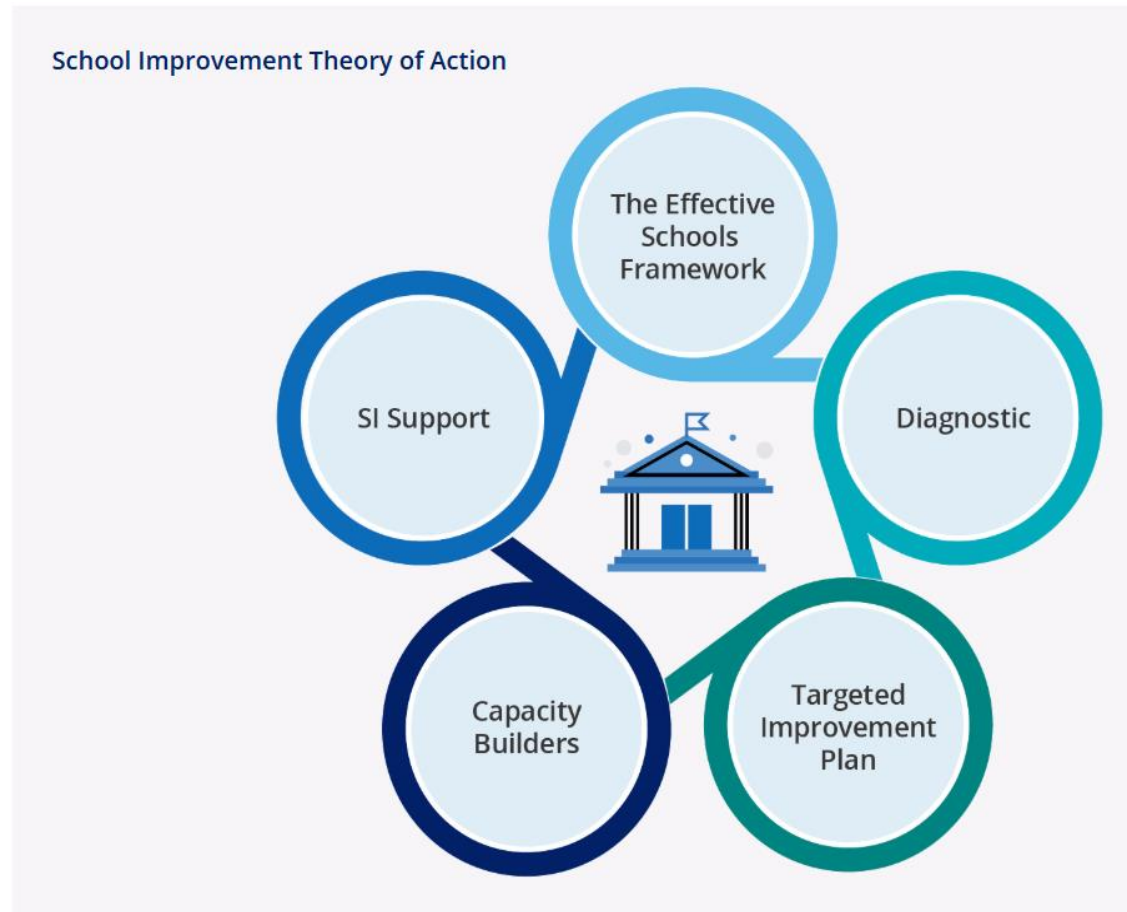
# What is a Targeted Improvement Plan?



- **Bottom Five Percent:** Title I campuses are ranked based on their Closing the Gaps scaled scores. Those in the bottom five percent for their school type (elementary, middle, high school/K–12, and alternative education) are identified for CSI.
- **Graduation Rate:** Any campus, whether Title I or non-Title I, with a six-year federal graduation rate below 66.7% for all students is identified for CSI.
- **Consistently Underperforming Student Groups:** Schools with specific student groups that consistently underperform may also be identified for CSI.

# Targeted Improvement Planning Process

- Completed: Effective Schools Framework Training at Region 18
- Completed: Self Reflection Tool
- Completed: Targeted Improvement Plan (TIP)
- Pending: Board approval of TIPs
- Pending: Submit Plans on the Intervention, Stage, and Activity Manager (ISAM) to TEA
- Pending: 90 Day Cycle Review with TEA



# Effective Schools Framework

## 5 Essential Levers

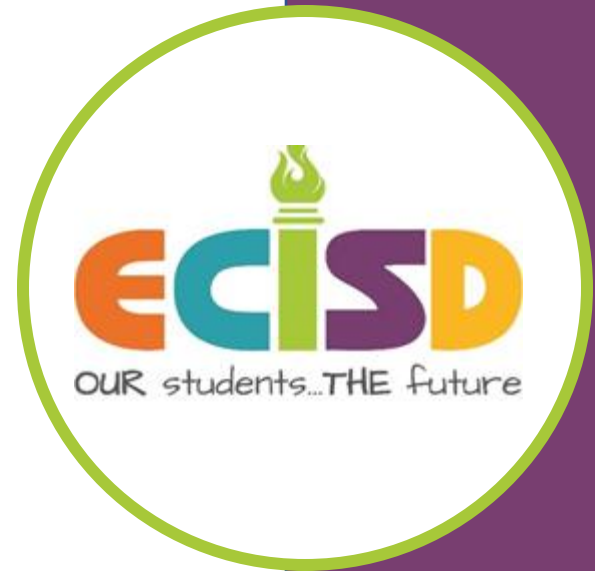
Lever 1: Strong School Leadership and Planning

Lever 2: Strategic Staffing

Lever 3: Positive School Culture

Lever 4: High-Quality Instructional Materials and Assessments

Lever 5: Effective Instruction



# First some celebrations....



**Bowie Middle School**  
Principal Amy Russell



**Sam Houston Elementary**  
Principal Crystal Marquez

# Targeted Improvement Plans



**Dowling Elementary**  
Principal Julie Marshall



**Burnet Elementary**  
Principal Regina Lee



**E.K. Downing Elementary**  
Principal Dr. Angelina Hilton



**Gonzales Elementary**  
Principal Adonica Galindo



**G E "Buddy" West  
Elementary**  
Principal Nora Gonzalez

# Targeted Improvement Plans



Dowling Elementary  
Principal Julie Marshall

## Comprehensive Support and Improvement Information

	Bottom 5% CTG Score Cut Point	CTG Score	Overall Score Cut Point	Overall Score	Identification
2022	63	62	66	61	CS
2023	46	88	n/a	n/a	CS
2024	56	61	n/a	n/a	CS



# Dowling Elementary

## Essential Action

### Lever 5: Effective Instruction

Essential Action 5.1: Professional development for effective classroom instruction.

## Desired Annual Outcome and Strategies

### Goal by May 2025:

100% of participating educators will complete training on best practices for supporting emergent bilingual learners and special education students, including sheltered instruction and techniques for scaffolding content and promoting active engagement in the classroom.

### Strategies:

- **Scaffolded Instruction:**
  - Gradually reduce support as students become more independent.
- **Sheltered Instruction:**
  - Help educators teach content to EB learners while developing their English language proficiency.



Training with the Special Education Department Behavior team.


Sheltered Instruction Training with the Bilingual Department.




 A contrasting perspective is...

 In other words...

This concept connects with... 

 In a nutshell, this is about...

A non-example of \_\_\_ would be... 

 A similar idea could be...

I would like to understand... 

 I am unclear about...

Sentence stems – a sheltered instruction strategy

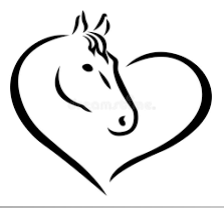
# NWEA MAP Middle-of-Year Data

Assessment	Administration	Approaches	Meets	Masters
3rd Grade Math	<b>24-25 MOY MAP</b>	<b>46%</b>	<b>21%</b>	<b>5%</b>
	23-24 Spring STAAR	73%	37%	6%
4th Grade Math	<b>24-25 MOY MAP</b>	<b>49%</b>	<b>20%</b>	<b>3%</b>
	23-24 Spring STAAR	46%	22%	6%
5th Grade Math	<b>24-25 MOY MAP</b>	<b>48%</b>	<b>20%</b>	<b>5%</b>
	23-24 Spring STAAR	81%	56%	12%
3rd Grade RLA	<b>24-25 MOY MAP *</b>	<b>52%</b>	<b>28%</b>	<b>5%</b>
	23-24 Spring STAAR	60%	27%	7%
4th Grade RLA	<b>24-25 MOY MAP *</b>	<b>52%</b>	<b>24%</b>	<b>6%</b>
	23-24 Spring STAAR	64%	30%	4%
5th Grade RLA	<b>24-25 MOY MAP *</b>	<b>44%</b>	<b>23%</b>	<b>4%</b>
	23-24 Spring STAAR	83%	50%	8%
5th Grade Science	<b>24-25 MOY MAP</b>	<b>24%</b>	<b>4%</b>	<b>0%</b>
	23-24 Spring STAAR	55%	13%	3%

Green fields demonstrate an improvement from STAAR 2024

\*MOY MAP RLA Results include only English assessments, though some students may test in Spanish on STAAR

# Targeted Improvement Plans



**Burnet Elementary**  
Principal Regina Lee

## Comprehensive Support and Improvement Information

	Bottom 5% CTG Score Cut Point	CTG Score	Overall Score Cut Point	Overall Score	Identification
2022	63	74	66	87	-
2023	46	72	n/a	n/a	-
2024	56	30	n/a	n/a	CS

# Burnet Elementary

## Essential Action

### Lever 5: Effective Instruction

Essential Action 5.2: Build teacher capacity through observation and feedback cycles.

## Desired Annual Outcome and Strategies

### Goal by May 2025:

100% of teachers will use the observation feedback cycle to provide classroom support and action steps for rigorous instruction, improving student outcomes with support from MCL, Instructional Coach, and administrators. Burnet Elementary is an Opportunity Culture campus which provides the coaching guidelines and resources for teacher and student success.

### Strategies:

- **Weekly Leadership Meetings & PLCs:**
  - Align goals.
  - Adjust based on observation cycles and feedback.
  - Monitor progress and address student needs in academics, behavior, and social-emotional wellness.
- **Professional Learning:**
  - Model and coach to refine and reinforce student engagement and rigorous instruction.



Quick Feedback / **Detail**

Edit
0
Share
Delete

Date: November 13, 2024, 10:10 am

Teacher: [Redacted]

Coach: [Redacted]

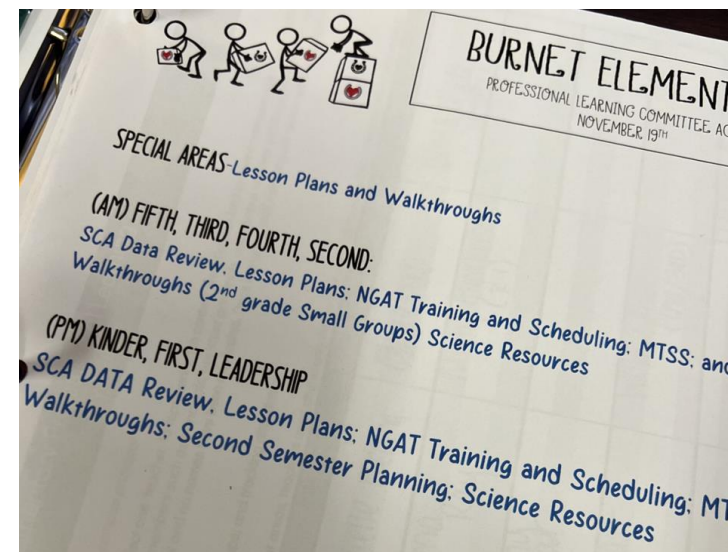
Feedback: Thanks for letting me visit your classroom on Monday. I am intrigued by the models you were using for division of decimals. You must share with me soon.

Private Note: [Redacted]

- School Mint Grow: Opportunity Culture Feedback Tracker
- Timeline for Data Digs and Pre-Planning (K-5)
- Burnet PLC Agenda Sample
- Multi-Class Level modeling for Reach Associate

Oct. 14<sup>th</sup> Data Digs and Pre-Planning

Grade	DDI & Subject	Preplanning	Date of Assessment
er RLA	---	RLA Unit 3	11/1
er Math	---	Topic 5	11/1
RLA	Topic 3	RLA Unit 3	11/5
Math	RLA SCA #2	Topic 5	11/6
RLA	RLA SCA #2 ✓	(RLA Unit 3) ✓	11/5
Math	Topic 1-2 ✓	Math Topic 3 ✓	10/31
RLA	RLA SCA #2	RLA Unit 3	10/25
Math	Math Unit 2	Unit 4	10/25
RLA	RLA SCA #2	RLA Unit 3	10/2
Math	SCA Unit 3	Unit 4	10/4
RLA	RLA SCA #2	RLA Unit 3	10/
Math	Unit 3	Unit 4	10/
ence	SCA 1-2	SCA 3	10/



# NWEA MAP Middle-of-Year Data

Assessment	Administration	Approaches	Meets	Masters
3rd Grade Math	<b>24-25 MOY MAP</b>	<b>37%</b>	<b>20%</b>	<b>7%</b>
	23-24 Spring STAAR	44%	21%	2%
4th Grade Math	<b>24-25 MOY MAP</b>	<b>56%</b>	<b>26%</b>	<b>9%</b>
	23-24 Spring STAAR	54%	29%	10%
5th Grade Math	<b>24-25 MOY MAP</b>	<b>51%</b>	<b>25%</b>	<b>6%</b>
	23-24 Spring STAAR	44%	16%	6%
3rd Grade RLA	<b>24-25 MOY MAP</b>	<b>54%</b>	<b>29%</b>	<b>10%</b>
	23-24 Spring STAAR	50%	21%	2%
4th Grade RLA	<b>24-25 MOY MAP</b>	<b>69%</b>	<b>32%</b>	<b>6%</b>
	23-24 Spring STAAR	56%	27%	7%
5th Grade RLA	<b>24-25 MOY MAP</b>	<b>60%</b>	<b>24%</b>	<b>7%</b>
	23-24 Spring STAAR	52%	25%	11%
5th Grade Science	<b>24-25 MOY MAP</b>	<b>24%</b>	<b>3%</b>	<b>0%</b>
	23-24 Spring STAAR	17%	2%	0%

Green fields demonstrate an improvement from STAAR 2024

# Targeted Improvement Plans



**E.K. Downing Elementary**  
Principal Dr. Angelina Hilton

## Comprehensive Support and Improvement Information

	Bottom 5% CTG Score Cut Point	CTG Score	Overall Score Cut Point	Overall Score	Identification
2022	63	61	66	64	CS
2023	46	59	n/a	n/a	CS
2024	56	30	n/a	n/a	CS



# E.K. Downing Elementary

## Essential Action

### Level 5: Effective Instruction

Essential Action 5.2: Build teacher capacity through observation and feedback cycles.

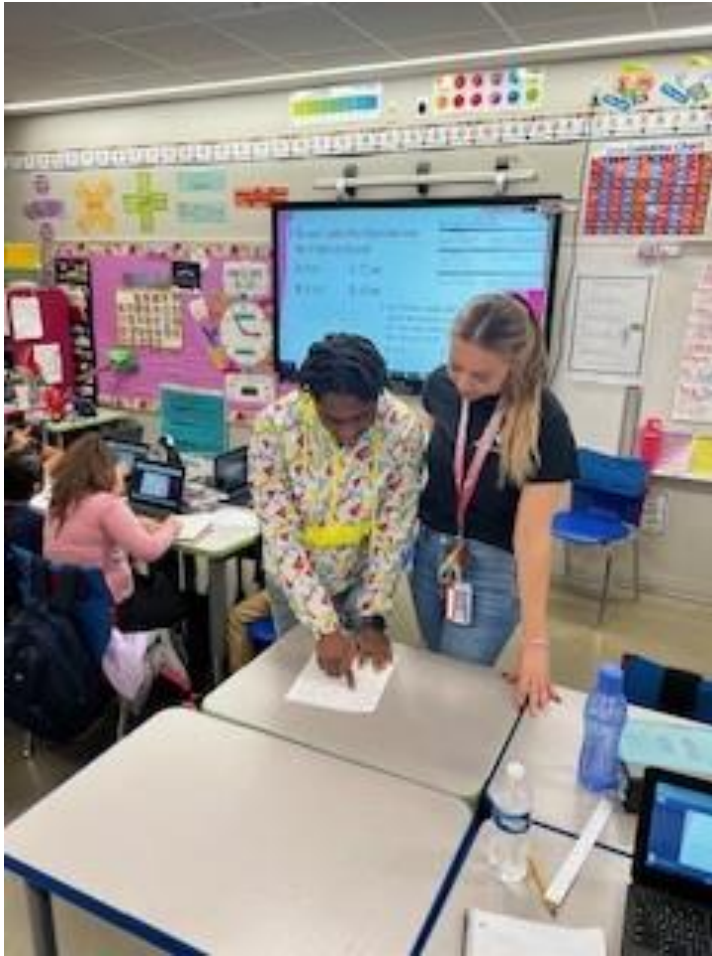
## Desired Annual Outcome and Strategies

### Goal by May 2025:

100% of teachers will engage in bi-weekly observation-feedback cycles, including a 20-minute classroom observation on student engagement and instructional strategies.

### Strategies:

- **Observation-Feedback Cycles:**
  - Conduct a 20-minute classroom observation.
  - Hold a coaching conversation within 24 hours.
  - Provide written action steps.
  - Follow up with an observation within 10 school days.
- **Responsive Observations:**
  - Adjust the timing based on teacher effectiveness, need, and student formative assessment results.
- **Instructional Leaders:**
  - Model desired practices.
  - Discuss implementation with teachers.



## School Mint Grow to observe, document and provide Action Steps.

**SchoolMint** Grow

### Quick Feedback with Running Record

Observation of [Maria Chacon](#) by [Manga Sako](#) on January 31, 2025, 10:16 am

0 | View As: Observer | Share | Print

Details | Info | Notes | Files

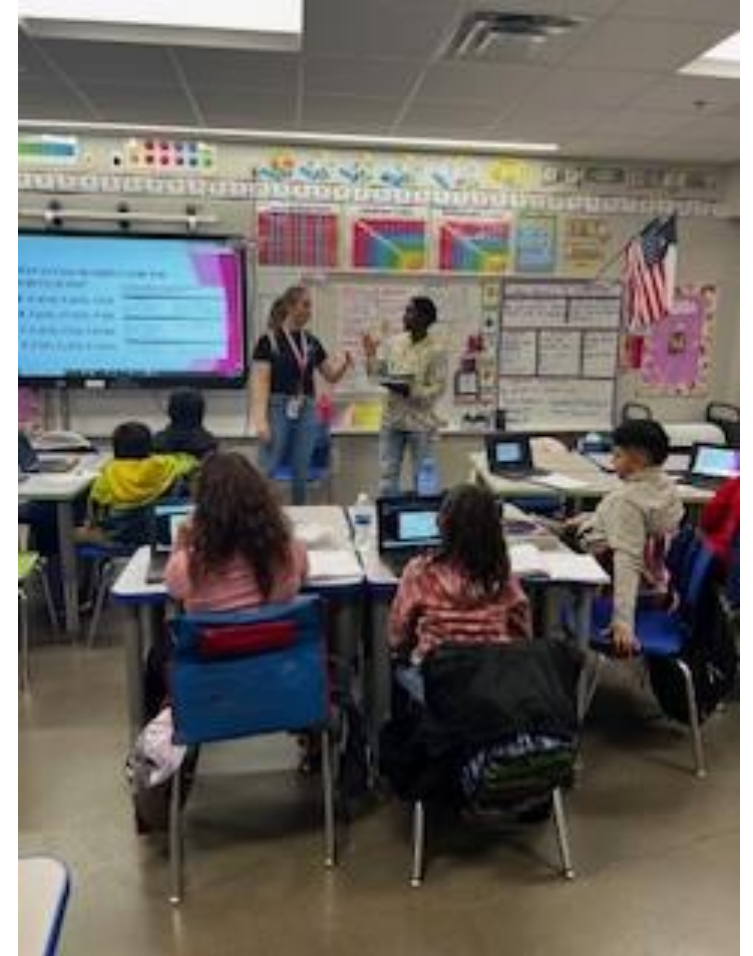
Quick Feedback

**Quick Feedback**

Glow: students are working at capacity, all but one students are on target. Great job using hand signals to show students yards, feet, inches

Grow: Visuals to understand the different units of measurement could help the students

Multi-class leader real time coaching.



Co-teaching and Modeling through Tier 1 (whole group) instruction.

# NWEA MAP Middle-of-Year Data

Assessment	Administration	Approaches	Meets	Masters
3rd Grade Math	<b>24-25 MOY MAP</b>	<b>39%</b>	<b>17%</b>	<b>4%</b>
	23-24 Spring STAAR	48%	21%	6%
4th Grade Math	<b>24-25 MOY MAP</b>	<b>44%</b>	<b>22%</b>	<b>5%</b>
	23-24 Spring STAAR	36%	19%	5%
5th Grade Math	<b>24-25 MOY MAP</b>	<b>41%</b>	<b>18%</b>	<b>3%</b>
	23-24 Spring STAAR	52%	20%	3%
3rd Grade RLA	<b>24-25 MOY MAP *</b>	<b>46%</b>	<b>22%</b>	<b>7%</b>
	23-24 Spring STAAR	46%	12%	4%
4th Grade RLA	<b>24-25 MOY MAP *</b>	<b>52%</b>	<b>20%</b>	<b>6%</b>
	23-24 Spring STAAR	43%	11%	2%
5th Grade RLA	<b>24-25 MOY MAP *</b>	<b>40%</b>	<b>21%</b>	<b>4%</b>
	23-24 Spring STAAR	51%	20%	6%
5th Grade Science	<b>24-25 MOY MAP</b>	<b>27%</b>	<b>6%</b>	<b>1%</b>
	23-24 Spring STAAR	36%	13%	4%

Green fields demonstrate an improvement from STAAR 2024

\*MOY MAP RLA Results include only English assessments, though some students may test in Spanish on STAAR

# Targeted Improvement Plans



**Gonzales Elementary**  
Principal Adonica Galindo

## Comprehensive Support and Improvement Information

	Bottom 5% CTG Score Cut Point	CTG Score	Overall Score Cut Point	Overall Score	Identification
2022	63	72	66	76	-
2023	46	67	n/a	n/a	-
2024	56	46	n/a	n/a	CS

# Gonzales Elementary

## Essential Action

### Lever 5: Effective Instruction

Essential Action 5.2: Build teacher capacity through observation and feedback cycles.

## Desired Annual Outcome and Strategies

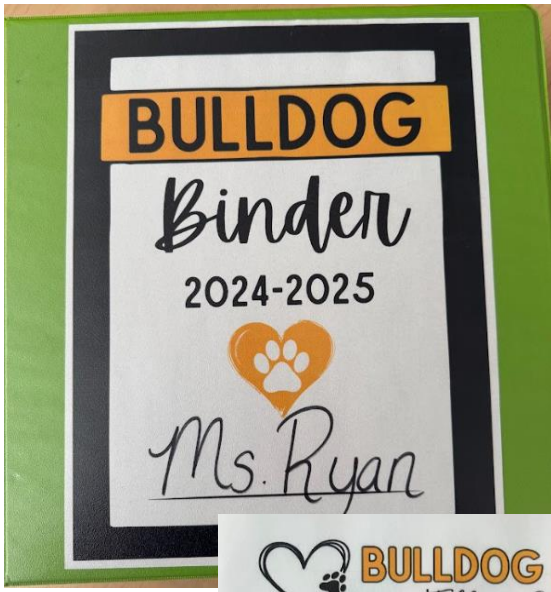
### Goal by May 2025:

100% of teachers will receive routine coaching through observation-feedback cycles conducted by administration and campus MCL.

### Strategies:

- **Coaching Focus:**
  - Emphasize lesson planning and preparation.
  - Improve lesson delivery and reteaching after data analysis.
- **Weekly Leadership Meetings:**
  - Plan and share trends.
  - Assign action steps.
  - Provide professional learning opportunities to instructional staff.

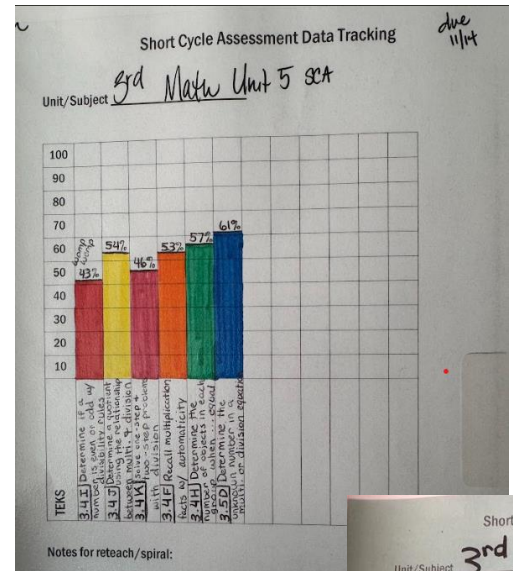




**BULLDOG BINDER**  
Table of Contents

Front of Binder		
Supply Pouch	Class Schedule	District Calendar
Master Schedule	Phone Directory	
Tabs		
<b>Student Information</b>	<ul style="list-style-type: none"> <li>SIC Cards</li> <li>Dismissal Information</li> <li>Spill List</li> <li>SLIB Notes</li> </ul>	
<b>MTSS/SpEd</b>	<ul style="list-style-type: none"> <li>MTSS Notes &amp; Documentation</li> <li>Accommodations Pages / ARD Notes</li> <li>Accommodations log by Student</li> </ul>	
<b>Communication</b>	<ul style="list-style-type: none"> <li>Communication logs by student</li> <li>Class Newsletters / Calendars</li> <li>School Notes</li> <li>Event Notes</li> </ul>	
<b>Data &amp; Assessment</b>	<ul style="list-style-type: none"> <li>Assessment Calendar</li> <li>SCA Data / reteach plans</li> <li>Isation / Ready</li> <li>MAP</li> <li>STAAR</li> </ul>	
<b>Professional Learning</b>	<ul style="list-style-type: none"> <li>Handouts</li> <li>Notes</li> <li>Reflections</li> </ul>	
<b>PLC</b>	<ul style="list-style-type: none"> <li>Agendas</li> <li>Grade Level Meeting Notes</li> </ul>	
<b>Coaching Notes</b>	<ul style="list-style-type: none"> <li>Admin forms</li> <li>Evidence</li> </ul>	
<b>Housekeeping</b>	<ul style="list-style-type: none"> <li>Textbook Inventory</li> <li>Device Checkout/maintenance</li> <li>Other Information as needed</li> </ul>	

ELAR	Week	Scheduled Time	
		Lesson/Skill	Time Stamp
ELAR	Monday	SAXON	
		Lesson/Skill	
		Materials	
		Notes:	
		Reading	
		Alignment/Pacing calendar	
		TEKS	
		Objective (should match what is posted in room)	
		Materials Needed	
		Resources	
Vocabulary			
Notes/To Do			
<b>LESSON:</b>			
	Hook: State objectives, openers, routines	Time Stamp:	? minutes
	<b>I DO:</b> Add your steps for instruction/lesson here	Time Stamp:	? minutes
	<b>WE DO:</b> Add steps for guided practice here. Include learning logs, monitoring, GPU plan for re-teach/clarification	Time Stamp:	? minutes



**Individual Student Tracker**

School Name: \_\_\_\_\_

ID: \_\_\_\_\_ NAME: \_\_\_\_\_ TEACHER: \_\_\_\_\_ GRADE: \_\_\_\_\_ HOMEROOM: \_\_\_\_\_

ETHNICITY	SPED	MAP MATH BOY	MAP READING BOY	MAP SCIENCE BOY
EL - Eco Oth	RET	Projected/Goal	Projected/Goal	Projected/Goal
Cont. Enr	Non-Cont.	RET	RET	RET
		Projected/Goal	Projected/Goal	Projected/Goal

Subject	Year	Grade Level Tested	Raw Score	Performance Level	CURRENT SCHOOL YEAR (UNIT ASSESSMENTS)															
					GOAL	1	2	3	4	5	6	7	8	9	10					
MATH																				
READING																				
SCIENCE																				

NOTES: \_\_\_\_\_

Please check all the possible interventions you will use to improve STAAR scores.

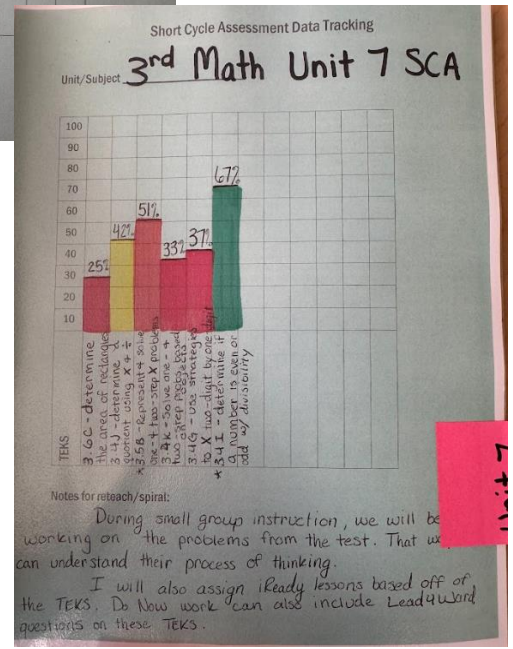
Attend Tutorials Consistently  Ask for help when I need it  Complete Homework

Work out/show strategies for ALL Math  Participate more in class  Other \_\_\_\_\_

Annotate Passages & Mark Evidence  Take my time; stop rushing

For more data, use OnTrack online [www.houstonisd.org/ot](http://www.houstonisd.org/ot). Scores for "Review Scores" and "My Scoreboard"

\_\_\_\_\_(student), promise to make all efforts to improve my performance to be successful now and for the future. Date: / /



# NWEA MAP Middle-of-Year Data

Assessment	Administration	Approaches	Meets	Masters
3rd Grade Math	<b>24-25 MOY MAP</b>	<b>53%</b>	<b>24%</b>	<b>7%</b>
	23-24 Spring STAAR	53%	34%	8%
4th Grade Math	<b>24-25 MOY MAP</b>	<b>38%</b>	<b>17%</b>	<b>2%</b>
	23-24 Spring STAAR	40%	21%	6%
5th Grade Math	<b>24-25 MOY MAP</b>	<b>64%</b>	<b>27%</b>	<b>10%</b>
	23-24 Spring STAAR	62%	19%	1%
3rd Grade RLA	<b>24-25 MOY MAP</b>	<b>73%</b>	<b>47%</b>	<b>13%</b>
	23-24 Spring STAAR	69%	39%	12%
4th Grade RLA	<b>24-25 MOY MAP</b>	<b>58%</b>	<b>28%</b>	<b>10%</b>
	23-24 Spring STAAR	64%	26%	3%
5th Grade RLA	<b>24-25 MOY MAP</b>	<b>73%</b>	<b>43%</b>	<b>18%</b>
	23-24 Spring STAAR	58%	38%	12%
5th Grade Science	<b>24-25 MOY MAP</b>	<b>49%</b>	<b>10%</b>	<b>0%</b>
	23-24 Spring STAAR	31%	13%	4%

Green fields demonstrate an improvement from STAAR 2024

# Targeted Improvement Plans



**G E “Buddy” West Elementary**  
Principal Nora Gonzalez

## Comprehensive Support and Improvement Information

	Bottom 5% CTG Score Cut Point	CTG Score	Overall Score Cut Point	Overall Score	Identification
2022	63	71	66	72	-
2023	46	82	n/a	n/a	-
2024	56	38	n/a	n/a	CS



# G E “Buddy” West Elementary

## Essential Action

### Level 5: Effective Instruction

Essential Action 5.2: Build teacher capacity through observation and feedback cycles.

## Desired Annual Outcome and Strategies

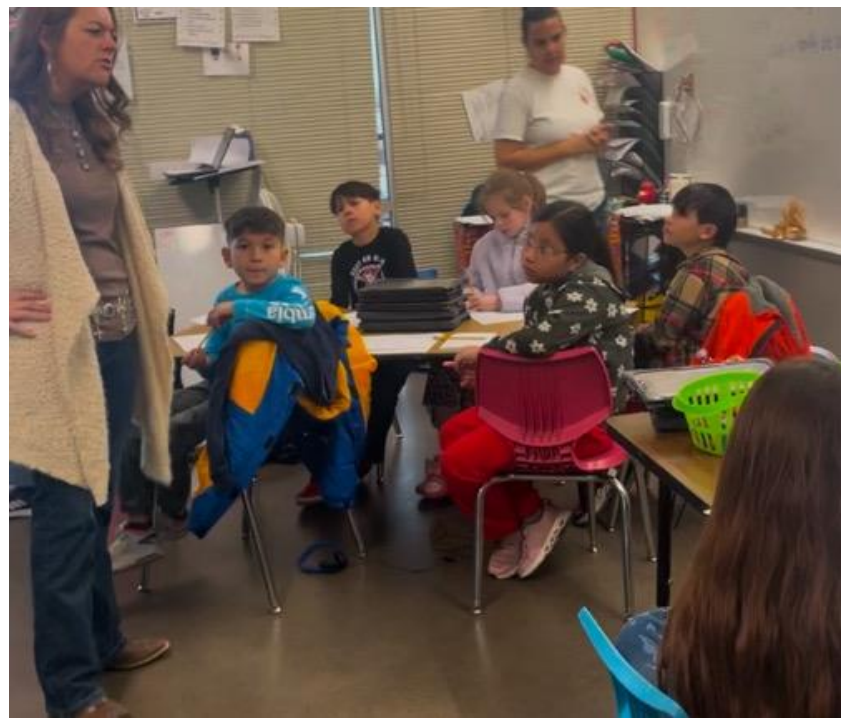
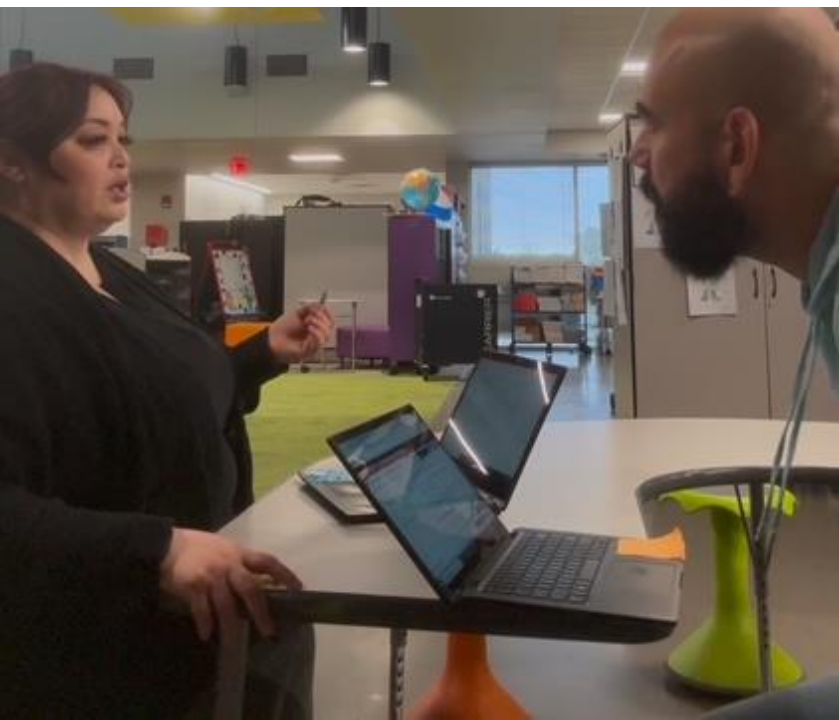
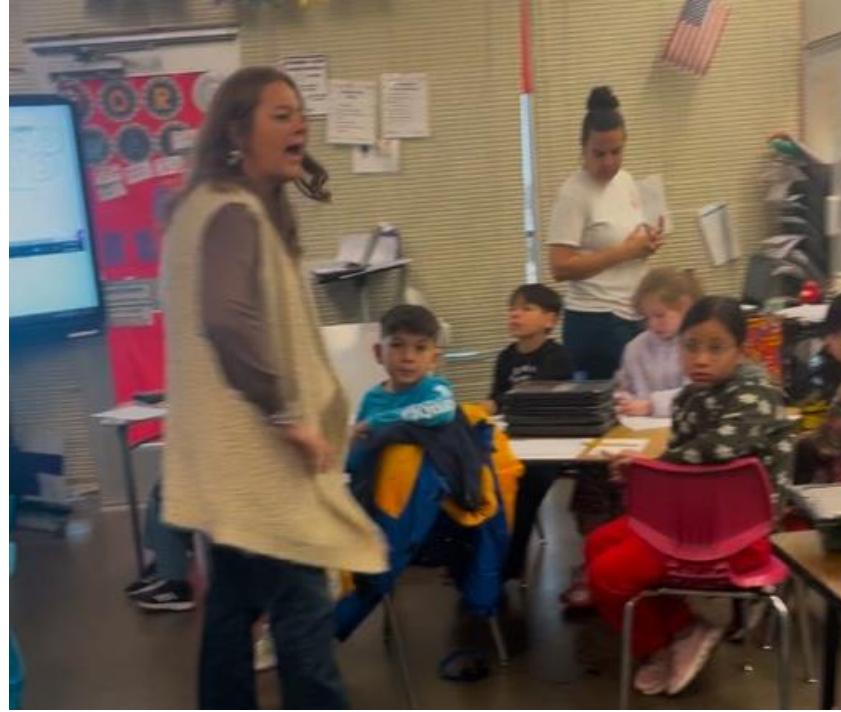
### Goal by May 2025:

All campus teachers will receive timely, clear, and actionable feedback and coaching.

### Strategies:

- **Observation/Feedback Cycles:**
  - Provide teachers with action steps for improvement.
  - Provide bi-weekly one to one coaching sessions with each Multi Classroom Leader.
- **Evidence-Based Intervention:**
  - Model the desired behavior.
  - Provide opportunities for the teacher to model the action step with the MCL before implementation.

HDR



Tools Config

Start Date: 7/1/2023 End Date: 1/28/2025 View Only My Data

Items per page: 25 1 - 5 of 5

Action Steps	Videos	Date ↑	Actions
om Leader Rubric (MCL): Domain 4	-	None 09/24/24	Open Completed
om Leader Rubric (MCL): Domain 1	-	None 09/23/24	Open Completed
om Leader Rubric (MCL): Domain 4	-	None 09/10/24	Open Completed
om Leader Rubric (MCL): Domain 1	-	None 09/17/24	Open Completed
om Leader Rubric (MCL): Domain 4	-	None 09/10/24	Open Completed

# NWEA MAP Middle-of-Year Data

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	23-24 Spring STAAR	74%	28%	5%
3rd Grade RLA	<b>24-25 MOY MAP *</b>	<b>50%</b>	<b>25%</b>	<b>4%</b>
	23-24 Spring STAAR	57%	30%	14%
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	23-24 Spring STAAR	61%	30%	9%
5th Grade RLA	<b>24-25 MOY MAP *</b>	<b>64%</b>	<b>32%</b>	<b>11%</b>
	23-24 Spring STAAR	66%	38%	12%
5th Grade Science	<b>24-25 MOY MAP</b>	<b>39%</b>	<b>10%</b>	<b>2%</b>
	23-24 Spring STAAR	39%	14%	3%

Green fields demonstrate an improvement from STAAR 2024

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# Next Steps

- Board approval of Targeted Improvement Plans
- Continue 90-day cycle reviews of TIP plan and artifacts
- Use artifacts and data collected from each cycle to determine the next 90-day action steps
- Monitor student data for progress



# Feedback and Questions

