Targeted Improvement Plan

District Name: Ector County Independent School District	**County District Number:** 68901		**Superintendent Name:** J. Nelson
Campus Name: Wilson & Young Medal of Honor Middle School	**Campus Number:** 45		**District Coordinator of School Improvement:** Betsabe Salcido
PSP: Wayne Byrd	**Educational Service Center:** Region 18		**School Principal:** Yolanda Hernandez

Vision: Wilson and Young Medal of Honor Middle School will provide rigorous academics within a nurturing environment that genuinely encourages Ranger successes for others to follow.

Problem Statement #1:	ELAR academic growth data indicates that 23% of students are regressing at least one proficiency level on STAAR assessments while another 24% of students did not meet progress.	**Annual Goal #1:**	In Domain 2 last year, ELAR academic growth for the campus was 490 points out of 835 for a raw score of 59. The annual ELAR goal for the campus is 803 points out of 1115 possible points for a raw score of 72.
Root Cause #1:	Tier 1 instruction is not occurring that engages and reaches the depth of knowledge that students need to be successful on State assessment.	**Strategy #1:**	The campus will develop lesson plan expectations and ensure implementation of lesson planning and instructional delivery aligned to the TEKS/STAAR while promoting student engagement and higher order thinking skills.

Goal #1:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: *(training, acquisition of new skills)*	Teachers will receive professional development on Istation and will continue to receive instructional support on the resources available to meet student gaps.	First 6 weeks and Ongoing	Istation, Curriculum Department support, Instructional Coaches & AVID classroom	Instructional Coaches Department Chairs Administrators	Teachers will receive ongoing support in the use of the components of Istation Reading and the Istation indicators of progress. Teachers will be able to use assessment data to generate individualized learning paths for students.		Select	
	Teachers will receive training for Content & Language Objectives and Depth of Knowledge using Fundamental Five Strategies. Teachers will also attend professional development on sheltered instruction.	October 19th and November 30th	Bilingual and ESL Department Specialists and Seidlitz Consultants.	Teachers, Administrators, Instructional Coaches, Department Chairs	Systemic Improvement in the area of lesson planning leading to student improvement on Istation assessments.		Select	
	All tested content area teachers to include 7th grade writing and 8th grade Social Studies will receive training from Lead4ward lesson planning and instructional strategies.	November 30th	Lead4ward Resources/Strategies/Webinar Series and Lead4ward Consultant support.	Teachers, Administrators, Instructional Coaches, Department Chairs	Teachers will effectively use lesson planning models that will enhance their planning and delivery of quality Tier 1 instruction.		Select	
	Teachers will receive professional development on collaborative strategies such as Kagan, AVID and Sheltered Instruction.	November 30th	Instructional Coaches	District Support Team, Campus Admin, Campus Instructional Coach, Teachers	Teachers will learn and incorporate engaging strategies that will support student learning.		Select	
Intermediate: *(Implementation)*	Teachers will frame the lesson each day to include the learning objective and the closing exit question or task to demonstrate to both the teacher and student that learning has taken place.	December 2018 and February 2019	Classroom Observation and Lesson Plan Monitoring Feedback, Interim Assessments	Campus Administrators, Teachers	By December 2018, all teachers will have their lesson framed and posted in their classroom and an exit ticket or formative assessment that tells the teacher that at least 75% of students have mastered the daily content. By February 2019, 80% of the students will demonstrate that they have mastered the daily content.		Select	
	Teachers will include at least one Kagan, Lead4ward, Sheltered instruction or AVID strategy in their lesson planning that provides student engagement and content mastery.	December 2018 and February 2019	Classroom Observation and Lesson Plan Monitoring Feedback	Campus Administrators, Teachers	Strategy success will be measured in Reading by Istation scores and released test for all other content areas.		Select	

Vision:		Wilson and Young Medal of Honor Middle School will provide rigorous academics within a nurturing environment that genuinely encourages Ranger successes for others to follow.						
	Campus Administrators will monitor lesson planning and instructional delivery to ensure implementation of written expectations and provide planning and coaching support.	Ongoing	Feedback from Classroom Observation and Lesson Plan Monitoring	District Support Team, Campus Admin, Campus Instructional Coach, Teachers	Teachers will be proficient in their ability to implement quality teaching practices/strategies due to the support provided through modeling, coaching and training.			
	During PLC time, individual student results on the district assessments will be analyzed to measure student growth. PLCs will discuss interventions as needed. Students will track their own progress on summative assessments.	Periodically throughout the year	Student portfolios, notes in PLC, and monitoring Eduphoria Groups	Campus Administrators, Teachers, Instructional Coach, Teachers	Student-work samples will reveal that instruction is aligned to the depth of knowledge and expectations found in the TEKS.			
Long-Term: *(Results)*	In Domain 2, Wilson & Young students will have scored 803 points to have earned a raw score of 72 in STAAR Reading.	May-19	Faculty and Staff of Wilson & Young, Instructional Coaches, District Support & Professional Development Consultants	Administrators District personnel	Students will be performing at or above grade level in Reading as they move to the next grade.		Select	
Vision Status				**Vision Metrics**				

End of Year Report

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

Problem Statement #2:		Math academic growth data indicates that 29% of students are regressing at least one proficiency level on STAAR assessments while another 24% of students did not meet progress.		**Annual Goal #2:**		In Domain 2 last year, Math academic growth for the campus was 445 points out of 844 for a raw score of 53. The annual Math goal for the campus is 803 points out of 1115 possible points for a raw score of 72.		
Root Cause #2:		Tier 1 instruction is not occurring that engages and reaches the depth of knowledge that students need to be successful on State assessment.		**Strategy #2:**		The campus will develop expectations and ensure implementation of lesson planning and instructional delivery aligned to the TEKS/STAAR while promoting student engagement and higher order thinking skills.		
Goal #2:	**Activity** *(Actions/Processes)*	**Activities Timeline**	**Resources**	**Person(s) Responsible**	**Goal for this Activity**	**Results for this Activity**	**Status**	**Next Steps**
	Teachers will receive professional development on Istation and will continue to receive instructional support on the resources available to meet student gaps.	First 6 weeks and Ongoing	Istation, Curriculum Department support, Instructional Coaches & AVID classroom	Instructional Coaches Department Chairs Administrators	Teachers will receive ongoing support in the use of the components of Istation Reading and the Istation indicators of progress. Teachers will be able to use assessment data to generate individualized learning paths for students.		Select	
Short-Term: *(training, acquisition of new skills)*	Teachers will receive training for Content & Language Objectives and Depth of Knowledge using Fundamental Five Strategies. Teachers will also attend professional development on sheltered instruction.	October 19th	Bilingual and ESL Department Specialists and Seidlitz Consultants.	Teachers, Administrators, Instructional Coaches, Department Chairs	Systemic Improvement in the area of lesson planning leading to student improvement on Istation assessments.		Select	
	All tested content area teachers to include 7th grade writing and 8th grade Social Studies will receive training from Lead4ward lesson planning and instructional strategies.	November 30th	Lead4ward Resources/Strategies/Webinar Series and Lead4ward Consultant support.	Teachers, Administrators, Instructional Coaches, Department Chairs	Teachers will effectively use lesson planning models that will enhance their planning and delivery of quality Tier 1 instruction.		Select	

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	Teachers will receive professional development on collaborative strategies such as Kagan, AVID and Sheltered Instruction.	Ongoing	Instructional Coaches	District Support Team, Campus Admin, Campus Instructional Coach, Teachers	Teachers will learn and incorporate engaging strategies that will support student learning.	Select	
Intermediate: *(Implementation)*	Teachers will frame the lesson each day to include the learning objective and the closing exit question or task to demonstrate to both the teacher and student that learning has taken place.	December 2018 and February 2019	Classroom Observation and Lesson Plan Monitoring Feedback, Interim Assessments	Campus Administrators, Teachers	By December 2018, all teachers will have their lesson framed and posted in their classroom and an exit ticket or formative assessment that tells the teacher that at least 75% of students have mastered the daily content. By February 2019, 80% of the students will demonstrate that they have mastered the daily content.	Select	
	Teachers will include at least one Kagan, Lead4ward, Sheltered instruction or AVID strategy in their lesson planning that provides student engagement and content mastery.	December 2018 and February 2019	Classroom Observation and Lesson Plan Monitoring Feedback	Campus Administrators, Teachers	Strategy success will be measured in Math by Istation scores and released test for all other content areas.		
	Campus Administrators will monitor lesson planning and instructional delivery to ensure implementation of written expectations and provide planning and coaching support.	Ongoing	Feedback from Classroom Observation and Lesson Plan Monitoring	District Support Team, Campus Admin, Campus Instructional Coach, Teachers	Teachers will be proficient in their ability to implement quality teaching practices/strategies due to the support provided through modeling, coaching and training.		
	During PLC time, individual student results on the district assessments will be analyzed to measure student growth. PLCs will discuss interventions as needed. Students will track their own progress on summative assessments.	Periodically throughout the year	Student portfolios, notes in PLC, and monitoring Eduphoria Groups	Campus Administrators, Teachers, Instructional Coach, Teachers	Student-work samples will reveal that instruction is aligned to the depth of knowledge and expectations found in the TEKS.		
						Select	
Long-Term: *(Results)*	In Domain 2, Wilson & Young students will have scored 803 points to have earned a raw score of 72 in STAAR Math.	May-19	Faculty and Staff of Wilson & Young, Instructional Coaches, District Support & Professional Development Consultants	Administrators District personnel	Students will be performing at or above grade level in Math as they move to the next grade.	Select	
Vision Status				**Vision Metrics**			

End of Year Report

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

Problem Statement #3:				Annual Goal #3:			
Root Cause #3:				Strategy #3:			

Goal #3:	Activity *(Actions/Processes)*	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: *(training, acquisition of new skills)*							Select	
							Select	
							Select	
							Select	
							Select	
Intermediate: *(Implementation)*							Select	
							Select	
							Select	
Long-Term: *(Results)*							Select	
							Select	
Vision Status				**Vision Metrics**				