
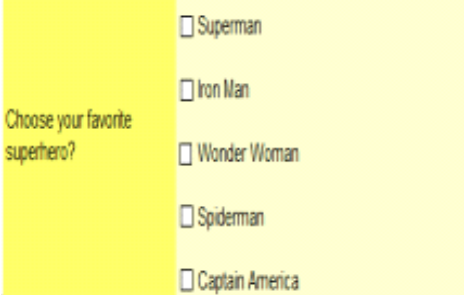
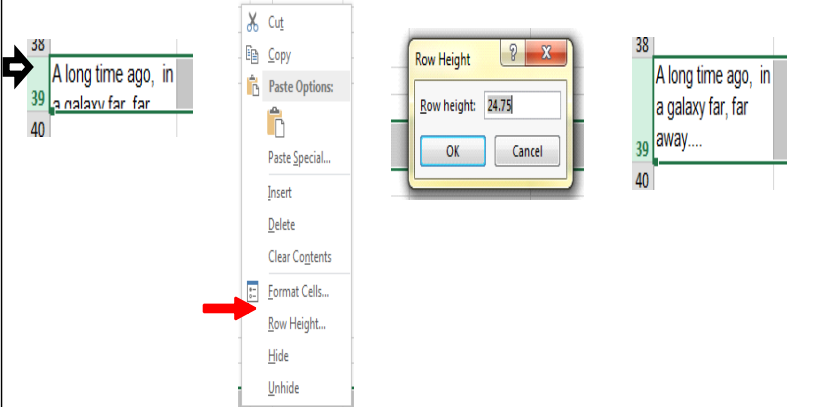


2015-2016 Campus Turnaround Plan

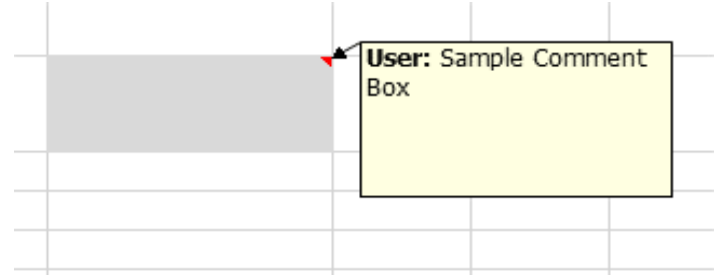
Turnaround Plan Instructions

Feature/Tip	Explanation	Screenshot
<p>Zoom Level Bar</p>	<p>The Zoom Level Bar can be used in place of the zoom level drop down menu in newer versions of excel and is found at the bottom right of an excel workbook.</p> <p>You can change the zoom by dragging the arrow left or right OR clicking the + or - buttons to increase/decrease the zoom level by 10% with each click.</p> <p>Tabs within this workbook work optimally when the zoom level is set to 90%. If you find that the alignment of the checkboxes is skewed, check your zoom level.</p>	
<p>Check Box Selection</p>	<p>Check boxes have been added to the workbook to allow you to select more than one answer. Place a check in the box next to all answers that apply.</p>	
<p>Expanding Rows and/or Columns</p>	<p>If you cannot see all of the information you have entered into a cell, you may adjust the height of the cell to fit your text.</p> <ol style="list-style-type: none"> 1) Highlight the row by placing your cursor on the row number 2) Right click and select 'Row Height' from the menu 3) Increase the number in the 'Row Height' pop-up window 4) Click OK 	

Viewing Help Boxes

Throughout this document, there are cells with that contain information and guidance you may need to help answer questions. These cells have been marked red triangle in the upper right corner of the cell.

To view the help information for a particular cell, hover your mouse over the cell and the text will appear.



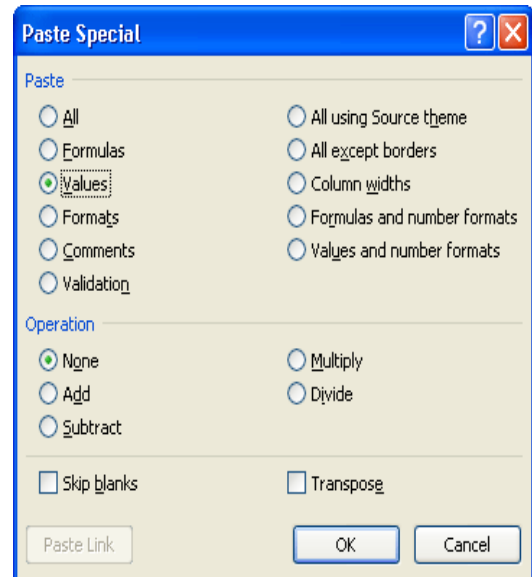
Using the Copy/Paste feature within the Excel document

In order to use the Paste Special feature:

1. Copy the text as normal.
2. Right click on the destination cell.
3. Choose Paste Special.
4. Select from the menu either Values or Text. Click OK when finished.

If while attempting to paste, a message appears indicating that the data being pasted is not the correct size and shape, please do the following:

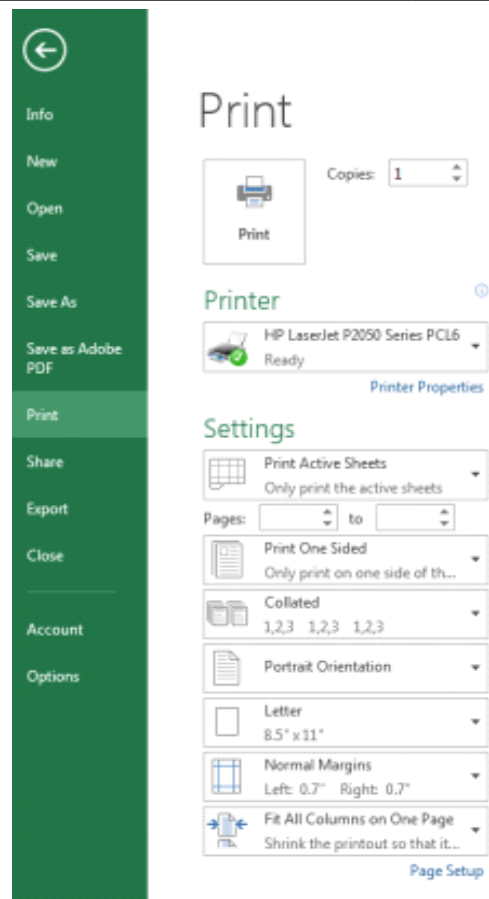
1. Copy the text as normal.
2. Click on the destination cell.
3. Right click in the formula bar at the top of the page. Then select the Paste icon.
4. Press the Enter button on the keyboard.



Printing the Turnaround Plan

The Turnaround Plan is already formatted for printing; however, as data is entered into the document it may be necessary to edit the print settings to have the document print correctly.

Print settings can be edited on the print preview screen. At this point users may edit page margins, paper size and scaling options. By selecting "Fit all columns on one page" the user can direct Excel to automatically scale the document to one page wide.



Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	San Jacinto	Campus Number:	121
Grades Served:	K-5	Date of Board Approval:	Projected Date: June 6, 2016
Consecutive School Years Rated Academically Unacceptable/Improvement Required:			3rd Year IR

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Christine Carrillo	4th Grade Teacher
Terri Freeman	Kinder Teacher
Elizabeth Quintela	Dyslexia Teacher
Wendy Gesch	CCF - Campus Curriculum Facilitator
Erin Bueno	Assistant Principal
Pam Walker / Annette Macias	Principal / District Director of Assessment
Lisa Wills /Dr. Karen Case	DCIS / PSP

Turnaround Plan Attestation Statements

<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 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.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
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Historical Narrative (Optional Response)

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.

San Jacinto has had 4 different principals, and 3 different assistant principals in the last six years. The staff has continually changed and ranges from long term substitutes to veteran teachers. There have been many first and second year teachers who lacked sufficient professional development to ensure rigorous and focused instruction. Some classes have had long term substitutes for a majority of an academic school year. It appears that the lack of consistency; lack of strict expectations from administrators; and the lack of clear, consistent, focused planning and delivery of rigorous lessons has caused San Jacinto students to be under performing. San Jacinto went through reconstitution during the school year 14-15. Three teachers were non-renewed through the process, and nine other teachers chose to leave the campus. This resulted in the 15-16 school year starting with 6 long term substitutes.

Needs Summary and Turnaround Plan

Systemic Root Cause: *Describe the systemic root cause that has led to low student performance.*

The factors that led to low performance were: frequent changes in leadership; frequent turnover of staff; lack of expectations for focused planning and teaching; lack of follow through with professional development learning; lack of student engagement; and high numbers of beginning teachers, with lack of developed skills. This campus needs consistently developed and delivered scripted lessons focused on engagement and rigor.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	San Jacinto	Campus Number:	121
Turnaround Initiative: <i>Describe your systemic approach for turning around the campus.</i>		Impacted Critical Success Factors (CSFs):	
<p>We have identified CSF 1 and CSF 7 as the most critical areas of need at San Jacinto. We will focus mainly on CSF 7 because by focusing there, we believe CSF 1 will also be improved. We will focus on improving teacher quality through lead teachers in each grade level, having highly engaging, ongoing and rigorous professional development for all teachers at the level of need for each teacher. We will have RTI for teachers!</p> <p>Plan:</p>		<input checked="" 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 checked="" type="checkbox"/> CSF 7 - Teacher Quality	
Outcome: <i>Describe how the turnaround initiative will resolve the identified systemic root cause.</i>			
<p>With a focused system of on-going PD and strong developed teacher leaders in each grade level, we will see students actively engaged in rigorous (higher order thinking skills) lessons throughout the campus. Teachers will be providing highly motivated lessons to capture students' attention. Students will be enjoying lessons prepared by teachers who have been trained to utilize every instructional minute with rigorous learning. With the support of the technology department, climate surveys will be created and administered three times throughout the year using the district data management system. The information gathered from the surveys will help the campus and district leadership teams determine what additional support is needed. Building strong relationships and providing consistent instructional support will build a close family unit in effort to reduce teacher turn over. Campus personnel and district leadership teams are aware of the need for stability in campus administration.</p>			
Processes/Procedures: <i>What processes, procedures, and policies are needed to ensure that the turnaround initiative will be implemented effectively?</i>			
<p>We will need rigorous, engaging professional development for teachers. We will need to give "lead teachers" in depth training in ELAR, Reading and Math instruction as well as mentoring and coaching so that they can help their teams. We will also need a flexible schedule for the lead teachers to have time to train, mentor and coach their teams. We will build time into the schedule for vertical team planning. Lead teachers will be an additional resource for their teams, however the primary instructional support responsibility will remain with the Principal, Asst. Principal and CCF. A rubric will be designed for lead teachers, campus administrators, and CCF as a means of accountability. Artifacts will be included in the rubric for quarterly review by administrators. Based on the results, each quarter of professional development will be adapted and or modified to assist the lead teachers in their roles as well as professional development for whole staff. T-Tess goals will be utilized as base line measures, blueprints and goal setting for professional development.</p>			

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	San Jacinto	Campus Number:	121

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

Our plan will be shared in parent meetings, publicized on our web page and available to anyone who asks for a copy. It will be presented to staff and referred to at staff meetings, vertical team planning meetings, PLCs and in data talks with teachers. In August during Professional Development, we will have round table discussions about the plan and take feedback and suggestions from staff about rollout and implementation. We will also hold at least 2 round table discussions for parents and external stakeholders to gather feedback. With the support of the technology department, climate surveys will be created and administered three times throughout the year using the district data management system. The information gathered from the surveys will help the campus and district leadership teams determine what additional support is needed. Building strong relationships and providing consistent instructional support will build a close family unit in effort to reduce teacher turn over.

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?*

We will work to be fully HQ staffed in the summer of 2016. Lead teachers will be trained until they are confident in leading their grade level. We will conduct team building activities prior to the beginning of the 16-17 school year to build a cohesive team. With continued support and training our teacher leaders will assist the administrative team to carry out the turnaround initiatives. We will need district support with the professional development for lead teachers. We will also need district support with professional development of new (beginner) teachers.

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.)*

After reconstitution in the 14-15 school year and staff changes at the end of the school year we started the 15-16 school year with 6 long term substitutes in vacancy positions and 1 long term substitute in a workman's comp position. The 1 sub in the workman comp position is a retired certified teacher. None of the vacancy substitutes were certified. In January we were able to hire 3 certified teachers and 1 HQ alternative certification teacher, to replace 4 of the vacancy positions. For the 16-17 school year we need a strong leadership team, Principal, Assistance Principal and CCF. We also need a lead teacher on each grade level and one in special areas. We would also like to have an "Innovation Specialist" who can be the lead on innovative and cutting edge instruction. This position would be one of our grade level teachers who would receive a stipend. These payroll stipends are pending board approval for the funds.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	San Jacinto	Campus Number:	121

How will you allocate campus and district funds for this initiative?

Category	Amount	Description
Payroll	\$35,000	\$5000.00 stipend for 6 lead teachers; \$5000.00 stipend for Innovation Specialist (These stipends are pending board approval for funding)
Professional Development	\$60,000	\$40,000 for rigorous, highly engaging and accountability training; \$20,000 for other miscellaneous trainings, specific to lead teacher needs and other campus needs such as; ELAR, Math, and
Supplies and Materials	\$80,000	specific math technology resources to allow for the highly engaged and rigorous conceptual math instruction.
Other Operating Cost	na	
Capital Outlay	na	

Systemic Root Cause: *Describe the systemic root cause that has led to low student performance.*

Turnaround Initiative: *Describe your systemic approach for turning around the campus.*

Turnaround Initiative: <i>Describe your systemic approach for turning around the campus.</i>	Impacted Critical Success Factors (CSFs):
	<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

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	San Jacinto	Campus Number:	121

Outcome: *Describe how the turnaround initiative will resolve the identified systemic root cause.*

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

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

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
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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?*

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.)*

How will you allocate campus and district funds for this initiative?

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