

# 2025-2026 PUBLIC HEARING

Targeted Improvement Plan

Glenn Harmon Elementary School



# PURPOSE

As required by TEA we are holding a public hearing tonight to review and discuss the development and implementation of Glenn Harmon's Targeted Improvement Plan.

# GLENN HARMON ELEMENTARY

History of School Improvement for Glenn Harmon Elementary

**2022-23**

Glenn Harmon enters Comprehensive School Improvement

**2023-24**

Glenn Harmon moves to Comprehensive School Improvement Progressing

**2024-25**

Glenn Harmon is reidentified for Comprehensive School Improvement

**2025-26**

Glenn Harmon moves to Comprehensive School Improvement Progressing



# How is a TIP plan developed?

Structured process that includes:







## EMPLOYEE INCENTIVE PROGRAM PILOT

### I. Employee Retention

Everyone is eligible for the employee retention portion of the incentive program.

### II. Student Performance (for Math/Reading Professionals)

Professionals responsible for teaching Reading and/or Math are eligible for this portion of the incentive program.

- K, 1st, 2nd, 3rd, 4th Teachers, Resource/Inclusion/FALS/Success Teachers, Interventionists, Instructional Coaches, Specialists

Professionals who would like to participate in the performance incentive pilot will express their interest through [this survey](#) and will interview for participation.

Information regarding the interviews will be shared in April. Math and/or Reading professionals who are not interested in participating in the performance incentive pilot or who are not selected for the program will be reassigned to other teaching positions in the district.

**GHE 2025-2026**

### Incentive Program Compensation

#### I. Employee Retention

**\$1000 for employees who do not teach Reading and/or Math (\$500 in January and \$500 in June)**

CAMP teachers, Librarian, Office Staff, Non-Reading/Math Classroom Paraprofessionals, any other Harmon employees who do not teach Reading and/or Math

**\$2500 for employees who teach Reading and/or Math (\$1,250 in January/\$1,250 in June)**

K-4 Classroom Teachers, Resource/Inclusion/FALS/Success Teachers, Special Education Paraprofessionals who assist students in Reading and/or Math, Interventionists, Instructional Coaches, Specialists

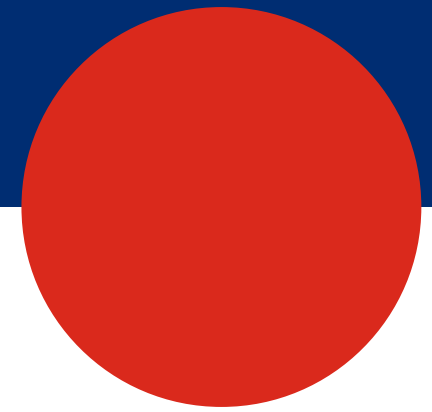
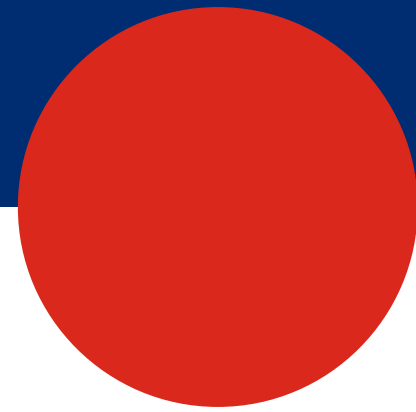
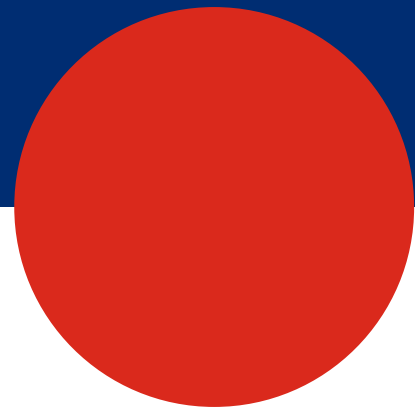
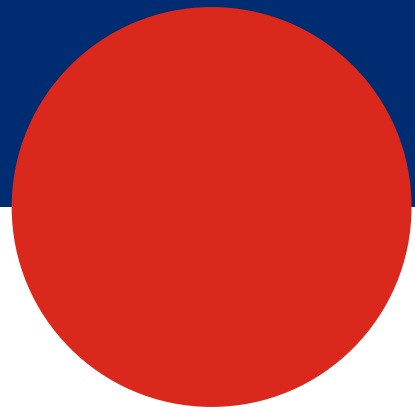
#### II. Student Performance

**\$2500 for employees whose students meet their growth targets in the areas of Reading and/or Math. (EOY)**

# SCHOOLWIDE INSTRUCTIONAL SYSTEMS

- PDSA cycles three times/year
- Coaching cycles based on teacher tiers
- Weekly PLCs and ILT meetings
  - Internalization planning and delivery
- Monthly guiding coalition meetings

# Public Hearing





**THANK YOU!**