

# Turnaround Plans



## 2025-2026

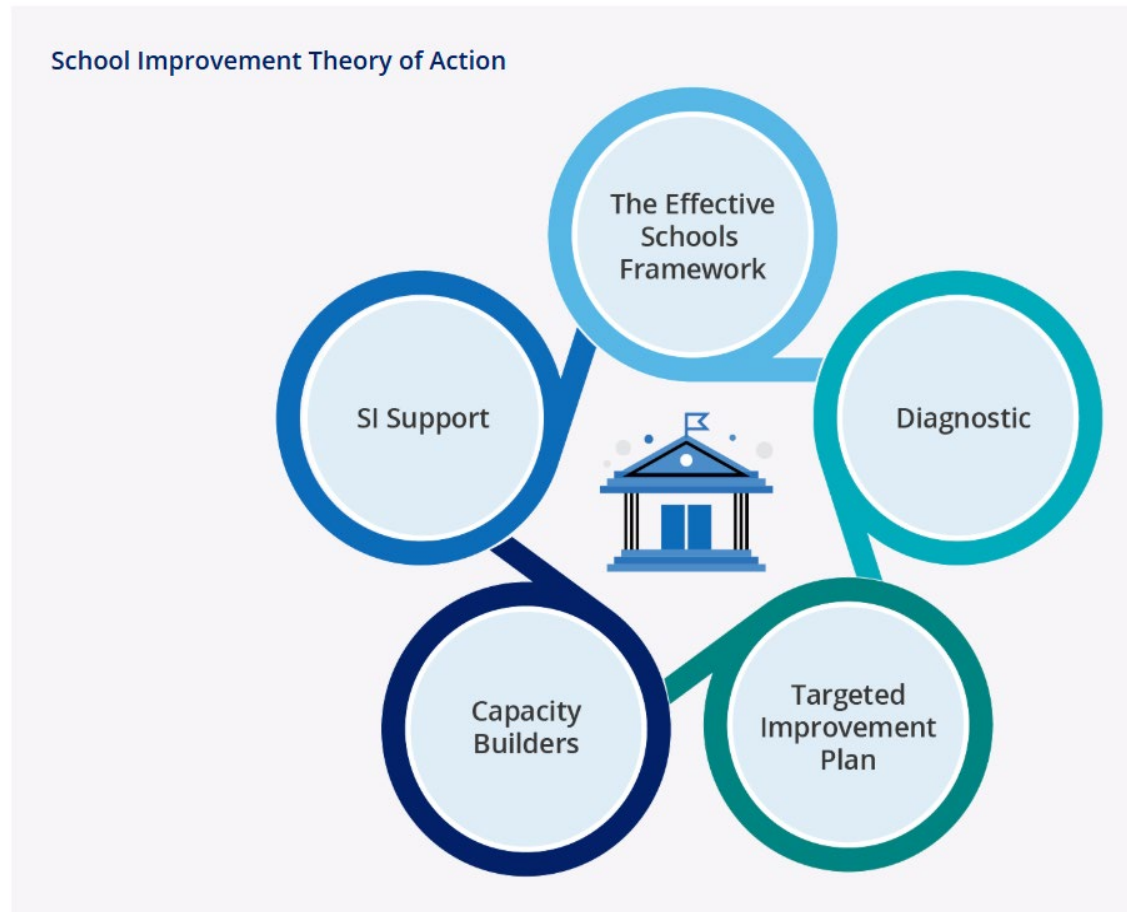
Campus Turnaround Plans (TAPs): A campus that receives consecutive unacceptable ratings must develop a Turnaround Plan (TAP). The Texas Education Code (TEC), Chapter 39A, subchapter C requirements for campus Turnaround Plans (TAPs).

State Accountability: Under state accountability, a campus must develop a TAP if it receives a second consecutive unacceptable rating. An unacceptable rating under state accountability is an overall F or an overall D that is either the third overall D or follows an overall F rating. A campus must implement the TAP if it receives a third consecutive unacceptable rating.

*Source: TEA Campus Turnaround Plan Overview*

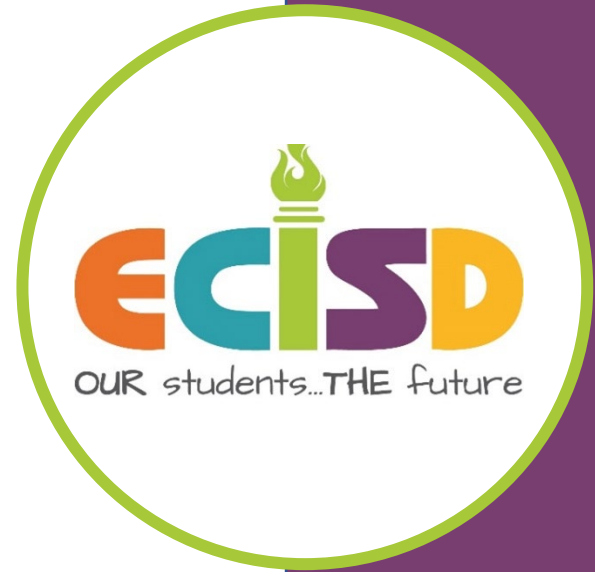
# Contents of a Turnaround Plan

- Method
  - Closure/Reassign
  - New School Model
  - Improve Curriculum and Instruction
- Description of Academic Program
- Stakeholder Engagement
- Budget, Staffing, Financial Resources



# School Improvement Strategy-Improve Curriculum and Instruction

- Increase campus leaders' instructional leadership capacity through professional development and coaching opportunities, and includes capacity building and coaching support for the principal
- Increase the quality of instructional materials to be implemented at the campus
- Increase teacher efficacy/capacity to deliver effective instruction, including through upfront/initial training and frequent observation and feedback cycles
- Appropriately build capacity for uncertified teachers and inexperienced school leaders, including considering higher level of coaching frequency, upfront professional development
- Allocate sufficient instructional time for delivery of HQIM
- Include weekly (at a minimum) high quality PLCs to support instructional delivery and respond to student outcomes
- Support students in special populations, including considering specific teacher and leader capacity building in these areas



# Turnaround Plans



## Improvement Turnaround Plan (TAP) Worksheet

Instructions: This document can be used for planning purposes; it is NOT meant to be submitted to TEA. In the left column below, you will find the Turnaround Plan questions with space to draft your responses. In the right column below, you will find the success criteria for the

### Plan Questions

1. What is your School Improvement strategy?

2. How does this strategy align with the cause of the campus's federal identification and/or state rating?

3. Define the milestones and monitoring efforts that will be taken over the next two years to fully implement the selected School Improvement strategy?

4. What reallocation of resources (time, funding, staffing, etc.) are needed to implement the School Improvement strategy based on the campus's ESF diagnostic findings?

5. How will the budget be reallocated to meet the needs of the chosen strategy?

6. How will staffing be reallocated to meet the needs of the chosen strategy?

# Turnaround Plans

7. Identify all curriculum programs that will be utilized during the 25-26 school year:

a) K-5 Math:

b) K-5 RLA:

c) 6-8 Math:

d) 6-8 RLA:

e) 9-12 Math (Algebra 1, Algebra 2, Geometry):

f) 9-12 RLA:

8. What was the date of public notice that the campus must complete a Turnaround Plan?

9. What was the date of the campus's Turnaround Plan public hearing?

10. Describe how the campus solicited feedback during the development of the Turnaround Plan.

11. Upload an attachment of written feedback the campus received from the public while developing the Turnaround Plan.

12. What is the date that the Turnaround Plan was board approved?

# Turnaround Plans



**Bowie Middle School**  
**Principal Amy Russell**



**E.K. Downing Elementary**  
**Principal Jennie Chavez**

# Next Steps

- Board approval of Turnaround Plans
- Chief of Schools and Executive Directors of Leadership will provide support
- Principals and Campus Stakeholder implementation of plan
- Monitor student data for progress



# Questions

