



# Targeted Improvement Plan

District Name:	Marlin ISD	County District Number:	73903	Superintendent Name:	Mike Seabolt		
Campus Name:	Marlin Junior Academy Presented to Board 9/19/2017	Campus Number:	41	District Coordinator of School Improvement:	J. Van Leseune		
PSP:	Brenda Marek	Educational Service Center:	Region 12	School Principal:	Patti Ward		
<p><b>Vision:</b> All students will improve in Reading and Math performance by 4% over 2016-2017 scores based on STAAR test results, computer based Reading and Math assessments and monthly Curriculum Based Assessments (CBAs)</p> <p><b>Problem Statement #1:</b> Students did not meet State standards on the STAAR test.</p> <p><b>Root Cause #1:</b> Student academic deficits required more effective instruction.</p>							
<b>Goal #1:</b>	<b>Activity (Actions/Processes)</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Expected Outcomes (Goal/Target)</b>	<b>Results (Outcomes/Data)</b>	<b>Status</b>	<b>Next Steps</b>
<b>Short-Term:</b> (training, acquisition of new skills)	Professional development on effective instructional strategies including Marzano's strategies, the Fundamental 5, and TRS aligned assessments.	Fundamental 5 book, Marzano's The Art and Science of Teaching, Bloom's taxonomy, TEKS Resource System (TRS).	Director of Teaching and Learning; Campus Principals	Implementation of High-yield, student-centered instruction in classrooms / 100 percent of faculty receiving in-service PD.	All faculty trained in High-yield student-centered instructional strategies.	On Track to Meet Goal	Continuous PD throughout the school year on effective high-yield student-centered strategies through Faculty meetings and book studies and coaching from region 12 ESC.
	Introduce AVID strategies	AVID network; AVID teacher-leaders.	Principal; AVID teacher-leaders	AVID students will become more proficient learners with skills and aspirations to prepare for post-secondary education.	Increased student performance on report cards, CBAs, student portfolios.	On Track to Meet Goal	Evaluate implementation of strategies and student outcomes based on the implementation of these strategies.
<b>Intermediate:</b> (Implementation )	Use the TRS with greater proficiency.	TRS; ESC 12 coaching support. Teacher lesson plans. Leadward resources.	Principal; ESC 12 instructional coaches; Director of Teaching and Learning.	CBA assessments will follow the scope and sequence of the TRS YAG and lessons will follow the IFD and suggested timelines.	Lesson plans and CBAs correlate to the TRS, resulting in increases in student achievement.	On Track to Meet Goal	Identifying curriculum deficits and addressing changes to be made.
	Implementing special programs for identified populations.	Special Program guidelines; new ESL director; ESL teacher; Falls county Special ed Co-op; G/T program personnel; Dyslexia personnel.	Director of Teaching and Learning; campus Principals; ESL director; ESL teacher; Special Ed Co-op director; Special Ed teachers and other special programs staff.	Meet PBMMAS program requirements, student services and improve student outcomes in special populations.	Meet program requirements in Special Education and ESL on PBMMAS staging.	On Track to Meet Goal	Evaluate implementation of strategies and student outcomes based on the implementation of these strategies.
<b>Long-Term:</b> (Results)	Implement our instructional system, The Foundation Trinity, with proficiency	TRS; Leadward resources; PowerWalks* software; Eduphoria	Principal; Assistant Principal; Director of Teaching and Learning; Superintendent; Region 12 ESC; PSP.	All Reading and Math teachers to implement effective, research-based instructional strategies and best practices including Readers Workshop strategies for Reading 5-8.	Ready data and CBA data will show increasing student proficiency in the areas of Reading and Math. Teachers will use the strategies of the Fundamental 5 to the proficient level.	On Track to Meet Goal	Identifying curriculum deficits and addressing changes to be made.
	Implement AVID strategies	AVID network; AVID teacher-leaders.	Principal; AVID teacher-leaders	AVID students will become more proficient learners with skills and aspirations to prepare for post-secondary education.	Increased student performance on report cards, CBAs, student portfolios.	On Track to Meet Goal	Evaluate implementation of strategies and student outcomes based on the implementation of these strategies.
<b>Vision Metrics</b>							
<p><b>Annual Goal #2:</b> Reduce office discipline referrals by 10% over 2106-2017 levels.</p> <p><b>Strategy #2:</b> Implement the Conscious Discipline strategies to decrease student time off-task behavior.</p>							
<b>Goal #2:</b>	<b>Activity (Actions/Processes)</b>	<b>Resources</b>	<b>Person(s) Responsible</b>	<b>Expected Outcomes (Goal/Target)</b>	<b>Results (Outcomes/Data)</b>	<b>Status</b>	<b>Next Steps</b>
<b>Short-Term:</b>	Conscious Discipline PD during Teacher in-service.	Conscious Discipline LIVE DVD Professional development set	Director of Teaching and Learning	Classroom set-up conducive to Conscious Discipline expectations for all classrooms.	All teachers will have a classroom procedures in place to address the 7 basic skills for turning conflict into cooperation.	On Track to Meet Goal	Evaluate classroom climate and culture through walk-through observations and discipline referrals.

Vision: All students will improve in Reading and Math performance by 4% over 2016-2017 scores based on STAAR test results, computer based Reading and Math assessments and monthly Curriculum Based assessments (CBAs)		More student engagement resulting in reduction in off-task behavior and increasing student performance.		Fewer classroom disruptions as measured by discipline referrals and increased student performance on iReady and CBAs.		On Track to Meet Goal		Evaluate classroom climate and culture through walk-through observations and possible increasing student populations.	
Improve student engagement with classroom technology.	Instructional materials Allotment.	Teachers; Principals; Technology Director, Director of Teaching and Learning.	More student engagement resulting in reduction in off-task behavior and increasing student performance.	Fewer classroom disruptions as measured by discipline referrals and increased student performance on iReady and CBAs.	On Track to Meet Goal	Select	Select	Evaluate classroom climate and culture through walk-through observations and possible increasing student populations.	
Book study on <u>Easy to Love, Difficult to Discipline</u> by Dr. Becky Bailey	Monthly book study.	Principals	Greater student time-on-task due to reduced conflict and greater student teacher cooperation.	Greater student time-on-task with fewer classroom disruptions as measured by discipline referrals and increased student performance on iReady and CBAs.	On Track to Meet Goal	Select	Select	Evaluate classroom climate and culture through walk-through observations and discipline referrals.	
Scheduled PD refresher on the principals and techniques of Conscious discipline.	Refresher of one of the lessons on Conscious Discipline approximately every 9 weeks.	Principal	Conscious Discipline techniques implemented in all classrooms.	Greater student time-on-task with fewer classroom disruptions as measured by discipline referrals and increased student performance on iReady and CBAs.	On Track to Meet Goal	Select	Select	Evaluate classroom climate and culture through walk-through observations and discipline referrals.	
Improve student engagement with classroom technology.	Provide class sets of Chromebooks allowing the use of online programs, increasing engagement and reduce off-task behavior.	Teachers; Principals; Technology Director, Director of Teaching and Learning.	More student engagement resulting in reduction in off-task behavior and increasing student performance.	Fewer classroom disruptions as measured by discipline referrals and increased student performance on iReady and CBAs.	Select	Select	Select	Evaluate classroom climate and culture through walk-through observations and discipline referrals.	
<b>Vision Status</b>									
Long-Term: (Results)									

Problem Statement #3: Root Cause #3:		Annual Goal #3: Strategy #3:		Expected Outcomes (Goal/Target)		Results (Outcomes/Data)		Status		Next Steps	
Goal #3:	Activity (Actions/Processes)	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps	Select	Select	Select	Select
Short-Term: (training, acquisition of new skills)						Select		Select	Select	Select	Select
Intermediate: (Implementation)						Select		Select	Select	Select	Select
Long-Term: (Results)						Select		Select	Select	Select	Select
<b>Vision Status</b>											



# Targeted Improvement Plan

District Name:	Marlin ISD	County District Number:	73903	Superintendent Name:	Mike Seabolt		
Campus Name:	Marlin Primary Academy Presented to Board 9/19/2017	Campus Number:	3	District Coordinator of School Improvement:	J. Van Leseune		
PSA:	Brenda Marek	Educational Service Center:	Region 12	School Principal:	Kimberly McKnight		
<p><b>Problem Statement #1:</b> All students will improve in Reading and Math performance by 4% over 2016-2017 scores based on STAAR test results, computer based Reading and Math assessments and monthly Curriculum Based assessments (CBAs).  <b>Root Cause #1:</b> Student academic deficits required more effective instruction.</p>							
<p><b>Annual Goal #1:</b> Student achievement on STAAR, CBAs and iReady assessments will show growth of 4% or more..  <b>Strategy #1:</b> Improve instructional effectiveness through the use of the Foundation Trinity.</p>							
Goal #1:	Activity (Actions/Processes)	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Professional development on effective instructional strategies including Marzano's strategies, the Fundamental 5, and TRS aligned assessments.	Fundamental 5 book, Marzano's The Art and Science of Teaching, Bloom's taxonomy, TEKS Resource System (TRS).	Director of Teaching and Learning; Campus Principals	Implementation of High-yield, student-centered instruction in classrooms/ 100 percent of faculty receiving in-service PD.	All faculty trained in High-yield student-centered instructional strategies.	On Track to Meet Goal	Continuous PD throughout the school year on effective high-yield student-centered strategies through Faculty meetings and book studies and coaching from region 12 ESC.
	Instructional planning, coaching and modelling by Region 12 instructional coaches for grades K-4..	Region 12 ESC instructional coaches; TRS, Readers Workshop. PowerWalks* walkthrough protocol to ensure that effective strategies are being implemented with fidelity. Workshop framework.	Principal; ESC 12 Instructional coaches; Director of Teaching and Learning.	All Reading and Math teachers to implement effective, research-based instructional strategies and best practices including Readers Workshop strategies for reading K-4.	PowerWalk* data will reflect the use of effective strategies as well as iReady Reading and math data and CBA scores.	On Track to Meet Goal	Continuous coaching and use of data to vary instructional strategies and guide RII instruction.
Intermediate: (Implementation )	Use the TRS with greater proficiency.	TRS; ESC 12 coaching support. Teacher/lesson plans. Leadward resources.	Principal; ESC 12 Instructional coaches; Director of Teaching and Learning.	CBA assessments will follow the scope and sequence of the TRS YAG and lessons will follow the IFD and suggested timelines.	Lesson plans and CBAs correlate to the TRS, resulting in increases in student achievement.	On Track to Meet Goal	Identifying curriculum deficits and addressing changes to be made.
	Implementing special programs for identified populations.	Special Program guidelines; new ESL director; ESL teacher; Falls county Special ed Co-op; G/T program personnel; Dyslexia personnel.	Director of Teaching and Learning; campus Principals; ESL director ;ESL teacher; Special Ed Co-op director; Special Ed teachers and other special programs staff.	Meet PBMAS program requirements, student services and improve student outcomes in special populations.	Meet program requirements in Special Education and ESL on PBMAS staging.	On Track to Meet Goal	Evaluate implementation of strategies and student outcomes based on the implementation of these strategies.
Long-Term: (Results)	Implement our instructional system, The Foundation Trinity, with proficiency	TRS; ESC 12 coaching support; Leadward resources; PowerWalks* software; Eduphoria	Teachers; Principal; Assistant Principal; Director of Teaching and Learning; Superintendent; Region 12 ESC; PSP.	All Reading and Math teachers to implement effective, research-based instructional strategies and best practices including Readers Workshop strategies for Reading K-4.	iReady data and CBA data will show increasing student proficiency in the areas of Reading and Math. Teachers will use the strategies of the Fundamental 5 to the proficient level.	On Track to Meet Goal	Identifying curriculum deficits and addressing changes to be made.
						Select Select Select	
<b>Vision Metrics</b>							
<p><b>Problem Statement #2:</b> Lost instructional time due to excessive discipline problems.  <b>Root Cause #2:</b> Poor classroom management interferes with effective instruction</p>							
Goal #2:	Activity (Actions/Processes)	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Conscious Discipline PD during Teacher in-service.	Conscious Discipline LIVE DVD Professional development set	Director of Teaching and Learning	Classroom set-up conducive to Conscious Discipline expectations for all classrooms.	All teachers will have a classroom procedures in place to address the 7 basic skills for turning conflict into cooperation.	On Track to Meet Goal	Evaluate classroom climate and culture through walk-through observations and discipline referrals.
	Improve campus climate by improving	High Quality Pre-K grant; Grass Lease payment; Instructional materials allotment.	Principal	More positive student attitudes resulting in greater teacher-student cooperation and community support.	Fewer classroom disruptions as measured by discipline referrals and increased student performance on iReady and CBAs.	On Track to Meet Goal	Evaluate classroom climate and culture through walk-through observations and possible increasing student populations.

Vision: All students will improve in Reading and Math performance by 4% over 2016-2017 scores based on STAAR test results, computer based Reading and Math assessments and monthly Curriculum Based assessments (CBAs)							
						Select	
						Select	
	Book study on Easy to Love, Difficult to Disciplining by Dr. Becky Bailey	Monthly book study.	Easy to Love, Difficult to Disciplining by Dr. Becky Bailey book.	Principals	Greater student time-on-task due to reduced conflict and greater student-teacher cooperation.	On Track to Meet Goal	Evaluate classroom climate and culture through walk-through observations and discipline referrals.
<b>Intermediate: (Implementation )</b>	Scheduled PD refresher on the principals and techniques of Conscious discipline. Providing student resources from the Conscious Discipline materials store.	Refresher of one of the lessons on Conscious Discipline approximately every 9 weeks.	Conscious Discipline LIVE DVD Professional development set	Principal	Conscious Discipline techniques implemented in all classrooms.	On Track to Meet Goal	Evaluate classroom climate and culture through walk-through observations and discipline referrals.
<b>Long-Term: (Results)</b>			Conscious Discipline LIVE DVD Professional development set			Select	
						Select	
						Select	
						Select	
<b>Vision Metrics</b>							

Problem Statement #3: Root Cause #3:								
Annual Goal #3: Strategy #3:								
Goal #3:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
<b>Short-Term: (training, acquisition of new skills)</b>							Select	
							Select	
<b>Intermediate: (Implementation )</b>							Select	
							Select	
<b>Long-Term: (Results)</b>							Select	
							Select	
							Select	
<b>Vision Metrics</b>								