
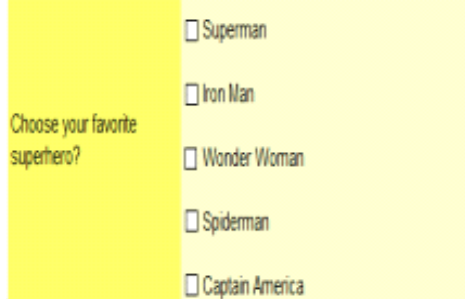
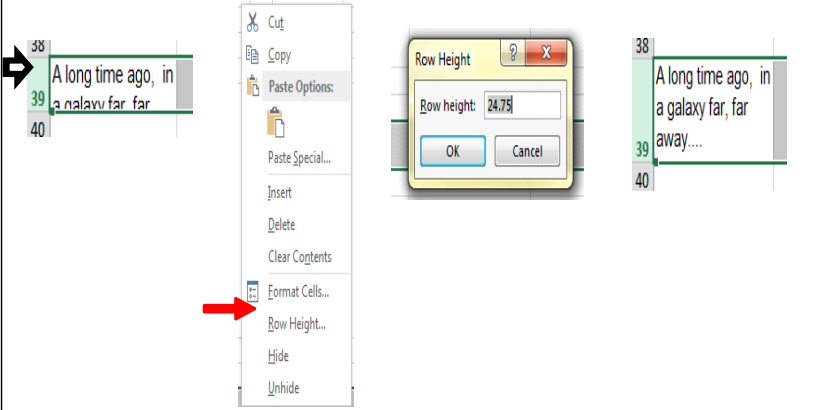


2015-2016 Campus Turnaround Plan

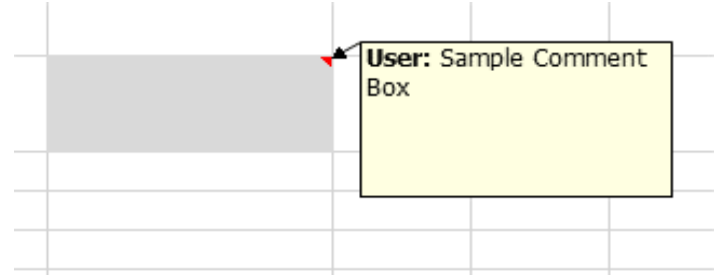
Turnaround Plan Instructions

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.



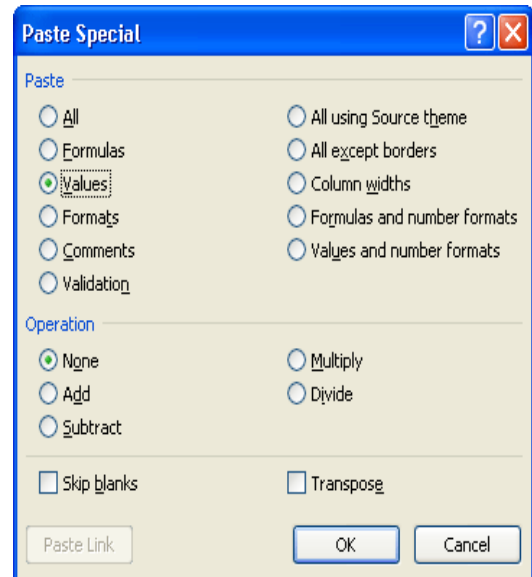
Using the Copy/Paste feature within the Excel document

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:

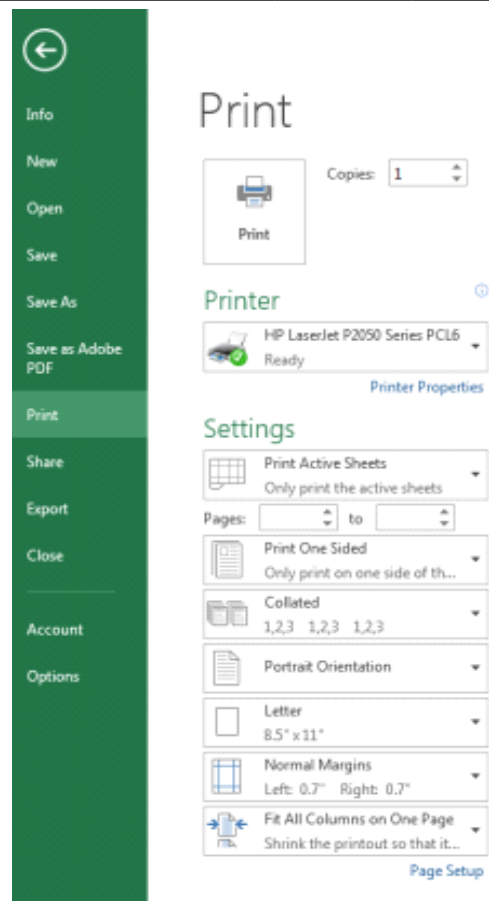
1. Copy the text as normal.
2. Click on the destination cell.
3. Right click in the formula bar at the top of the page. Then select the Paste icon.
4. Press the Enter button on the keyboard.



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:	Ector Middle School	Campus Number:	047
Grades Served:	6th - 8th	Date of Board Approval:	
Consecutive School Years Rated Academically Unacceptable/Improvement Required:			3rd Year IR

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Kendra Herrera	Campus Principal
Amy Russell	Instructional Services Director
Kristy Stephens	Campus Curriculum Facilitator
Michelle Norrid	Campus Curriculum Facilitator
Department Heads/Teachers	Chavez, Baeza, Grainger, Gillen, Armendarez, Treen, Pankey, McDonald, Macias, McDavid, A. Garcia, W. Iker
PSP	Sheila Runnels
DCSI	Marlane Burns

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
Campus Name:	Ector Middle School	Campus Number:	047

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.

Contributing Factors:

- 1) Over the past 7 to 10 years, the campus has experienced tremendous teacher turnover and student movement within the community based, in part, on the migratory trend of oil-field related economic highs and lows.
- 2) Living in a community which is geographically separated from large hubs of employee pools reduces the number of highly qualified and experienced educators which has resulted in a shortage of experienced and high-quality staff.
- 3) Several shifts in the curriculum base, such as TEA TEKS changes and abandonment of curriculum management system, created a gap that slowed quality instruction and student achievement.
- 4) Campus instruction and differentiation lacked proper focus and staff needed intense professional development to respond to needs of subpopulations.
- 5) Forty percent of the current staff are 1st year or long-term sub teachers while 64% of the staff is made up of teachers with three years or less of experience.
- 6) Ector was rated as IR in Index 1, 2, and 3 by the Texas Accountability Standards in 2015. The safeguards that fell below a standard of 60 are Reading All Students 53%, Reading Hispanic 51%, Reading Eco Dis 46%, Reading SPED 8%, Reading Monitored ELL 33%; Mathematics Monitored ELL 40%; Writing All Students 44%, Writing Hispanic 45%, Writing White 39%, Writing Eco Dis 36% ; Science All Students 58%, Science Hispanic 57%, Science Eco Dis 52%, Science SPED 30%, Science ELL 40%; Social Studies All Students 32%, Social Studies Hispanic 31%, Social Studies White 37%, Social Studies Eco Dis 23%, Social Studies SPED 11% (Supports Federal & State Priority Goals SP 1.1, SP 1.2, SP 1.8, SP 1.9, SP 2.1, SP 2.2, SP 2.5)

Needs Summary and Turnaround Plan

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

The lack of High Expectations for all students in Tier I instruction negatively affects student learning.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	Ector Middle School	Campus Number:	047
Turnaround Initiative: <i>Describe your systemic approach for turning around the campus.</i>		Impacted Critical Success Factors (CSFs):	
Establish High Expectations for Student Learning: 1) Collaboratively planning instruction and delivery in productive PLCs 2) Thinking at high cognitive levels 3) Addressing various students' learning formats 4) Assessing student progress, and 5) Alignment of learning objectives		<input checked="" type="checkbox"/>	CSF 1 - Academic Performance (Curriculum & Instruction)
		<input checked="" type="checkbox"/>	CSF 2 - Quality Data to Drive Instruction
		<input checked="" type="checkbox"/>	CSF 3 - Leadership Effectiveness
		<input checked="" type="checkbox"/>	CSF 4 - Increased Learning Time
		<input checked="" type="checkbox"/>	CSF 5 - Family/Community Engagement
		<input checked="" 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>			
Having High Expectations for Tier I instruction will improve the academic performance of all students evidenced through district and campus assessments as well as STAAR scores.			

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	Ector Middle School	Campus Number:	047

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

Establishing High Expectations:

- 1) Content teams and cross-curriculum teams; meeting daily with team members having assigned roles and responsibilities including RTI, scope and sequence, TEKS focus, academic vocabulary, and instructional focus.
- 2) High-quality, high-yield, job-embedded professional development: instructional strategies/delivery, RTI (Response to Intervention), differentiated instruction for various learner formats, TEKS understanding, assessment and questioning at high cognitive levels provided by campus and district trainings and professional development services. Campus support and administrators create timeline to ensure professional development strategies are implemented into daily instruction through walk-throughs, coaching sessions, and observations.
- 3) Administration and campus curriculum specialists will support the Turnaround Plan by conducting observations, providing professional development, monitoring plans, attending planning meetings, viewing samples of student work, setting expectations weekly in agendas, and conducting teacher/supervisor conferences and conversations.
- 4) Campus data talks: teachers disaggregate data and have purposeful talks with content and cross-content teams as well as individual talks with campus support and administrators which help to drive instruction and change instructional strategies and delivery. Campus support and administrators create time and space for teachers to engage in purposeful data talks and provide specific outcome-based recording templates for teacher reflection in order to record observations, prioritize TEKS, review or reteach TEKS, provide intervention, and enhance instructional delivery.
- 5) Campus commitment to follow the district adopted curriculum: scope & sequence, academic vocabulary, vertical alignment, and assessment builder.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	Ector Middle School	Campus Number:	047

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

Communication Efforts:

- 1) Campus will seek input and feedback from parents throughout the turnaround process; parents are invited to campus for meetings, for discussions, to assist in decision-making sessions, and to provide feedback both verbally and written.
- 2) Campus will share data with parents via campus mail outs and campus meetings where data is disseminated to parents with explanation, Q&A session, and parental input.
- 3) A core group of teachers (12) will participate directly on the Turnaround Planning Committee (TPC) and be involved in creating and sharing the common vision of the campus. These teachers will have direct input in the decision-making part of the processes and procedures of the Turnaround Plan.
- 4) Campus leaders will solicit feedback from parents, staff, and community members and include concerns in planning for solutions.

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?*

Organizational Structure and Clarity:

- 1) Campus-shared vision will be communicated effectively to stakeholders (staff, community, and parents) by using clear wording, multi-languages, examples and specifics. The vision will be modeled by leadership to include feedback and concerns.
- 2) Campus Turnaround Team will be responsive to needs and concerns of stakeholders. Concerns will be shared and solutions will be sought with a collaborative approach and communicated in a timely and positive manner.

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.)*

- 1) During the spring semester 2016, an additional curriculum facilitator was added to split roles to increase content support. The campus currently has one Math/Science curriculum facilitator and one Social Studies/ELAR curriculum facilitator supporting planning, instructional delivery, and professional development. Continuing this throughout the Turnaround Plan process will provide needed support for staff and students.
- 2) The role of Associate Principal will extend to twelve months in order to support the maintenance and daily operation of the school and to free up the campus leader to oversee and enhance the curriculum and instruction of the building.

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	Ector Middle School	Campus Number:	047

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

Category	Amount	Description
Payroll	\$284,000	Associate Principal will be moved to twelve month, Pay Grade 6 administrator contract; and continued assignment of second Campus Curriculum Facilitator *amount reflects two years
Professional Development	\$100,000	Professional Development services/training to provide PD throughout the year focusing on High yield instructional strategies, PLC planning with teams, high cognitive questioning *amount reflects two years
Supplies and Materials	\$20,000	Book Studies \$4,900: various for professional development, curriculum and instruction, and teaming, PLC study, campus general supplies (office supplies snacks) for PD \$8,500, and sustainability \$6,600 *amount reflects two years
Other Operating Cost		
Capital Outlay		

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

<Enter Text>

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

<Enter Text>

Impacted Critical Success Factors (CSFs):

- CSF 1 - Academic Performance (Curriculum & Instruction)
- CSF 2 - Quality Data to Drive Instruction
- CSF 3 - Leadership Effectiveness
- CSF 4 - Increased Learning Time

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	Ector Middle School	Campus Number:	047
		<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:	Ector Middle School	Campus Number:	047

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

<Enter Text>

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

<Enter Text>

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

<Enter Text>

Campus Turnaround Plan

District Name:	Ector County ISD	County-District Number (CDN):	068901
Campus Name:	Ector Middle School	Campus Number:	047

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?*

<Enter Text>

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.)*

<Enter Text>

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		