



Targeted Improvement Plan

District Name:	Ector County Independent School District	County District Number:	68901	Superintendent Name:	Thomas Crowe
Campus Name:	Bonham Middle School	Campus Number:	68901042	District Coordinator of School Improvement:	Marlane Burns
PSP:	Wayne Byrd	Educational Service Center:	Region 18	School Principal:	James Ramage

Vision:	Bonham will provide a high quality education to all students in a well managed, safe, and structured environment				
Problem Statement #1:	Lack of quality TIER 1 instruction resulted in poor student performance		Annual Goal #1:	Bonham students will perform at or above state average in all tested subjects in 2018	
Root Cause #1:	Lack of quality TIER 1 classroom instruction		Strategy #1:	Provide quality TIER 1 instruction through intensive PLC planning, instructional coaching, and	

Goal #1:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Sheltered Instruction Training	28-Sep-17	ECISD and ESL Department	Debra Theesfield and Annie Arrandando	Teachers will be able to include Sheltered Instruction strategies in daily lessons		Select	
	Lead4ward Training	8-Sep-17	Lead4ward Representative	Brad Gibson	Teachers will be able to plan a unit incorporating both vocabulary and engaging experiences		Select	
	Kagan Training	29-Sep-17	Kagan Representative	Julie Marshall and	Teachers will be able to embed cooperative learning strategies in daily lessons		Select	
	Training on use of supplemental materials	29-Sep-17	PEG writing, Motivation Math, Motivation Reading, Supplemental American History book, STEMScope	Principal, Julie Marshall ISD, Department Chairs	Teachers will plan and deliver quality Tier 1 instruction using multiple resources.			
	PLC Planning	29-Aug-17	TEKS Resource System, Lead4ward, Kagan, and book studies	Julie Marshall, Mary Fulton, Stephanie Moran	Lesson modeling for quality TIER 1 instruction		Select	
Intermediate: (Implementation)	Evidence of learned strategies observed in walkthroughs and lesson plans	Ongoing through end of May 2018	Walkthrough observation forms, lesson plans in Eduphoria, instructional coaching	Administrative Team, Instructional Coach, CCF, PSP, and DCSI	Quality TIER 1 instruction		Select	
	Create video library of learned strategies	Ongoing through end of March 2018	Kagan, AVID, and Lead4ward	Julie Marshall, Mary Fulton, Stephanie Moran	Quality TIER 1 instruction		Select	
	Ongoing Learning Walks	Twice monthly through end of May 2018	Reflection Form	Department Heads, Campus Administrative Team, and Teachers	Reflection on TIER 1 instruction observed		Select	
	PLC Planning	Weekly through May 2018	TEKS Resource System, Lead4ward, Kagan, and book studies	Julie Marshall, Stephanie Moran, and Mary Fulton	Lesson modeling for quality TIER 1 instruction		Select	
Long-Term: (Results)	Reading iStation and Math STRIDE combined will reflect a decrease of 50% in TIERS 2 & 3.	End of May 2018	iStation and Stride	Teachers, Mary Fulton, Stephanie Moran	Increase in percentage of students in TIER 1		Select	
Vision Status				Vision Metrics			Select	

Problem Statement #2:		Index 3 indicates that SPED, ELL, AA, and EcoDis are not receiving ade		Annual Goal #2:		All SPED, ELL, AA, and Eco Dis will score within 5 points of overall student population at Bonh		
Root Cause #2:		Lack of cultural proficiency within faculty		Strategy #2:		Targeted intervention and monitoring of each student in the SPED, ELL, AA, and EcoDis subpo		
Goal #2:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Sheltered Instruction Training	28-Sep-17	ECISD and ESL Department	Debra Theesfield and Annie Arrandando	Teachers will be able to include Sheltered Instruction strategies in daily lessons		Select	
	Stetson Training	Ongoing beginning Sept 12, 2017 through May 8, 2018	Stetson and District SPED Dept.	Debra Theesfield and Misty Hiner	Increase in effective Co-Teach Model		Select	
	INOVA training	Oct-17	INOVA data and PLCs	Julie Marshall and Emily Wilen	Establish a student-teacher mentorship and targeted student remediation		Select	
	Cultural proficiency training	November, 2017	UTPB presenter	UTPB presenter	Build teacher cultural proficiency and awareness		Select	
	Evidence of learned strategies observed in walkthroughs and lesson plans	Ongoing through end of May 2018	Walkthrough observation forms, lesson plans in Eduphoria, instructional coaching	Administrative Team, Instructional Coach, CCF, PSP, and DCSI	Quality TIER 1 instruction		Select	

Intermediate: (Implementation)	Vision:	Bonham will provide a high quality education to all students in a well managed, safe, and structured environment						
	Minimum of two sub-pop parent meetings each semester to address specific student needs and build parental relationships	October 19, 2017; November 30, 2017	Student Data, Resources parents can use at home, presentations by district personnel	SPED and ESL teachers, Campus Administrative Team, District personnel	Foster positive parental relationships; build teacher cultural proficiency and awareness		Select	
Long-Term: (Results)	Sub-pop groups will reflect an increase to a minimum of 60% in STAAR scores	May-18	Unit Assessments, Targeted Tutoring	All staff	All sub pop performances on STAAR will be at least 60% passing on each test.		Select	
							Select	
Vision Status					Vision Metrics			
Problem Statement #3:		Lack of effective classroom management has resulted in poor quality			Annual Goal #3:		Reduced loss of instructional time due to improved classroom management and campus structure	
Root Cause #3:		Lack of effective campus and classroom management and discipline			Strategy #3:		Increased effectiveness of CHAMPS and PBIS implementation	
Goal #3:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Outcomes/Data)	Status	Next Steps
Short-Term: (training, acquisition of new skills)	eCampus	21-Aug	eCampus software	Wilén	Infractions for tardies, lack of supplies, and dress code violations will decrease each six weeks compared to 2016-17 numbers.		Select	
	CHAMPS Training	7-Aug	CHAMPS book and training	Assistant Principals	All staff will be trained in effective use of CHAMPS.		Select	
	PBIS Training	7-Aug	Building expectations for common areas, reward system	Assistant Principals	All staff will be trained in effective use of PBIS procedures for our building.		Select	
	INOVA Training	24-Oct	iNova software	Marshall	Core staff will be able to navigate iNOVA to identify appropriate interventions for each student. A staff-student mentoring program will be established for students who need psycho-social interventions.		Select	
	Create CHAMPS-PBIS Team	28-Sep	CHAMPS book	Assistant Principals, Principal	A campus committee will be selected to meet monthly in order to address ongoing campus progress and needs to effectively manage student behavior.		Select	
Intermediate: (Implementation)	Teacher presence in Hall Sweeps/Passing Periods	21-Aug	Hallway location assignments	All staff	Students will be monitored between classes resulting in fewer tardies and behavior infractions.		Select	
	Ongoing monitoring by CHAMPS-PBIS Team	ongoing through May 2018	CHAMPS-PBIS team, discipline referrals	CHAMPS-PBIS team	Campus progress in CHAMPS-PBIS implementation will be continuously monitored. Team will analyze discipline referrals in order to determine proactive measures to address common infractions.		Select	
	Administrative presence in classroom	ongoing through May 2018	Administrators	Administrators	Instructional coaching will occur weekly. Administrators will use trend data to plan PLC meetings.		Select	
Long-Term: (Results)	50% Reduction in Student Discipline Referrals	Jun-17	Discipline Referrals	Administrators	Improved use of PBIS / CHAMPS campus wide will result in improved Tier I instruction in the classroom.		Select	
	Increase Teacher Retention	1-Jun	Staffing Report	Theesfield	Teacher retention will increase compared to the 2016-17 school year.		Select	
Vision Status					Vision Metrics			