

The Journey from D to A

1. Targeted Improvement Plan (TIP)

- a. [Effective Schools Framework \(ESF\)](#)
- b. Campus Needs Assessment for [TIP \(Monthly TIP Tasks Reminders\)](#)
 - i. Essential Action 4.1 - Curriculum and Assessments Aligned to TEKS
 1. [Planning PLCs](#) and [Vertical Teams](#) - incorporate instructional materials, data analysis, reteaching
 - ii. Essential Action 5.1 - Objective-driven daily lesson plans with formative assessments
 1. [Lesson Plan Expectations](#)
 - iii. Essential Action 5.3 - Data-driven Instruction (DDI)
 1. [Planning PLC Agendas](#) and [Vertical Team Agendas](#) adjusted for data analysis
 2. [Formative Assessments](#) / Data Tracked - [FA Data Trackers](#)
 3. [STAAR Data Tracker](#)
 4. [Student Goal Setting](#)

2. Building Up Staff

- a. Internal Locus of Control and Collective Teacher Efficacy (ES 1.57)
 - i. [B2S Inservice 2021](#)
- b. Instructional Focus Team
 - i. [OHI, Guiding Coalition, Vision](#)
- c. Combat Deficit Thinking
 - i. [Dr. John Hattie's Effect Sizes: Visible Learning](#)
 - ii. [The Opportunity Myth](#) - High Teacher Expectations for ALL
 - iii. [Celebrate Successes](#)
- d. Keep the Momentum Going
 - i. [B2S Inservice 2022](#)
 - ii. [Campus Collective Commitments](#)

3. Actionable Steps Towards Improvement

- a. [Master Schedule](#) - Intervention / [Tier 1 Support](#) / Tutoring - (RtI ES 1.29)
- b. Strong Instruction / Grade-Appropriate Assignments
 - i. [Learning Targets \(I can...\)](#) / [Teacher Clarity \(ES .75\)](#)
 - ii. Alignment of TEKS / Instruction / Practice / Assessment

1. [MasteryConnect - TEKS App](#)
2. [Mentoring Minds TEKS Flip Charts](#)
3. [Lead4ward IQ Analysis](#)
- iii. Deep Engagement
 1. [Lead4ward Instructional Strategies Playlist](#)
 2. [Southside Student Engagement Playbook](#)
 3. [Playbook Resources](#)
 4. [Teacher Plays](#)
- iv. [Goal Focus](#)
 1. Visibly Posted EVERYWHERE on Campus / Bulletin / Agendas
 2. On Grade Level - [Lexile Expectations](#)
 3. [Pacing Schedule](#) - Time Available for Instruction

4. Systems and Structures

- a. Data Analysis
 - i. [Reading Levels](#)
 - ii. [December STAAR Interim Data](#)
 - iii. [Domain 2a](#)
 - iv. [MOY MAP Growth Results](#)
 - v. [Focus TEKS](#)
 - vi. Formative Assessment Trackers (Example: [4th Math](#), [4th RLA](#))
 - vii. [Campus Assessment plans for Q3/Q4](#)
- b. Intervention and Tutoring
 - i. [3-5 Intervention](#)
 - ii. [Breakfast Club](#)
 - iii. [Tier 1 Support / After School Tutoring](#)
- c. Special Education
 - i. [STAAR Accommodations that Correlate](#) with [SpEd Testing Strengths](#) / Intervention Focused on Identified TEKS Strengths
- d. PLCs
 - i. [Weekly](#) team meetings
 - ii. Before 4 PLC questions, the team addresses the question: *How well did students perform on last week's TEKS and when will we reteach?*
 - iii. Information from PLC recorded on [PLC Agendas](#) by administrator and components shared at weekly ILT.
- e. Additional Supports
 - i. Friday Frenzy ([3rd Grade](#) / [4th Grade](#))
 - ii. [3rd Grade Math Camp](#)

- iii. 4th Grade Bonus Intervention w/ 5th Math Teacher

5. ILT and Coaching

- a. [Weekly ILT Meetings](#) w/ Integrated [Management & Rigor Sweeps](#)
- b. Individual Coaching
 - i. Veteran Teacher w/ New Assignment
 - ii. First and Second Year Teachers
 - iii. Grade Level Identified by Low Growth in MAP Reading and Math
- c. Combo Coaching
 - i. [Principal / AP / Behavior Coach](#) - One Classroom Management Cycle - Observations at Three Campuses / Videos of Classroom Teacher / Analysis of Notes and Videos / [Action Plan](#)
 - ii. [Principal / AP / Instructional Coach](#) - One 3rd Grade Eureka Math Cycle - Observations of 3 Teachers Entire Math Block / Collaboration on [Recommendations based on Observations](#) / Review w/ 3rd Grade Teachers
- d. Walkthroughs and Observations
 - i. Observations: Half by Dec / Half by March
 - ii. Formal Walkthroughs: Rounds on Assigned Appraisees
 - 1. Mutual Accountability - Round 5
 - 2. Positive Notes Left by Non-Appraiser
 - iii. Informal Walkthroughs
 - August/September - Two Rounds of Informal Walkthroughs - All Teachers
 - Round 1 - Learning Targets / Classroom Management
 - Round 2 - Four Criteria of Learning Targets
 - November/December - Informal Walkthroughs - Guided Reading
 - All Guided Reading Teachers in K - 5th Grade
 - January - Formal T-TESS Walkthroughs - Guided Reading
 - Instructional Coach and Behavior Coach
 - Conduct weekly walkthroughs based on coaching assignments and focus areas - Report Data at ILT
 - Leave feedback through positive notes or focused observation forms connected to KPIs or focus areas
 - Week day walkthroughs strategically planned
 - Instructional Coach - Tuesdays when administrators are in ARDs
 - Behavior Coach - Wednesdays when administrators and instructional coach are in PLCs