



## Targeted Improvement Plan

<b>District Name:</b> Brownfield ISD	<b>County District Number:</b> 223906	<b>Superintendent Name:</b> Chris Smith
<b>Campus Name:</b> Oak Grove Elementary, Colongial Heights, Bright Beginnings Academy Center	<b>Campus Number:</b> 223901102, 223901101, 223901103	<b>District Coordinator of School Improvement:</b> Melissa Oliva
<b>PSP:</b> Debbie Alderson	<b>Educational Service Center:</b> Region 17	<b>School Principal:</b> Susan Brisendine, Vicki Hathaway, Paul Coronado

**Vision:** All Oak Grove students will achieve personal growth through rigorous and engaging lessons developed collaboratively with individual students' needs in mind.

**Problem Statement #1:** 76% of all students did not meet grade level in all core subjects **Annual Goal #1:** 34% of all students will meet grade level in all core subjects

**Root Cause #1:** Lack of follow through and feedback from leadership **Strategy #1:** Campus and district admin will use elements of Get Better Faster to create observation/feedback cycles.

Goal #1:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
<b>Short-Term:</b> <i>(training, acquisition of new skills)</i>	Oak Grove, Colongial Heights, and Bright Beginnings Principals, APs and district admin will attend a professional development refresher training on Get Better Faster.	25-Oct-18	Training costs, training materials, ESC 17 training staff, Andrea Juarez & Janet Thorton	DCSI will schedule training and follow up	Observation feedback action plan along with the identification of 2-3 teachers per campus will be due to DCSI by November 1, 2018		Select	
	Oak Grove, Colongial Heights, and Bright Beginnings Administrators will collect teacher data and will create a tiered teacher list.	1-Nov-18	Observation data, Waterfall chart from Get Better Faster	Campus Administrators will create a list of Tier 2 teachers to provide observation and coaching	Beginning Monday November 5, 2018, campus administrators will begin conducting observations and provide coaching sessions once per week to 2-3 Tier 2 teachers per campus.		Select	
							Select	
<b>Intermediate:</b> <i>(Implementation)</i>	Campus administrators will focus on 2-3 Tier 2 teachers per campus to provide 2 observations per week and 1 coaching session per week utilizing <i>Teach Like a Champion</i> and/or <i>Get Better Faster</i> instructional practices.	November 2018 - January 18, 2019	<i>Teach Like a Champion</i> <i>Get Better Faster</i> Observation Data, student data	Campus Administrators, DCSI	By January 2019 improved instructional practices will increase district unit assessments to 28% meets for all core subjects		Select	
	Campus administrators will continue to focus on 2-3 Tier 2 teachers per campus to provide 2 observations per week and 1 coaching session per week utilizing <i>Teach Like a Champion</i> and/or <i>Get Better Faster</i> instructional practices.	January 22, 2019 - April 30, 2019	<i>Teach Like a Champion</i> <i>Get Better Faster</i> Observation Data, student data	Campus Administrators, DCSI	By April 2019 improved instructional practices will increase district unit assessments to 34% meets for all core subjects		Select	
							Select	
<b>Long-Term:</b> <i>(Results)</i>	2-3 Tier 2 teachers will build capacity to be able to coach one another utilizing coaching sessions provided by administrators.	January 2019 - May 2019	<i>Teach Like a Champion</i> <i>Get Better Faster</i> Observation Data, student data	Teachers, Campus Administrators	100% of 2-3 Tier 2 teachers will be utilized as mentor teachers.		Select	
	Student unit assessment data will show progress by utilizing the coaching sessions focused on instructional strategies.	October 2018 - May 2019	Student assessment data, weekly observation walkthroughs, weekly coaching sessions	Teachers, Campus Administrators	By April 2019 improved instructional practices will increase district unit assessments to 34% meets for all core subjects		Select	
<b>Vision Status</b>				<b>Vision Metrics</b>				

**End of Year Report**  
Did you meet the annual goal? Why or why not?  
  
Is the root cause resolved? Why or why not?

**Problem Statement #2:** 73% of 3rd-5th grade students did not meet grade level in Reading. **Annual Goal #2:** 37% of 3rd-5th grade students will meet grade level in Reading

**Root Cause #2:** Lack of effective Tier 1 instruction **Strategy #2:** Administrators will train teachers to implement Teach Like a Champion to improve Tier 1 instruction.

Goal #2:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
<b>Short-Term:</b> <i>(training, acquisition of new skills)</i>	Administrators and Instructional Specialists will attend initial overview of Continuous Improvement trainings at ESC 17. The focus of the training will be utilizing <i>Teach Like a Champion</i> instructional techniques.	3-Oct-18	<i>Teach Like a Champion</i> , Administrators, Instructional Specialists, ESC 17 Continuous Improvement Training Staff	DCSI, Administrators, and Instructional Specialists will attend the Continuous Improvement initial training on October 3, 2018	100% of administrators and Instructional Specialists will attend initial Continuous Improvement training at ESC 17.		Select	
							Select	
							Select	
<b>Intermediate:</b> <i>(Implementation)</i>	Administrators and Instructional Specialists will attend monthly Continuous Improvement trainings at ESC 17. The focus of the trainings will be utilizing <i>Teach Like a Champion</i> instructional techniques.	October 3, 2018 - April 9, 2019	<i>Teach Like a Champion</i> , Administrators, Instructional Specialists, ESC 17 Continuous Improvement Training Staff	DCSI, Administrators, and Instructional Specialists will attend the Continuous Improvement trainings held monthly at ESC 17.	100% of administrators and Instructional Specialists will attend monthly Continuous Improvement trainings at ESC 17.		Select	
	Teachers develop non-negotiables that will be observed in the classroom utilizing <i>Teach Like a Champion</i> instructional techniques.	November 2018 - January 18, 2019	<i>Teach Like a Champion</i> , Administrators, Instructional Specialists, observation data	Teachers	By January 2019 improved instructional practices will increase district unit assessments to 32% meets for 3rd-5th grade Reading		Select	
	Teachers continue to develop non-negotiables that will be observed in the classroom utilizing <i>Teach Like a Champion</i> instructional techniques.	January 22, 2019 - April 30, 2019	<i>Teach Like a Champion</i> , Administrators, Instructional Specialists, observation data	Teachers	By April 2019 improved instructional practices will increase district unit assessments to 37% meets for 3rd - 5th Grade Reading		Select	
<b>Long-Term:</b> <i>(Results)</i>	Knowledge base of instructional techniques will be observed in each classroom through observations and student data.	October 2018 - May 2019	<i>Teach Like a Champion</i> , Administrators, Instructional Specialists, observation data, student data	Teachers, Administrators, DCSI	By April 2019 improved instructional practices will increase district unit assessments to 37% meets for 3rd - 5th Grade Reading		Select	
	Student achievement in Reading will increase as observed by STAAR data at the meets level.	May-19	STAAR data, observational data,	Teachers, Administrators, DCSI	By the end of the May STAAR administration 37% of 3rd-5th grade students will be at meets in Reading.		Select	
<b>Vision Status</b>				<b>Vision Metrics</b>				

**End of Year Report**  
Did you meet the annual goal? Why or why not?  
  
Is the root cause resolved? Why or why not?

**Problem Statement #3:** **Annual Goal #3:**

**Root Cause #3:** **Strategy #3:**

Goal #3:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
<b>Short-Term:</b> <i>(training, acquisition of new skills)</i>							Select	
							Select	
							Select	
<b>Intermediate:</b> <i>(Implementation)</i>							Select	
							Select	
							Select	
<b>Long-Term:</b> <i>(Results)</i>							Select	
							Select	
							Select	
<b>Vision Status</b>				<b>Vision Metrics</b>				