



# Targeted Improvement Plan

<b>District Name:</b>	Sabinal ISD	<b>County District Number:</b>	232902	<b>Superintendent Name:</b>	Richard Grill
<b>Campus Name:</b>	Sabinal Elementary	<b>Campus Number:</b>	101	<b>District Coordinator of School Improvement:</b>	Richard Grill
<b>PSP:</b>	Shirley Coleman	<b>Educational Service Center:</b>	Region 20	<b>School Principal:</b>	Patrick Peabody

**Vision:** At Sabinal Elementary, we inspire and empower.

<b>Problem Statement #1:</b>	All students taking STAAR Math in 2018 had a 55% passing rate. All students taking STAAR Reading in 2018 had a 56% passing rate. All students taking STAAR Science had a 72% passing rate. All students taking STAAR Writing had a 16% passing rate.	<b>Annual Goal #1:</b>	All students in all tested areas will improve by 10% in 2019. CLT believes this is a SMART goal and will affect all Domains.
<b>Root Cause #1:</b>	The district adopted the TEKS Resource System (TRS) as its curriculum. The TRS has a aligned scope and sequence with pacing guides to help the teachers on what they should be teaching and when. Administration expectations was that the teacher must adhere to the scope and sequence, and provided flexibility on the use of its resources. Several teachers did not choose to use the resources in the curriculum. Some teachers did not like the curriculum and/or the resources.	<b>Strategy #1:</b>	Campus teachers and principals will be trained on the TEKS Resource System. Administrators will create an action plan to implement 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> (training, acquisition of new skills)	TEKS Resource System (TRS) Reboot training.	October 2018	ESC-20 Trainer/ training costs, training materials, teachers classes covered by substitutes as needed.	ESC20, Principals, Superintendent	Teachers and principals will be calibrated on the TRS.	Training complete.	On Track to Meet Goal	On-going TRS training has been scheduled for struggling teachers.
	Clear expectations for lesson plans will be provided to all teachers.	October 2018	Lesson plan template; scheduling time for successful implementation.	Principals	Principal will conduct at least 3 walk-through observations each month and provide feedback to the teachers.	On-going.	Some Progress	Principals, Supt & ESC20 staff will monitoring and provided further assistance to teachers as needed.
	Teachers will learn how to incorporate the TRS resource components into their lesson plan development.	October 2018	Planning time, faculty meetings, scheduling time for successful implementation.	Principals with support of Superintendent	Teachers will demonstrated mastery of utilizing the IFD Planning Guide for lesson plan development.	On-going.	Some Progress	Principals, Supt & ESC20 staff will perform walkthroughs to monitor teacher progress and outcomes.
	Euphoria support by grade level.	Oct 2018-Dec 2018	ESC-20 Trainer/ training costs, training materials, teachers classes covered by substitutes as needed.	ESC20, Principals, Superintendent	Principals and teachers will be calibrated on Eduphoria.	On-going.	Some Progress	Teachers and principals will continue use of Eduphoria implementation.
<b>Intermediate:</b> (Implementation)	TEKS Resource System training in each subject area.	Oct 2018-May 2019	ESC-20 Trainer/ training costs, training materials, teachers classes covered by substitutes as needed.	ESC20, Principals, Superintendent	Teachers will understand how to use TRS for lesson planning.	On-going.	Some Progress	Elementary has three additional days of support provided, and secondary have one additional day of support.
	Principal will conduct walkthroughs and provide teachers feedback.	Oct 2018-May 2019	Walk-through school schedule and feedback tool.	Principals with support of Superintendent	Teachers will demonstrate growth on the area of concerns documented by the principal.	On-going.	Some Progress	On-going training sessions are scheduled to begin in mid-October 2018.
	Teachers will incorporate all components of TRS into lesson plans and instructional strategies.	Oct 2018-May 2019	Lesson plan template; scheduling time for successful implementation.	Teachers and Principals	Teachers will demonstrated mastery of utilizing the IFD Planning guide for lesson planning.	On-going.	Some Progress	On-going training sessions are scheduled to begin in mid-October 2018.
<b>Long-Term:</b> (Results)	By August 2019, the passing rate of all student populations in all tested areas will improve by 10%.	Oct 2018-May 2019	During 2018-2019 2-local assessments, a release STAAR (where applicable), and TEA provided Interim Assessments (where applicable) will be used to measure student academic success.	Teachers and Principals	A 10% higher passing rate on local assessments compared to last year's local assessments. After each local assessment, teachers will correctly identify the TEKS to reteach.	On-going.	Some Progress	Teachers and principals will review local assessment data; principals will review assessment data with the Supt.
	Identify professional development needs for 2019-2020	June 2019	Data Review	Principals with support of Supt will lead data collection to determine success or needs; Principals and Supt will develop appropriate training/materials and update this plan with further details	Principals and Supt will supervise mastery of TRS implementation. Principals and Supt will meet with teachers to determine training needs for 2019-2020.	TBD	TBD	TBD

**Vision Status** **Vision Metrics**

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**End of Year Report**

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

<b>Problem Statement #2:</b>	The teachers do not have clear, documented roles and responsibilities of the campus leadership team members. The teachers do not have a clear, documented roles and responsibilities of the district administration.	<b>Annual Goal #2:</b>	To improved systemic procedures and communication between campus staff, campus leadership and district leadership.
<b>Root Cause #2:</b>	District has defined hierarchical procedures, however staff assumptions are common and lead to miscommunication.	<b>Strategy #2:</b>	Create clear roles and responsibilities for campus and district leadership.

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> (training, acquisition of new skills)	Develop and distribute clear roles and responsibilities of the campus leadership team (CLT) and district leadership team	October 2018	Principal, Supt, Board Policy	Principals with support of Superintendent	Clarify internal campus leadership (CLT) roles and responsibilities at the campus level.	On Track to Meet Goal	Significant Progress	Distribution of final documents
	Develop and distribute CLT roles and responsibilities. Distribute existing district organization chart.	October 2018	Principal, Supt, Board Policy	Principals with support of Superintendent	Clarify internal campus leadership (CLT) roles at the campus level.	On Track to Meet Goal	Significant Progress	Distribution of final documents
<b>Intermediate:</b> (Implementation)	Documents will be shared with faculty via faculty and team meetings.	November 2018	Principal, grade level teams, Supt	Principals with support of Superintendent	The campus faculty will be aware of defined roles.	On Track to Meet Goal	Significant Progress	Distribution of final documents
	Principal and CLT will check/modify the protocol for standing agenda items at monthly campus meetings.	November 2018 - May 2019	Principal, grade level teams, Supt	Principals with support of Superintendent	Principal will improve efficiency of meetings and roles 90% time.	On-going.	Some Progress	Ongoing development of documents.
<b>Long-Term:</b> (Results)	Evaluate strategy implementation.	April 2019	Data Review	Principals with support of Superintendent	Develop, Review and/or Revised Campus Standard Operating Procedures (SOP) for staff.	On-going.	Some Progress	Ongoing development of documents.
	Identify Training Needs for 2019-2020	June 2019	Data Review	Principals with support of Superintendent	Have staff development and support systems in place for onboarding for new school year.	TBD	TBD	TBD

**Vision Status**

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

<b>Problem Statement #3:</b>	The district does not have an effective recruitment, selection and new teacher induction practices.	<b>Annual Goal #3:</b>	Increase teacher retention.
<b>Root Cause #3:</b>	Teacher turnover is believed to be due to lack of cohesive culture and climate and teachers are not maintaining their contractual employment requirements.	<b>Strategy #3:</b>	Provide incentives, training, time and resources.

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Goal #3:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
	Review current practices and pursue practices of similar size districts	October 2018	Supt, ESC20, TASB, Principal	Supt, ESC20 TASB, Principal	Supt and principals will reflect and analyze current practices to meet the needs of Sabinal ISD.	On-going.	Some Progress	Supt and principals will analyze current practices of other LEA's of similar size and demographics.
<b>Short-Term:</b> (training, acquisition of new skills)	Teacher mentoring support initiated.	October 2018	ESC-20 Trainer/ training costs, training materials, teachers classes covered by substitutes as needed.	ESC20, Principals, Superintendent	Principals and Supt will reflect and analyze current practices to meet the needs of Sabinal ISD	On-going.	Some Progress	TASB salary, stipend and benefits surveys will be conducted October-December.
	Teacher instructional support by content area.	Oct 2018-May 2019	ESC-20 Trainer/ training costs, training materials, teachers classes covered by substitutes as needed.	ESC20, Principals, Superintendent	Principals and Supt will reflect and analyze feedback from teachers.	On-going.	Some Progress	On-going training sessions are scheduled to begin in mid-October 2018.
<b>Intermediate:</b> (Implementation )	Review current recruitment practices and pursue practices from similar size districts with lower turnover rates.	January 2019	Superintendent, TASB, ESC20, Principals	Superintendent and Principals	Support teachers with mentoring in pedagogy, instructional content, lesson plan design, classroom management of all new or struggling teachers	On-going.	Some Progress	On-going training sessions are scheduled to begin in mid-October 2018.
	Teachers will provide input on how to improve teacher recruitment and retention.	February 2019	Superintendent, ESC20, TASB, Principals. Supt will attend quarterly HR Directors meetings to network with other LEA's for best practices.	Superintendent, Principals, ESC20	Support for teachers who have less than three years of teaching experience through on-going training. Collect input from teachers on how to improve recruitment and retention.	TBD	TBD	TBD
<b>Long-Term:</b> (Results)	Implementation of strategies for 2019-2020.	May 2019	Superintendent, Principals, ESC20	Superintendent, Principals, ESC20	Provide new and inexperienced teachers an opportunity to provide input on how recruit new teachers to the district & increase teacher retention.	TBD	TBD	TBD
	Identify Training Needs for 2019-2020	June 2019	Superintendent, Principals, ESC20.	Superintendent, Principals, ESC20	Develop new teacher orientation training session for new teachers.	TBD	TBD	TBD
<b>Vision Status</b>			<b>Vision Metrics</b>					