ACHIEVE180

PILLAR	EXPLANATION	FOCUS
LEADERSHIP EXCELLENCE	Leadership Excellence includes both campus-level and executive leadership. Through mentoring, coaching, and differentiated support, we grow talented and effective instructional leaders who can improve, support, and leverage student proficiency in core academic areas. This is evidenced by leader effectiveness, effective hiring, retention of staff, data-driven progress monitoring and coaching and development of administrators and teachers. Our goal is to ensure that schools have the leaders that they need, and that leaders are supported, developed and challenged to grow.	▪ Essential Staffing ▪ Principal Effectiveness ▪ Compensation ▪ Collaborative School Support
TEACHER EXCELLENCE	The single most important variable in student achievement is the quality of the teacher in the classroom. Prioritization of the Human Capital actions in this plan will address the identification and attraction of high-quality educators through the execution of best hiring practices, as well as leverage of staffing incentives and differentiated support through professional development centered on research-based practices. Our goal is to increase teacher effectiveness and retention to ensure equity for all students at Achieve 180 campuses.	▪ Priority Teacher Staffing (Attract/Hire) ▪ Compensation ▪ Support/Retain
INSTRUCTIONAL EXCELLENCE	The engagement, acceleration and optimization of learning experiences will allow students to achieve at their highest potential. We recognize that the TEKS are necessary but not sufficient to ensure that our students are ready for the rigor and challenges of the 21st century. The Academics department will provide real time support to all Achieve 180 schools in the areas of curriculum, instruction, and personalized support. Our goal is to ensure that every student is equipped for success after graduation by demonstrating that they have meet the outcomes set forth in the HISD Global Graduate Profile.	▪ Literacy ▪ Curriculum Implementation and Instructional Delivery ▪ Formative Assessment ▪ Curriculum Alignment ▪ Cognitive Demand ▪ Data Protocols ▪ High Quality Professional Development
SCHOOL DESIGN	The space and environment where students spend a good deal of their time learning has an effect on how well they learn. Effective school design enables students to become critical thinkers, problem solvers, and meaning makers in an environment that encourage active, cooperative, and community-based approaches to teaching and learning. It is responsive to individual needs and voices. Our goal is to match the structure and design of our schools to the needs, dreams and realities of every student.	▪ Extended Work Day for Teachers ▪ Master Schedule ▪ Structured Instructional Time ▪ Intervention (Academic/Behavior) ▪ Blended Learning ▪ Cultural Competence ▪ Differentiated and Personalized Instruction ▪ Addressing Overage Students
SOCIAL & EMOTIONAL LEARNING SUPPORT	The work of this pillar is to remove non-academic barriers to learning that interfere with students' ability to actively engage in classroom instruction and other school activities. A systemic approach to how schools provide learning supports ensures that school improvement efforts succeed and are sustainable. Effectively utilizing intervention assistance teams, resources, and data analysis regarding behavioral, physical and mental health at the student and campus level will connect student learning supports to academic growth and achievement. Our goal is to ensure that students have the skills, supports and resources that they need to be successful.	▪ Teaching the Whole Child ▪ Wraparound Services ▪ Feeder Pattern Connections ▪ Global Graduate Profile
FAMILY & COMMUNITY EMPOWERMENT	The focus on family and community empowerment will be to improve student achievement by increasing parental and community engagement. Our goal is to ensure that all schools are family-friendly learning environments that will increase parent advocacy by encouraging two-way communication from home to school.	▪ Family Friendly Schools ▪ Two-Way Communication ▪ Feeder Pattern Connections