

Blackshear Elementary

Blackshear Elementary School

School Turnaround Implementation Plan

October, 10th 2017

Root Cause

While teachers were provided with instructional support and professional development in all content areas, teachers were not equipped to grow scholars who were performing below grade level. The leadership team did not effectively and systematically monitor the Literacy by 3 and TEKS based instructional and discipline strategies in the classroom that would lead to effective teaching and learning. As a campus, there was growth for scholars who entered the grade performing on grade level. Academically struggling scholars did not attain this same level of progress.

1

On 2017 STAAR, no student group scored above a 50% passing rate in reading contributing to Blackshear missing the target for both Index 1 and Index 3.

2

On 2017 STAAR, no student group scored above 59% in math, contributing to Blackshear missing the target for both Index 1 and Index 3.

3

The 2016-2017 Average Daily Attendance rate for Blackshear Elementary was 95%, which led to decreased learning time for students.

Problem Statements

- Leadership Team collaborates with schools that were multiple year IR campuses and have Met Standard to obtain proven strategies for success.
- Leadership utilizes rigorous hiring process to hire highly effective experienced teachers with proven success on STAAR.
- Reading specialists train teachers on the effective execution of Literacy By 3 components and strategies.
- Leadership and district specialists conduct daily walkthroughs to monitor effective implementation of Literacy By 3 data driven instruction and provide on-the-spot coaching and adjustments in instruction.
- Reading Mastery and Corrective Reading intervention programs will be utilized and monitored daily.
- Reading tutors will provide push-in and additional learning time intervention support for students.

- Leadership Team collaborates with schools that were multiple year IR campuses and have Met Standard to obtain proven strategies for success.
- Leadership utilizes rigorous hiring process to hire highly effective experienced teachers with proven success on STAAR.
- Math specialists train teachers on the effective execution of Guided Math components and strategies.
- Leadership and district specialists conduct daily walkthroughs to monitor effective implementation of Guided Math and data driven instruction and provide on-the-spot coaching and adjustments in instruction.
- Vontoure Learning consultants will conduct bi-weekly observations, coach math coaches on effective math practices and conduct monthly PLC's on upcoming units of instruction.
- Math Tutors will provide push-in and additional learning time intervention support for students.

- Parent Liaison, Counselor, Social Worker, and Leadership Team members call families of students who are not in the classroom by 7:45 AM to encourage student on-time attendance.
- Parent Liaison, Counselor, Social Worker, and leadership team member will conduct home visits of student with multiple absences to identify root causes and solutions for families.
- Appraisers review weekly attendance with their teachers, identify next steps for 100% attendance and review with the principal at weekly 1 to 1 check-ins.
- Monthly perfect attendance celebrations will be held to encourage students to attend school.
- Teachers will make students feel welcomed each day, make positive calls home, and provide weekly incentives to students with perfect attendance.

Solutions

Supports Received by Achieve 180

Pillar I – Leadership Excellence

- Highly effective School Support Officer assigned to provide mentorship/coaching for school leadership.
- Demonstration school pairing to share best practices through observations and collaborations between campuses.
- Full time counselor and nurse to provide social emotional support to students, families, and staff.
- Curriculum department leadership support to build instructional capacity of leadership and staff.

Pillar II – Teacher Excellence

- Recruitment/Retention incentive to hire highly effective experienced teachers with proven student success on STAAR.
- Two full time (4 days) Teacher Development Specialists for reading and math.
- One half time (1.5 days) Teacher Development Specialist for science and one for early childhood.
- Two Dedicated Substitutes to ensure classes are covered everyday.
- New Teacher Coach to ensure needs of new teachers are met daily.

Pillar III – Instructional Excellence

- Weekly campus walk-throughs from district personnel with immediate feedback/coaching on improving instruction.
- Weekly Professional Development sessions to build teacher and leadership instructional capacity after school and during PLC's.
- Universal Screener to increase student performance through data driven instruction.

Pillar IV – School Design

- IAT Campus Liaison and District Managers to monitor interventions and improve student outcomes.
- Additional learning time for students in need of intervention.
- Weekly Extended Day Professional Development sessions.
- Imagine Learning to build students reading capacity and increase performance.

Pillar V – Social and Emotional Learning Support

- Full Time Counselor,
- SEL Specialist
- Wraparound Specialist
- CHAMPS Training

Pillar VI – Family and Community Empowerment

- Two-Way Communication training for staff
- Parent Conference training for staff
- F.A.C.E. Specialist
- Family Community Events support

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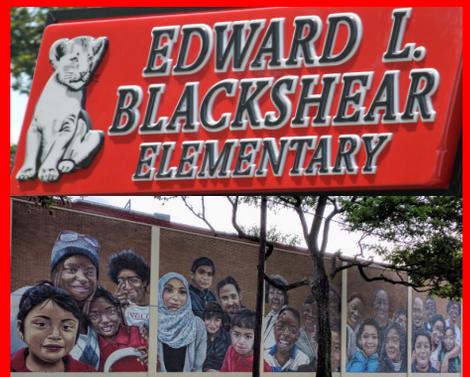
Impact on Students

Our intensive instructional plan will address the following:

On-Level Reading	Increased Attendance	Positive Social Emotional	Drop-Out Rate
<ul style="list-style-type: none">Scholars who are able to read on level are projected to graduate from high-school.Scholars who are able to read on level have an increased rate of attending and completing college.Scholars who are able to read on level have fewer behavioral challenges in school.Scholars who are able to read on level have an increased attendance rate.	<ul style="list-style-type: none">Perfect attendance maximizes learning time for scholars to reach on and/or above grade level academic performance.Making scholars feel welcomed and providing engaging lessons that lead to mastery of concepts will lead to perfect attendance.Perfect attendance celebrations strengthens relationships and builds a positive climate and culture.	<ul style="list-style-type: none">Having a full time social emotional team (counselor - LPC, social worker, nurse, parent liaison, and partnerships) allows us to meet the individual needs of scholars with emotional challenges and decrease disruptions in learning.Teachers, staff, parents and scholars are receiving support from our social emotional team to ensure that everyone who comes in contact with scholars have the necessary social emotional skills that will lead to academic and behavioral success.	<ul style="list-style-type: none">Scholars who are confident in their academic abilities will be able to persevere through elementary, middle, and high school.Scholars who have positive academic experiences and growth will continue to learn past elementary school.

Wraparound Services offered at our campus:

- Wraparound Specialist
- Counselor (LPC)
- Social Worker
- Parent Liaison
- Nurse
- Positive Black Male Association
- Trinity United Methodist Church Partnership
- University of Houston Partnership
- Texas Capital Bank Partnership
- Change Happens Partnership
- Blessings in a Backpack Partnership
- Abundant Life Therapeutic Services Partnership



For more information please call **713-942-1481**

Math/Science: Jenita Boleware/ **Literacy:** Meghann Castro – Valentin **Early Childhood:** Tamaria Perkins-Newton