

# Patrick Henry Middle School



School Turnaround Plan

October, 10<sup>th</sup> 2017

## Root Cause

- Lack of effective Tier 1, 2, and 3, instruction and interventions for ELL and SPED students.
- Lack of teacher training, coaching and development.
- Inconsistent and ineffective progress monitoring.

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## Supports Received by Achieve 180

- TDS support (weekly)
- Special Education TDS for math and reading (new)
- TDS for ELL's (new)
- Technology (2 laptop carts)
- Imagine Learning (new)
- Achieve 3000 (new)
- Counselor (new)
- Support from Demonstration
- Dedicated Associate Teachers
- New Teacher Coach
- IAT manager
- Customized Wednesday PD
- Campus General Fund Relief due to centrally funded essential positions

Problem Statements

Solutions

61% of our teaching staff has less than 5 years of teaching . Recent year's attrition rate has been at 43%,. 2017's attrition rate is the lowest in previous years.

16% of students are at the meets grade level standard based on STAAR reading. Based on 2017 iStation data 61% of students are Tier 3.

- **Conduct PD needs survey**
- **Tiered PD based on teacher needs, observations and data**
- **Ongoing PD for all teachers**
- **Mentoring/coaching for teachers not yet proficient**
- **Coaching & Feedback**
- **Work with HR Leadership/Recruitment to attract and retain effective and highly effective teachers.**

- Literacy Specialist
- ESL teacher
- Utilize Universal screener for placement & interventions
- Data
- Literacy report cards
- Data conferences
- LIM across all contents
- Writing across all contents
- Threshold jumpers



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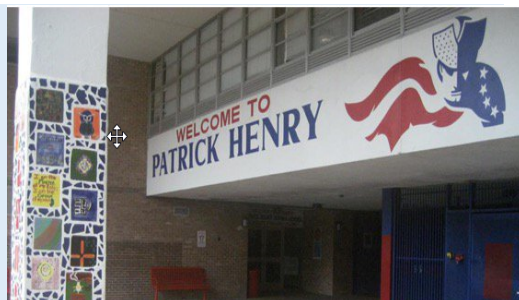
October, 10<sup>th</sup> 2017

## Impact on Students

Our intensive instructional plan will address the following:

Impact 1 -Change (More effective teaching staff) Pillar 2 A180	Impact 2- (Instructional Excellence) Pillar 3&6	Impact 3- (Structured Data Conversations) Pillar 3	Impact 4- (Additional Instructional Support Staff ) Pillar 1
<p>Recruitment and Retention Goals</p> <ul style="list-style-type: none"> <li>• Responsive Action to Comprehensive Needs Assessment.</li> <li>• PD for Leadership on effective practices for Recruitment and retention of effective and highly effective teachers (Office of Leadership Development and HR Talent Acquisition Team).</li> <li>• Coaching and Development Rounds with prescriptive feedback on action items. Structured Calibration Walks with campus instructional leaders</li> <li>• A180 PD aligned with campus goals</li> </ul>	<ul style="list-style-type: none"> <li>• Literacy Night to inform community of literacy initiatives and distribution of resources for parents to support literacy practices at home</li> <li>• Literacy Report Cards/Report Card pick ups</li> </ul>	<ul style="list-style-type: none"> <li>• Adoption of new Data Protocol and progress monitoring tools</li> <li>• Increase in frequency of progress monitoring</li> <li>• Ability to monitor special population groups</li> <li>• Action planning from data conversations can occur quicker</li> </ul>	<ul style="list-style-type: none"> <li>• Campus based Teacher Specialist in Reading and Math</li> <li>• New Teacher Coach</li> </ul>

- Counselor & Student support office via district
- Dr. Schweitzer- district school psychologist
- Academic Counselor and Social Worker on site



For more information please call <713-696-2650>

