



Highland Heights Elementary

Turnaround Implementation Plan Overview

SYSTEMATIC ROOT CAUSE

The lack of consistent and effective campus leadership has led to poor recruitment, development, and retention of teachers resulting in ineffective instruction for students. The turnover and inconsistency of leadership has created a lack of trust, the inability to know the staff and their talents, establish goals, develop staff professionally, and put effective systems and processes into place. Time constraints required to handle day to day non-instructional issues has impeded the leadership's ability to evaluate, monitor, and provide timely constructive feedback to teachers. Therefore the development and support for novice teachers and staff new to the campus has been limited. These limitation have negatively impacted both teacher and student performance.

PROBLEM STATEMENT #1

Highland Heights ES failed to meet the target goal in Index I (Student Achievement) and Index III (Closing the Performance Gap). HHE met standard in Index II (Student Progress) and Index IV (Postsecondary Readiness)

TEA Accountability Reports 2017

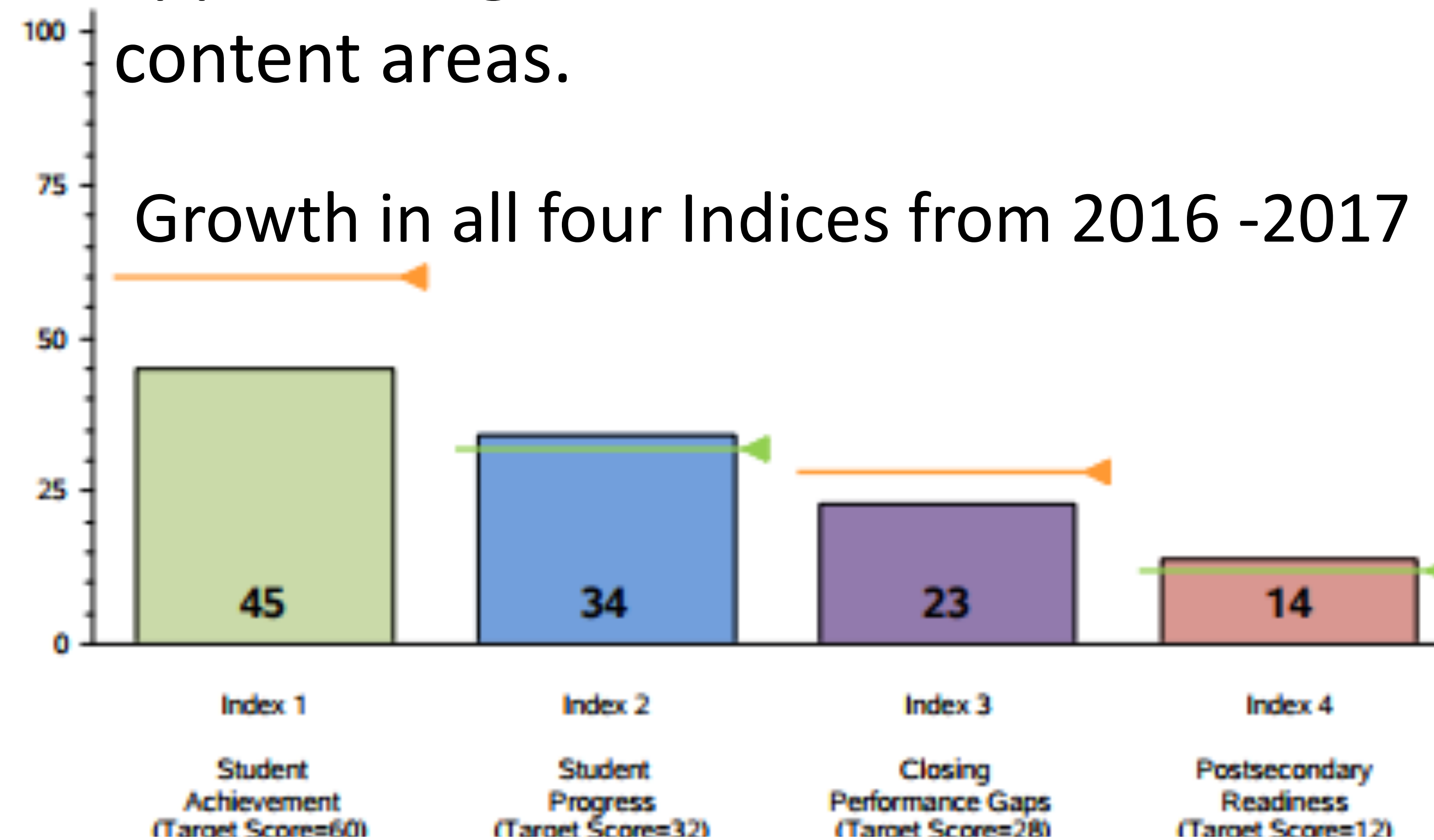
PROBLEM STATEMENT #2

Highland Heights ES needs to develop effective systems for recruiting, developing, and retaining teachers. The overall turnover rate of teachers and support staff was forty percent.

Teacher Appraisal & Development System

GOAL

60% of students will meet the approaching standard on STAAR in all content areas.



GOAL

Provide targeted professional development to 100% of teachers based upon campus needs and Achieve 180 initiatives with 75% of all teachers effectively implementing taught strategies

We Want To Retain Effective Teachers!

ACTION STEPS

- Weekly Formative Assessments
- IAT/RtI Meetings
- Tracking of Tier 2 and Tier 3 students
- PLC Meetings & Data Digs
- Reading Mastery Intervention
- Corrective Reading Intervention
- Imagine Learning Online
- Guided Reading
- Small Group Instruction
- After-School Tutorials
- Saturday School
- Write from the Beginning
- Fun Instructional Academic Fridays
- Professional Development
- Achievement Celebrations
- Literacy Nights
- Reasoning Minds
- TDS Open Labs
- Guided Math
- Student Data Digs
- AVID
- CHAMPS/PBIS
- Renaissance 360 Universal Screener

ACTION STEPS

- Lead4ward heat maps
- Formal Observations with Direct Feedback
- Calibrated Learning Walks
- Direct Coaching
- Lesson Planning
- Expectations and Protocols
- Professional Development
- Data Conference
- TDS /PLCs
- Recruitment Protocols
- Incentives &
- Celebrations
- Classroom Environment Checklist
- Teacher Leadership Teams
- Quarterly Half Day Grade Level Planning



Highland Heights Elementary

Yolanda Rodriguez, Area Superintendent

Katherine Roede, School Support Officer

Rhonda Skillern-Jones, Board Trustee

IMPACT 1: SOCIAL EMOTIONAL

- Highland Heights ES is being supported through the Achieve 180 initiative by the staffing of a full time school counselor, nurse, and wrap around specialist
- IAT/504 designated staff specialist
- Harris County Department of Mental Health
- CHAMPS
- Family and Community Empowerment support
- Loving Kids community support
- Acres Home Coalition

WRAPAROUND SERVICES OFFERED

- Loving Kids Community Partnership
- HISD FACE Department Partnership
- Boy Scout of America Organization
- Read Houston Read
- BTW Feeder Pattern Support
- HIPPY

IMPACT 2: ATTENDANCE

- Attendance is being monitored daily and communication with families
- Incentives and celebrations are being provided to both our scholars and staff
- Daily attendance competition board
- PBIS tickets for shopping
- Attendance/Truancy Officer supports school
- Parent Newsletter
- Attendance Informational station at Literacy Nights

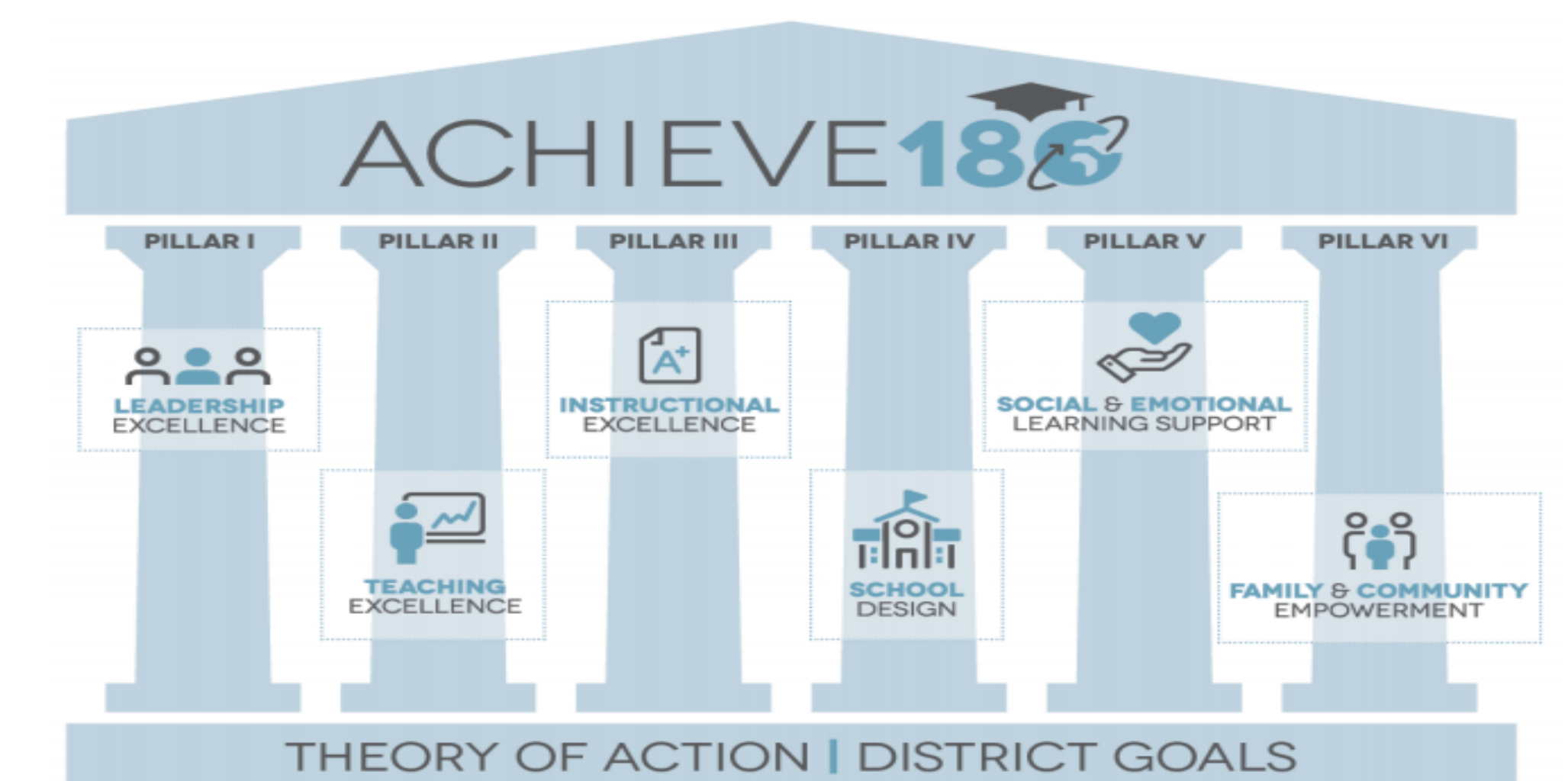
IMPACT 3: DROP-OUT/GRADUATION

- BizTown
- AVID
- College Field Trips
- Field Trip opportunities
- College & Career day



ACHIEVE 180 SUPPORT

- Additional Positions: Nurse, Counselor, Librarian, New Teacher Coach, Wraparound Specialist, Dedicated Associate Teachers, & Teacher Development Specialists for Reading, Math, Science, & Early Childhood
- Demonstration School(s) assigned to the campus for guidance, collaboration, and support
- Professional Development for our Extended Wednesday PD for 2 hours
- Contracted Services for teacher coaching and development
- Additional instructional classroom resources for teachers
- Additional laptops for technology integration
- Leadership & Campus Support from the District
- Stipend incentives for Instructional Faculty & Staff



FOR ADDITIONAL INFORMATION

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