

# Kashmere HS

School Turnaround Plan



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

## Root Cause

- Lack of certified teachers
- Insufficient opportunities to provide reading support to address literacy gap

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Problem Statements

Hiring and retention of fully certified staff members. Attracting certified teachers to Kashmere has been difficult. Through Achieve 180 initiatives, staffing is complete in all core subject areas.

Poor instruction and the level of expectation for students in all classrooms has systematically caused low student performance at Kashmere High School. For all students in every student group there must be a high level of expectation. Focused PLC initiatives and daily and weekly professional development will serve to raise the levels of delivery and learning.

Authentic professional development with layers of specialized instruction tailored to the needs of each teacher has not been in place or monitored effectively. Professional development must be not only offered, but monitored extensively. Teacher walks, TDS support and administrative tools available through TADS systems are now in place.

Solutions

- A certified and experienced staff is in place with the exception of two non-EOC staff members. With an increased enrollment, additional staff will be requested.

- Professional development plans for the 2017-18 school year have been submitted by subject area Instructional Specialists.
- A concentrated focus on instruction will include the following: Training on Gifted and talented instructional strategies to maximize the potential of all students
  - Differentiation of methodology
  - How to give and receive clarifying feedback
  - How to analyze data and multi levels and then use to impact instruction
  - How to establish effective interventions at the point of need

- Professional Development that serves the needs of all staff members is, in part, a support for each problem statement.
- District instructional support staff (TDS) and campus leadership teams are in place to observe instruction and learning, co-teach as necessary and offer feedback to impact instruction.
- Monitoring logs are in place for all teach support systems.
- Meetings are held bi-weekly to assess growth and development
- IAT Committee meetings discuss individual students and student groups for analysis of improvement

## Supports Received by Achieve 180

- Additional staff in ELA, Math and Science
- New Teacher Coach (experienced in administration)
- Schoolwide district TDS support for all subject areas
- Two bilingual tutors in Math and Reading
- Effective student assessment and instructional support tools (Universal Screener, Achieve 3000 and Imagine Learning)
- FACE Specialist
- Khan Academy
- Dedicated Associate Teachers
- Demonstration School Partnerships
- MESA Digital Training

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## Impact on Students

Our intensive instructional plan will address the following:

Impact 1 -STAAR EOC	Impact 2- English Language Arts	Impact 3- Special Education	Impact 4-ELL Students
<ul style="list-style-type: none"> <li>Data analysis based on quintiles, TEKS and daily objectives</li> <li>Data Room for core subject comparisons</li> <li>STAAR Trackers in all subject areas</li> <li>Focused PLC</li> <li>Math Consultant three days a week</li> <li>District TDS support in all subject areas</li> <li>Universal Screening for Reading and Math</li> <li>Peer Observations</li> <li>Layered learning walks in all subject areas</li> <li>Wednesday professional development sessions with TDS Support</li> <li>Focused spending for Technology needs</li> </ul>	<ul style="list-style-type: none"> <li>Certified staff in place</li> <li>Two additional certified teachers for differentiated grouping</li> <li>14 additional sections of SRW and STAAR Recovery classes</li> <li>District TDS support four days per week</li> <li>Collaborative with Jones Futures Academy for peer observation and support</li> <li>New Teacher Coach</li> <li>Renaissance 360 Screening</li> <li>Multi-leveled Literature</li> <li>Focused and Strategic PLC Collaborative (Chavez High School)</li> <li>Professional Development Plan (Region 4)</li> <li>Book Clubs for student learning</li> </ul>	<ul style="list-style-type: none"> <li>Individual review of each child through A4E data analysis</li> <li>PLC focus for all co-teachers</li> <li>Monthly review of coding (Graduation Plans)</li> <li>Monthly review of IEPS</li> <li>Co-Teacher support for students using Achieve 3000 and Imagine Learning</li> <li>Weekly use of technology for reinforcement</li> <li>Individual student and parent conferences</li> </ul>	<ul style="list-style-type: none"> <li>Individual scheduling based on TELPAS results.</li> <li>Weekly collaboration with district multi-lingual specialist</li> <li>Professional development sessions for teachers and administrators</li> <li>ESL teacher in place from first day of school</li> <li>Two bilingual tutors in place to follow students for additional support</li> <li>Bilingual parent liaison in place for support purposes</li> <li>Universal Screening for all ELL students</li> </ul>

## Wraparound Services offered at our campus:

**ProUnitas: Two Onsite ProUnitas Managers  
Twenty-Eight Service Providers**

**Menu of services (Examples:)**

**Direct Line Attendance Monitoring**

**Baylor Teen Health Clinic-Baylor Teen Clinic Counseling Group-KHS**

**Depression and Bipolar Support Alliance-Greater Houston –Group Counseling**

**DiscoverU**

**Fithward Enrichment-Teen Enterprise Center**

**Girls Inc-Girls Get the Message**

514 Students Served 2016-2017



For more information please call **Kashmere High School 713-636-6400**