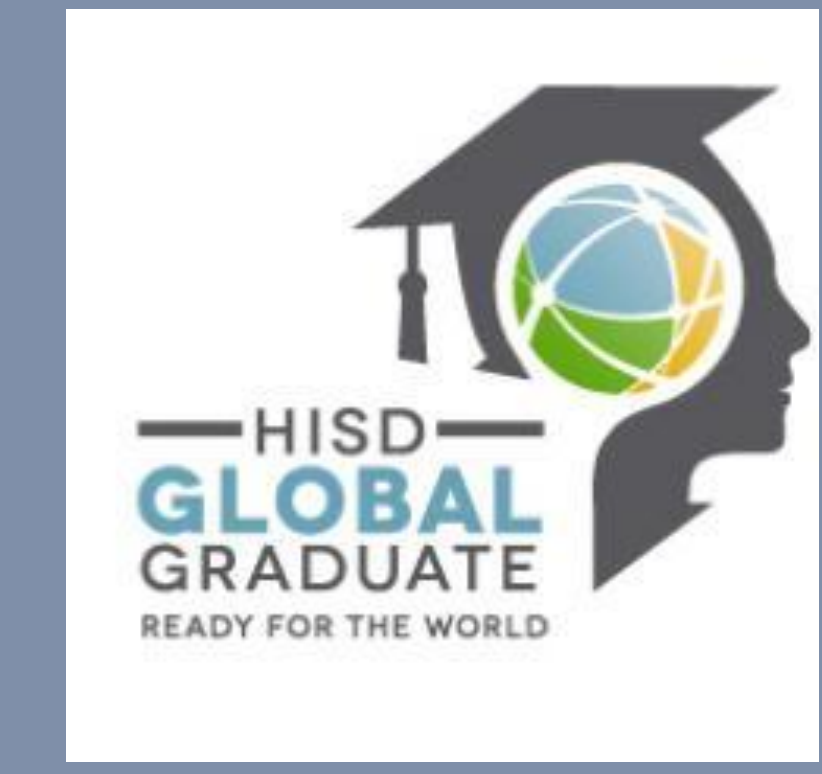




Mabel B. Wesley Elementary

Turnaround Implementation Plan Overview



SYSTEMATIC ROOT CAUSE

A lack of structured, consistent effective leadership has resulted in ineffective systems for recruiting, hiring, developing, and retaining quality teachers. There has not been adequate leadership support to help new teachers adjust to the academic challenges and diverse needs of students and to manage student behaviors that affect learning in the classroom. This lack of support has resulted in a lack of quality instruction, poor classroom management, increased discipline referrals for students, and a high teacher turnover rate. The system for providing ongoing, job-embedded professional development including coaching, guiding, monitoring, and providing feedback to teachers is ineffective. Even though professional learning opportunities are conducted weekly, there has been no significant increase in student achievement.

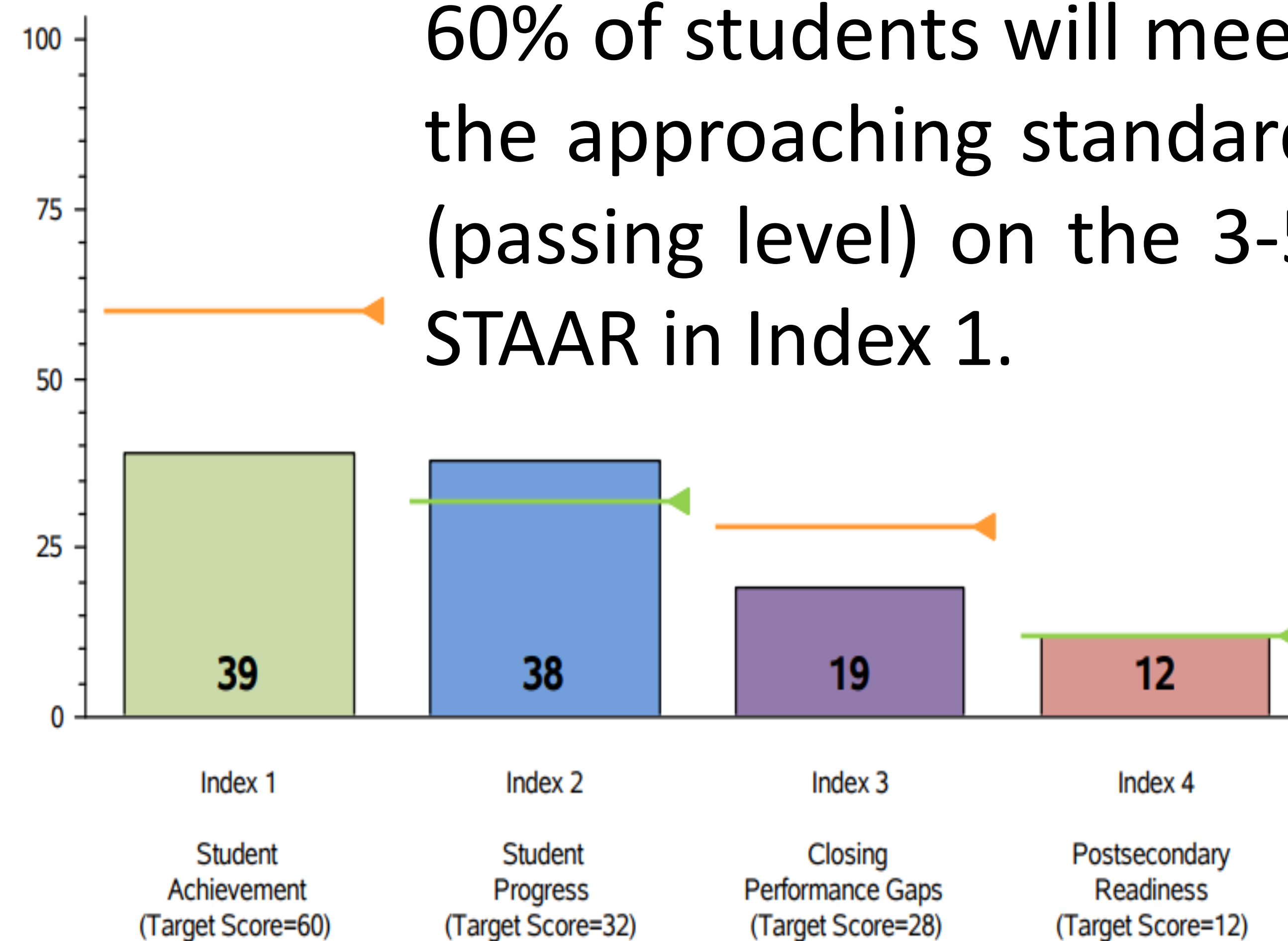
PROBLEM STATEMENT #1

Wesley ES scored 39% on Index 1 (Student Achievement) on the 2017 STAAR with 43% in Reading; 42% in Math; 27% in Writing; and 29% in Science with 19% on Index 3 (Closing Performance Gaps). * Wesley ES met standard in Index 2 and Index 4.

TEA Accountability Reports 2017

GOAL

60% of students will meet the approaching standard (passing level) on the 3-5 STAAR in Index 1.



ACTION STEPS

- Formative Assessments
- IAT/RtI Meetings
- PLC Meetings & Data Digs
- Reading Mastery Intervention
- Corrective Reading Intervention
- Imagine Learning Online
- Guided Reading Instruction
- Small Group Instruction
- Enrichment Learning
- Writing Symposium
- Science Camp
- After-School Tutorials
- Saturday School
- Academic Learning Nights
- Professional Development
- Achievement Celebrations

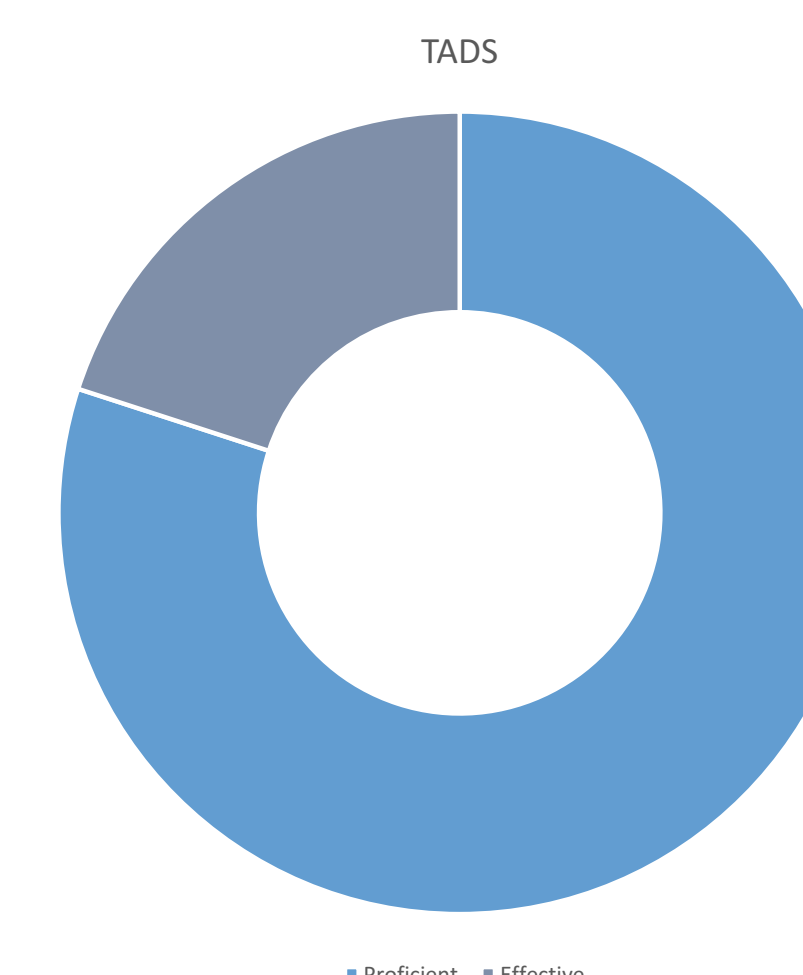
PROBLEM STATEMENT #2

Wesley ES had 25% teacher turnover for the 2017-2018. Of the fifteen returning core teachers, only three are effective in TADS.

Teacher Appraisal & Development System

GOAL

60% of teachers will increase one level or maintain (if currently rated effective) in TADS.



We Want To Growing Leaders!

ACTION STEPS

- Formal Walkthroughs
- Formal Observations
- Learning Walks
- Direct Feedback
- Direct Coaching
- Best Practices Modeling
- Lesson Planning
- Professional Development
- Monitoring Tools
- Training & Development
- Recruitment Protocols
- Incentives & Celebrations

Wesley ES will P.R.E.S.S. our way out of IR status.

(Promoting Relationships, Ensuring Scholar Success)

Yolanda Rodriguez, Area Superintendent

Katherine Roede, School Support Officer

Rhonda Skillern-Jones, Board Trustee

IMPACT 1: SOCIAL EMOTIONAL

- Our new School Counselor was added this school year to meet the social & emotional needs of our scholars.
- Support is being provided to our scholars and families who were affected by Harvey.
- Three meals a day is being provided to our scholars.
- Supplies are being provided to our scholars through charitable donations.
- Extra-curricular activities (basketball & cheerleading) is being provided to our scholars as an additional outlet.
- After-school partnership with local apartment communities (Lincoln Park & Mayfair) to strengthen community connections and parent involvement.
- Monthly collaboration meetings with stakeholders (Serenity Place RTC, Boy Scouts, and Coalition of School Improvement) to strengthen community connections and involvements.

WRAPAROUND SERVICES OFFERED

- Loving Kids Community Partnership
- HISD FACE Department Partnership
- Boy Scout of America Organization
- No Excuses Foundations Program
- Coalition of School Improvement
- Real Men Read Mentor Program
- BTW Feeder Pattern Support
- TutorMath Mentor Program
- Adopt-A-School Partnership



IMPACT 2: ATTENDANCE

- Attendance is being monitored daily and communication with families.
- Incentives and celebrations are being provided to both our scholars and staff.
- Student Engagement trainings are included in our PD training sessions.
- School and Community partnership has been established with Metro Community Connect Transportation for our scholars and families.
- Home visits are being done to keep our scholars in school.
- Parent Communication systems (Newsletter & Call-Outs) are being used to communicate the importance of school attendance.

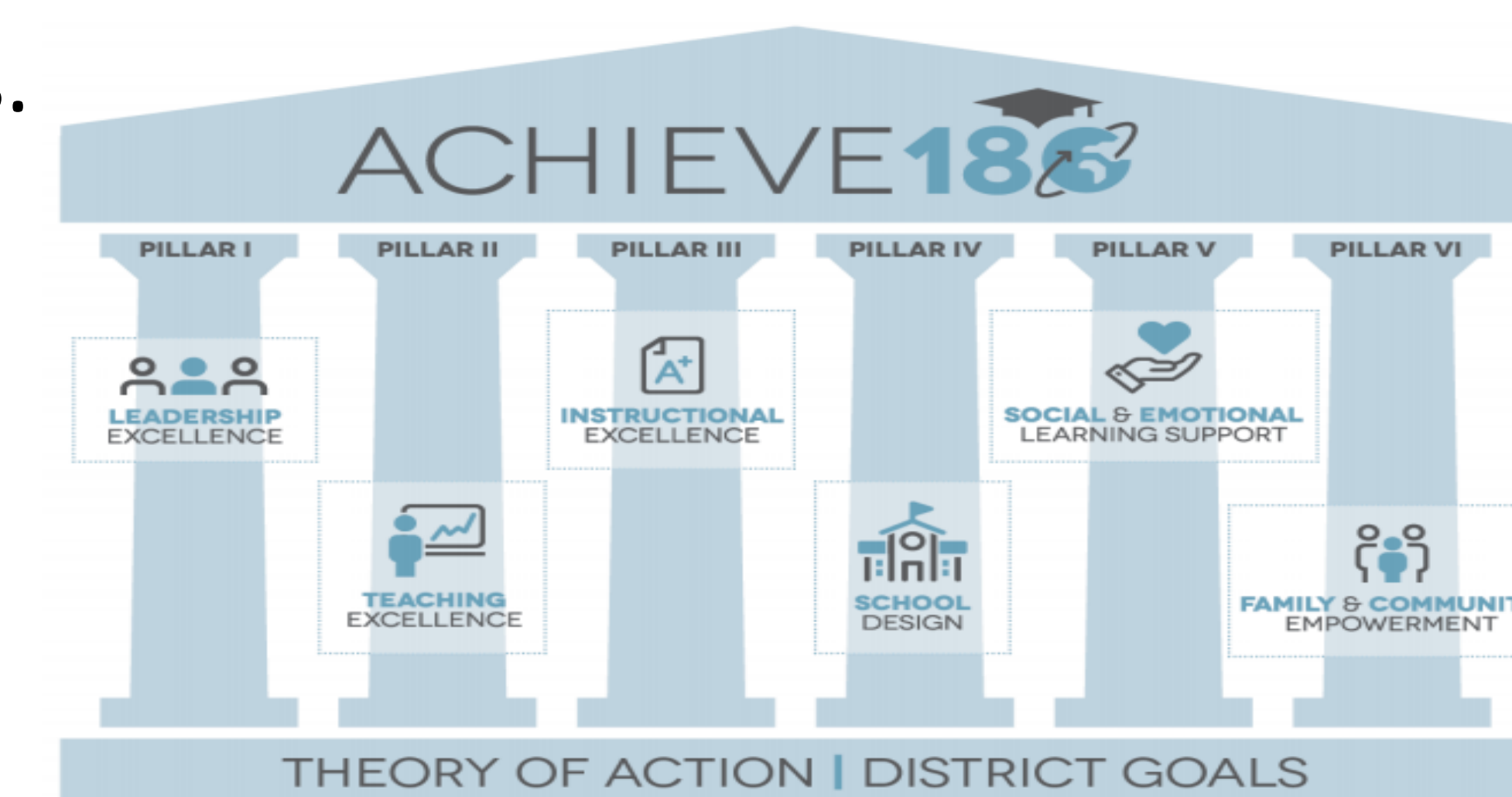
IMPACT 3: DROP-OUT/GRADUATION

- Focused on Fundamental Reading Skills for living and learning.
- Focused on Mathematics skills that will support Post-Secondary Readiness (Algebra I).
- Real World Connections are being integrated into instructional lessons.
- Field Trip opportunities outside of the community are being planned for exposure.
- College & Career Readiness lessons are built into our Counseling services.



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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