

**Houston Independent School District**  
**374 Tinsley Elementary School**  
**2024-2025 Improvement Plan**



# Key Actions

**Key Action 1:** Increase teacher capacity on high quality planning and instruction.

**Strategic Priorities:**

Increasing Organizational Efficiency, Cultivating Team HISD Talent

**Indicator of Success 1:** Increase teacher capacity on high quality planning and instruction.

**Indicator 1:** 75% of core content teachers will be proficient or higher in the delivery of high-quality instruction as measured by SPOT observations, Domain 2 in TTESS or other teacher evaluation systems on their observation by October of 2024 and walkthrough by January of 2025

85% of core content teachers will be proficient or higher in the delivery of high-quality instruction on their EOY as measured by SPOT observations, Domain 2 in TTESS or other teacher evaluation systems.

**Indicator 2:** On the climate surveys in December of 2024 and April 2025, 75% of teachers will agree or strongly agree that they have received continuous coaching with effective and timely feedback.

60% of students in grades 2-5 will show growth on the MAP/NWEA assessment from BOY to MOY.

**Indicator 3:** 70% of students in grades 2-5 will show growth on the MAP/NWEA assessment from BOY to EOY

**Key Action 2:** Maintain a positive and safe school culture using the IB attributes.

**Strategic Priorities:**

Increasing Organizational Efficiency, Cultivating Team HISD Talent

**Indicator of Success 1:** Maintain a positive and safe school culture using the IB attributes.

**Indicator 1:** Students and teacher will know and exemplify the IB attributes on a daily basis.

**Indicator 2:** Students will connect the IB attributes to their transdisciplinary themes and daily instructional activities.

**Indicator 3:** Students will hold each other accountable in maintaining a positive and safe school culture.

**Key Action 3:** Reduce turnovers and resignations through initiatives that keep staff engaged and confident about long-term employment with Tinsley ES.

**Strategic Priorities:**

Cultivating Team HISD Talent

**Indicator of Success 1:** Reduce turnovers and resignations through initiatives that keep staff engaged and confident about long-term employment with

Tinsley ES.

**Indicator 1:** 85%-95% retention rate of talented and motivated employees

**Indicator 2:** Satisfactory or above on staff retention/job satisfaction survey

**Indicator 3:** recruit talent and those that want to be apart of the campus success

**Key Action 4:** Increase parent involvement at Tinsley ES.

**Strategic Priorities:**

Expanding Educational Opportunities, Transforming Academic Outreach

**Indicator of Success 1:** Increase parent involvement at Tinsley ES.

**Indicator 1:** Increased daytime flow of parental involvement.

**Indicator 2:** Established PTO

**Indicator 3:** Increase parent activities with the Wraparound department.