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.

Problem Statements

- 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.

Solutions

- 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

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
Impact on Students

Our intensive instructional plan will address the following:

<table>
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<tr>
<th>Impact 1 - Change (More effective teaching staff) Pillar 2 A180</th>
<th>Impact 2- (Instructional Excellence) Pillar 3 &amp; 6</th>
<th>Impact 3- (Structured Data Conversations) Pillar 3</th>
<th>Impact 4- (Additional Instructional Support Staff) Pillar 1</th>
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- Recruitment and Retention Goals
  - Responsive Action to Comprehensive Needs Assessment.
  - 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).
  - Coaching and Development Rounds with prescriptive feedback on action items. Structured Calibration Walks with campus instructional leaders
  - A180 PD aligned with campus goals

- Literacy Night to inform community of literacy initiatives and distribution of resources for parents to support literacy practices at home
- Literacy Report Cards/Report Card pick ups

- Adoption of new Data Protocol and progress monitoring tools
- Increase in frequency of progress monitoring
- Ability to monitor special population groups
- Action planning from data conversations can occur quicker

- Campus based Teacher Specialist in Reading and Math
- New Teacher Coach

- 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>