Austin Independent School District

Padron Elementary

2025-2026 Campus Improvement Plan

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Mission Statement

At Jaime D. Padrón Elementary, all students will receive an equitable, holistic education, and will be critical thinkers who are prepared for a world which demands literacy, technological, and social-emotional skills.

Vision

All Jaime Padron Students will graduate college, career and life ready to be productive citizens in a global society.

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Goals

Goal 1

Austin ISD Stronger Together
By fostering a culture of high expectations and collective ownership, Austin ISD can create an environment where every student and staff member thrives.

Performance Objective 1

☑ **High Priority** ☑ **Dual Capacity/Caregiver Engagement Goal**

(CPM 2.1) Enhance community collaboration by developing strategies to implement the Dual Capacity Building Framework for Family-School Partnerships.

Evaluation Data Source: Plan4Learning

Performance Objective 2

☑ **High Priority** ☑ **HB3 Goal**

(TEC) Campuses will implement the required coordinated school health activities, using data to demonstrate measurable gains in student and staff well-being, directly contributing to campus improvement goals. 50% of 5th grade students will meet the Healthy Fitness Zone standard for push-ups as measured by the Fitnessgram assessment.

Evaluation Data Source: Coordinated School Health Survey
Resources: https://drive.google.com/file/d/1VGjS7cB8AxChWm5DoMS-O1wc3vEHa6T5/view?usp=sharing

Performance Objective 3

☑ **High Priority**

The total amount of discipline incidents totaled 56 for the 24-25 School year. The number of discipline referrals will decrase by 10% for a total of 50.

Evaluation Data Source: Resources: Character Strong
Frontline SIS

Performance Objective 4

☑ **High Priority**

(CPM 1.1) The percentage of students experiencing chronic absenteeism will decrease from 23% during SY 24-25 to 20% by July 2026.

Evaluation Data Source: Frontline SIS

Performance Objective 5

☑ **High Priority**

(CPM 5.2) The percent disproportionality in discipline for African American students will decrease from 17.51% in June 2025 to 14.5% by June 2026. (Alternate: Develop a performance objective to reduce one of the top offenses accounting for a significant number of removals, or develop a performance objective to maintain the currently low number of discipline events on campus.)

Evaluation Data Source: Frontline SIS.

Performance Objective 6

☑ **High Priority**

(CPM 3.2) The number of walkthroughs scoring on track in the language of instruction domain of the

locally developed Dual Language Data Collection Tool Rubric will increase from 2.2% in June 2025 to 2.5% at June 2026.

Evaluation Data Source: Dual Language Data Collection Tool

Performance Objective 7

(CPM 3.3) The representation index between African American and Hispanic students identified as gifted and talented and the total African American and Hispanic student enrollment will remain at or improve from 0.94 (June 2025) by June 2026. (% of AA and Hispanic students identified GT / % of AA and Hispanic students on campus. Greater than or equal to 0.80 - minimum goal)

Evaluation Data Source: Gifted and Talented Office

Performance Objective 8 ☑ High Priority

(CPM 5.1)The average campus score on indicators 4, 8, and 9 (Professional Learning to Strengthen Staff Expertise, Transformative SEL-Integrated Instruction, Cultural Responsiveness) on the SEL and CP&I implementation measurement tool will increase from 3.3 in June 2025 to 3.6% by EOY.

Evaluation Data Source: SEL and CP&I implementation measurement tool will increase from a 2 to a 3 in Transformative SEL-Integrated Instruction.

Goal 2

Early Learning
The Early Learning District Initiative positions Austin ISD as a leader in early childhood education by ensuring equitable, high-quality learning experiences for children from birth to grade 2. This initiative addresses foundational literacy and numeracy to close achievement gaps and prepare students for long-term academic success.

Performance Objective 1

☑ **High Priority** ☑ **HB3 Goal**

(SC Goal 1) The percentage of 3rd-grade students earning meets grade level or above on the STAAR Reading Assessment in English or Spanish will increase from 12.46% in June 2025 to 17.46% by June 2026.

Evaluation Data Source: Progress Monitoring: NWEA MAP assessment STAAR projected proficiency values. Source data: 3rd Grade Reading STAAR Assessment

Performance Objective 2

☑ **High Priority** ☑ **HB3 Goal**

(SC Goal 2) The percentage of 3rd-grade students earning meets grade level or above on the STAAR Mathematics Assessment in English or Spanish will increase from 12.3% in June 2024 to 17.3% by EOY.

Evaluation Data Source: Progress Monitoring: NWEA MAP assessment STAAR projected proficiency values. Source data: 3rd Grade Math STAAR Assessment.

Performance Objective 3

☑ **High Priority**

(GPM 5.1)The percentage of 5th-grade students enrolled in dual language who earn a proficiency level equivalent to level 1 high school credit in the TEKS on the Avant STAMP4S dual language proficiency assessment for partnered language will increase from 76.2% in June 2025 to 84.0% by June 2026.

Evaluation Data Source: Elevation

Performance Objective 4

(CPM 4.1)The percentage of early education (PK-2) teachers averaging at least a 3.5 overall observation score on formal observation portion of the Instructional Practices (aligned to developmentally appropriate practices) section of the Professional Pathways for Teachers (PPfT) Appraisal System will increase from 4.2 in June 2025 to 3.5% or better by June 2026.

Evaluation Data Source: PPfT Appraisal System,

Special Education Initiative

Goal 3

Austin ISD will ensure compliance with all requirements as identified in the TEA Agreed Order, including the Strategic Plan for Special Education (English, Spanish). All referenced documents are included in the Policies section.

Performance Objective 1

☑ **High Priority**

Austin ISD will ensure compliance with all requirements as identified in the TEA Agreed Order, including the Strategic Plan for Special Education (English, Spanish). All referenced documents are included in the Policies section.

Evaluation Data Source: Special Education Modules Completion reports.

Goal 4 Campus Specific Goals/Performance Objectives (Optional)

Performance Objective 1

Sustainability. Schools are invited and encouraged to incorporate sustainability into your Campus Improvement Plan this year. There are many simple actions to create a healthier learning and work environment, reduce your building's negative impact on the environment and community, encourage energy efficiency and resource conservation, and foster student problem based learning through sustainability. See the CIP Sustainability Recommendations in the resources to create your own goals and objectives.

Evaluation Data Source: Resources: https://docs.google.com/document/d/1_hjhZWoDj7Uh98U7iAwLdNu03YJLQGC3Z0SfekS6WOg/edit?tab=t.0

Addendums

2025-26 AISD Campus On-Site Needs Assessment Requirement

Under Texas Education Code (TEC) Section 39A.053, an on-site needs assessment is a formal evaluation conducted by a Campus Intervention Team (CIT) to "determine the factors resulting in the campus's low performance and lack of progress, including the contributing education-related factors."

For more information, please click here.

For assistance with this document or the data elements requested in the subdivisions please contact Christopher Hanson

Directions:
Complete assessment items 1-10 with your CIT.
Column A is pre-filled with Subdivision guidance.
Column B are resource links (if available).
Column C is where you will enter your analys based on the prompt. Yellow cells indicate that a response is needed. All information should be in text format (no images, but can include links).

Enter Campus Name	Jaime D. Padron Elementary
First and Last Names of CIT Members (eg. Mary Smith,Paul Rodriguez)	Patricia De Luna, Graciela Esquivel, Elizabeth Deterra

Subdivision	Resources	CIT Analysis and Assessment Information
1a - An assessment of the staff to determine the percentage of certified teachers who are teaching in their field;	20250916_EmployeeCertificationAISD	At Padron Elementary, 100% of teachers that are certified are teaching in the field for which they are licensed, demonstrating complete alignment between staff qualifications and instructional assignments. This full certification rate reflects the campus's strong commitment to maintaining instructional quality and ensuring that every student benefits from content-area expertise in every classroom. Ongoing professional development and support structures will continue to strengthen teacher effectiveness and sustain this exemplary standard of instructional excellence.
1b - An assessment of the staff to determine the percentage of teachers who are certified;	AISD Teacher Certifications - 9-17-25.pdf	At Padron Elementary, 91% of teachers are fully certified, while 9% are completing certification requirements. This strong certification rate supports instructional quality; however, continued mentoring, coaching, and test-preparation assistance are needed to ensure all teachers achieve full certification and maintain compliance with state standards.
1c - An assessment of the staff to determine the number of teachers with more than three years of experience;	20250918_Accessing txschools.gov for OSNA	Seventy-eight percent of Padron's teachers have more than three years of experience, providing a solid foundation of instructional expertise. Continued professional development focused on instructional rigor, data use, and differentiation will help sustain growth and mentor newer teachers.
1d - An assessment of the staff to determine the rate of teacher retention.	20250922_2024-25 Teacher Retention by Campus.pdf	Padron's 70.9% retention rate indicates moderate stability but also some turnover that may impact consistency. Strengthening teacher recognition, mentoring, and wellness supports can further improve retention and morale.
2 - A determination of compliance with the appropriate class-size rules and the number of class-size waivers received;	20250918_AISD Class Size Waiver	Padron Elementary received two class-size waivers (Kindergarten and 3rd grade) due to financial hardship. While the school maintains compliance with state ratios, additional staffing or funding flexibility would reduce large class sizes and support equitable instructional time.
3 - An assessment of the quality, quantity, and appropriateness of instructional materials, including the availability of technology-based instructional materials;	Austin ISD Elementary High-Quality Instructional Materials (HQIM)	The campus utilizes district-adopted High-Quality Instructional Materials (HQIM), including HMH Into Reading, STEMscopes Math, McGraw Hill Science, and Studies Weekly for Social Studies. These materials are fully aligned to TEKS and include embedded assessments and supports for diverse learners. While instructional materials are high in quality and appropriate for grade-level rigor, continued focus on consistent implementation, integration of technology-based resources, and ongoing teacher development is needed to ensure equitable and effective use across classrooms.
4 - A report on the parental involvement strategies and the effectiveness of the strategies;	Local Data	Padron Elementary implements multiple strategies to strengthen family-school partnerships, including monthly Coffee with the Principal, classroom volunteering, academic nights, and targeted parent workshops. These initiatives promote communication, celebrate diversity, and equip families to support student learning at home. While participation has been strong overall, barriers such as work schedules, childcare needs, transportation, and language differences limit consistent engagement for some families. To increase accessibility, the campus will expand bilingual communication, offer flexible meeting times and virtual options, and strengthen outreach through community partnerships. Continued investment in family engagement resources is essential to ensure all parents can meaningfully participate in their child' s education.
5a - An assessment of the extent and quality of the mentoring program provided for new teachers on the campus;	AISD Mentor Program (site)	The AISD Mentoring Program supports Austin ISD teachers in their first and second year in the teaching profession. The program is designed to positively impact beginning teacher effectiveness through ongoing training and support. AISD mentors serve as emotional support and orient new teachers to their campus and district. By conducting meetings, observing, and providing timely feedback, mentors assist beginning teachers in improving their practice through planning, instruction, content knowledge, and reflection. The Office of Human Capital Employee Development and Sustainability supports AISD mentors by providing ongoing professional learning to help build their strengths as mentors.

5b - An assessment of the extent and quality of the mentoring program provided for experienced teachers on the campus who have less than two years of teaching experience in the subject or grade level to which the teacher is assigned;	AISD Mentor Program (site)	At Padron Elementary, teachers with less than two years of experience in a new grade level or content area receive targeted mentoring and coaching aligned to the PPfT rubric. Mentors and instructional coaches provide modeling, co-planning, and feedback during PLCs and individual check-ins to strengthen instructional delivery and alignment to standards. This structured support helps new and transitioning teachers develop confidence and consistency in practice. To enhance effectiveness, the campus will expand peer collaboration and classroom observation opportunities, allowing teachers to share strategies and refine instruction through collective professional learning. Continued investment in mentoring capacity and collaborative planning time will further strengthen instructional quality.
6 - An assessment of the type and quality of the professional development provided to the staff;	20250926_OSNA_Austin ISD Professional Development Resources	Eighty-four percent of teachers and 92% of staff agree or strongly agree that professional development at Padron Elementary meets their needs, reflecting overall satisfaction with the quality and relevance of training. Professional learning focuses on data-driven instruction, effective use of High-Quality Instructional Materials (HQIM), and strategies for inclusive, engaging classrooms. However, limited professional development days and district-required sessions reduce time for campus-selected learning aligned to specific instructional priorities. Additional time and flexibility are needed to deepen practice through job-embedded coaching, PLC-based learning, and targeted sessions that address campus goals and teacher feedback.
7 - A demographic analysis of the student population, including student demographics, at-risk populations, and special education percentages;	20250918_Accessing txschools.gov for OSNA	Padron Elementary serves 625 students, with a population that is 95.5% Hispanic, 2.1% African American, 0.8% White, 0.3% Asian, 0.2% American Indian, and 1.1% identifying as two or more races. The campus has a high percentage of economically disadvantaged students (95.8%), 12.6% receiving special education services, and 89.1% identified as Emergent Bilingual. These demographics highlight the need for sustained support in bilingual education, differentiated instruction, and culturally responsive practices. Targeted interventions, inclusive instructional strategies, and continued professional development in language acquisition and special education will be critical to ensuring equitable access to rigorous, high-quality learning experiences for all students.
8 - A report of disciplinary incidents and school safety information;	Click to access a folder of discipline reports from 24-25. If a campus does not have a file then the data was not available. 24-25 Discipline Incidents OSNA Campuses	During the reporting period, Padron Elementary recorded 56 disciplinary incidents. The majority were addressed through restorative practices and positive behavior interventions. The campus maintains a strong focus on creating a safe, respectful learning environment through consistent implementation of the Positive Behavioral Interventions and Supports (PBIS) framework. Ongoing efforts include reinforcing social-emotional learning, strengthening student-teacher relationships, and providing proactive supports to reduce repeat incidents. Continued monitoring and collaboration with families and staff will help sustain a safe and supportive campus climate for all students. Training for staff in positive behavior supports and trauma informed strategies will improve campus culture.
9 - Financial and accounting practices;	Local Data	All financial and accounting practices at the campus are conducted in alignment with district policies and state/federal guidelines. The Principal and bookkeeper meet monthly and monitor campus budgets, activity funds, and expenditures to ensure accuracy, transparency, and compliance. Regular reviews, purchase order approvals, and audits help maintain accountability, while staff members handling funds receive ongoing training in district financial procedures. Title 1 funds are allocated for Content Intervenionists, Instrucitional Coach, Instructional Materials, General Supplies, Professional Development, Tutoring, Instructional Planning, Parent Engagement.
10 - An assessment of the appropriateness of the curriculum and teaching stratefies;	Local Data	The campus implements state-approved High-Quality Instructional Materials (HQIM) across all core content areas, ensuring alignment to grade-level standards and district expectations. Teachers receive support through professional development, coaching, and observation tools that promote effective, research-based instruction. While curriculum use is consistent, student outcomes indicate a need to deepen the quality of Tier 1 instruction. Continued focus on lesson internalization, differentiation, and rigorous questioning will help ensure all students access grade-level learning. Targeted coaching, data-driven PLCs, and ongoing professional learning remain essential to improving instructional precision and accelerating academic achievement.
Items 1-10 are to be completed by October 14, 2025. Item 11 (below) is to be completed by the CIT by October 22, 2025. Use the 2025-26 Campus OSNA Folders to compare to other campus(es).		
Subdivision	**Resources**	**CIT Analsis and Assessment Information**
11 - A comparison of the findings from Subdivisions 1 through 10 to other campuses serving the same grade levels in the school district;	CIT Assessment of this document and a "comparable" campus. 2025-26 Campus OSNA Folders	Padron Elementary performs comparably to similar campuses in teacher certification, experience, and retention, reflecting a strong foundation of instructional expertise. With 91% of teachers certified, the campus aligns closely with district averages and slightly trails the top-performing group of campuses above 93%. Seventy-eight percent of Padron teachers have more than three years of experience—well above many comparable schools—providing stability and instructional depth. The 70.9% teacher retention rate, while near the district midpoint, highlights a need for continued focus on staff support and recognition. Targeted professional development, mentoring for new teachers, and retention incentives will be essential to sustain instructional quality and strengthen continuity for students.
Item 12a and 12b are optional.		
Subdivision	**Resources**	**CIT Analsis and Assessment Information**

12a - Any other research-based data or informatin obtained from ta data collection process that would assist the campus intervention team in recommending an action under Section 39A.054	https://statutes.capitol.texas.gov/Docs/ED/htm/ED.39a.htm#:~:text=(b)%20The%20commissioner%20may%20impose,with%20high%20dropout%20rates;%20and	Current data at Padron Elementary reflect encouraging progress in instructional quality and student achievement. Seven teachers have qualified for the Teacher Incentive Allotment, signaling evidence of strong classroom impact and measurable student growth. Primary literacy data show consistent improvement across kindergarten through second grade, while math growth is evident in kindergarten and second grade but less so in first grade. First nine weeks averages—45% in math and 50% in reading—indicate continued opportunity to strengthen Tier 1 instruction. Sustained improvement will depend on rigorous core instruction, targeted interventions, and consistent use of assessment data to guide practice. Expanding coaching cycles, refining PLC structures, and deepening small-group instructional support will be key to accelerating student outcomes.
12b - Any other research-based data or information obtained fdrom a data collection process that would assist the campus intervention team in executing a targeted improvement plan under Section 39A.059.		To support implementation of the Targeted Improvement Plan (TAP), Padron Elementary will focus on four key research-based priorities. Strengthening instructional leadership and refining coaching cycles will ensure consistent use of High-Quality Instructional Materials (HQIM) and improve overall teaching quality. Continued focus on MTSS structures will enhance intervention fidelity, reduce learning gaps, and support behavioral success. Embedding Universal Design for Learning (UDL), sheltered instruction, and co-teaching strategies will help meet the needs of emergent bilinguals and students with disabilities. Finally, expanding bilingual family engagement opportunities and

Response Summary:

Targeted Improvement Plan and Turnaround Plan Form 25-26: School Year 2025-26

Before you begin, please ensure:

- You've completed the **Targeted Improvement Plan and Turnaround Plan Form: Student Outcome Goal Form for School Year 25–26** for all campuses required to submit a Targeted Improvement Plan or Turnaround Plan.
- You've completed the **Targeted Improvement Plan and Turnaround Plan Form: Closure/ Reassign Form for School Year 25–26** for all campuses that are choosing Closure/Reassign as the school improvement strategy.

Please complete this form by **5 pm on November 21, 2025** . The survey should take approximately **30-90 minutes to complete**. To avoid losing progress, please set aside enough time to complete the submission in one sitting. If you have questions, please contact the School Improvement Division at SIDivision@TEA.Texas.Gov. Thank you for taking the time to engage in this submission and provide the requested information.

Upon submission, you will receive an email containing a submission confirmation of your Targeted Improvement Plan or Turnaround Plan responses. TEA will upload your responses into ISAM on the submissions table for your campus(es).

Reminder:

- Maximize your browser window for the best experience
- Complete the form in one sitting to avoid losing progress.

0.0. Will you be completing a Targeted Improvement Plan (TIP) or a Turnaround Plan (TAP) submission?

- Turnaround Plan (TAP)

1. School System Information

Before you continue, please ensure that all statutory requirements for on-site needs assessment, stakeholder engagement, and board approval are complete for the campus included in this plan.

1.1TAP. Please select the campus for this submission:

Region	13
District	13 ~ AUSTIN ISD-227901
Campus	13 ~ AUSTIN ISD-227901 ~ PADRON EL-227901188

1.1aTAP. If the campus you are completing this submission for is not available in the list above, please enter the campus(es) CDCN number in the field below.
Please, ensure the CDCN number is complete with leading zeros when applicable.
Example: Campus 235467 should be entered as 00235467
N/A

1.2. Please enter your first and last name.
Joshua Jeon

1.3. Please enter your email.
joshua.jeon@austinisd.org

1.4. Please select your role:
- Other:
  Executive Director of Governance, Accountability and Board Services

2. Needs Assessment and Stakeholder Engagement

NOTICE:

To proceed with this submission, all Needs Assessment and Stakeholder Engagement assurances (items 2.1–2.6) must be marked **"Yes."**
If any of these items are marked **"No,"** you will be redirected to the end of the survey and must restart the submission once assurances 2.1–2.6 can be confirmed as **"Yes."**

2.1. I assure that all campuses named in this plan have conducted an on-site needs assessment that meets the requirements in Section 39A.053 of the Texas Education Code. (For example: Texas Strategic Leadership Landscape Analysis, Effective Schools Framework Diagnostic, or a local needs assessment.)
- Yes

2.2. I assure that all locally conducted needs assessments met the requirements in Section 39A.053 of the Texas Education Code, and the results of the local needs assessment are available upon request.
- Yes

2. Needs Assessment and Stakeholder Engagement

2.3. I assure that the Campus Intervention Team (CIT) conducted a public meeting at each campus required to submit a Targeted Improvement Plan/Turnaround Plan with the campus principal, the members of the campus-level planning and decision-making committee, parents of students attending the campus, and community members residing in the school district to review the campus performance rating and solicit input for the development of the plan.
- Yes

2. Needs Assessment and Stakeholder Engagement

2.4. I assure that written notice of all public meetings was provided to parents and students of each impacted campus, notice of the meeting was posted on each campus website, and this notice included the date, time, and place of the meeting.

- Yes

2. Needs Assessment and Stakeholder Engagement

2.5. I assure that the board conducted a hearing regarding the plans for each campus identified for school improvement to notify the public of the insufficient performance of the campus, the improvements in performance expected by the agency, and the intervention measures or sanctions that may be imposed if the performance does not improve within a designated period, the board solicited public comment on each plan, and the board posted the plan(s) on the district website prior to the hearing.

- Yes

2. Needs Assessment and Stakeholder Engagement

2.6. Has the board approved this plan(s)?

- Yes

2. Needs Assessment and Stakeholder Engagement

2.7#1. Please select the date of board approval: - Month

Please Select:	November

2.7#2. Please select the date of board approval: - Day

Please Select:	20

2.7#3. Please select the date of board approval: - Year

Please Select:	2025

2.8. As part of the TAP submission, all campuses must upload stakeholder comments. If no comments were received, the LEA must upload a document explaining the public comment process conducted and the reason stakeholder comments were not submitted.

Please upload a copy of public comments or additional documents explaining the lack of public comments: [Click here]

3. Student Outcome Goals

NOTICE:

To proceed with this submission, the Student Outcome Goals the 'Targeted Improvement Plan and Turnaround Plan Form: Student Outcome Goal Form for School Year 25-26' must be completed first, so assurance 3.1 can be marked '**Yes**'. If you have not completed the 'Targeted Improvement Plan and Turnaround Plan Form: Student Outcome Goal Form for School Year 25-26', please do so before returning to complete the 'Targeted Improvement Plan and Turnaround Plan Form: School Year 25-26'.

If '**No**' is marked for item 3.1 you will be redirected to the end of the survey and must restart the submission once assurance item 3.1 can be confirmed as **"Yes."**

3.1. I assure that all campuses included in this plan have set campus-wide goals for ELA/Reading and Math STAAR performance rates and scaled score goals for Domain III components (Academic Achievement, Growth Status, ELP Status, and Student Success Status) for the 2025–2026 school year.

- Yes

4. School Improvement Strategy

4.1. Please select the option that best describes your overall school improvement strategy for this campus/these campuses for the 2025-2026 school year.

- Intensive Curriculum & Instruction Improvements

4.2. Which, if any, grants has your school system been awarded to support this strategy?

- Other (must enter grant into text box):
  Philanthropic support from the Austin Ed Fund, Austin ISD's education foundation.

4.3. Which, if any, grants has your school system applied for (or intends to apply for) to support this strategy?

- Our school system does not intend to apply for a grant to support this strategy

4.4. Please name any organizations you are currently working with to build capacity and support strategy implementation.

SAPL List for LASO 3
SAPL List for LASO 4

- District Staff

4.5a. How many district staff members will you be reporting capacity building information for?

- 2

4. School Improvement Strategy and District Staff

1_4.5. What are the names and roles of district staff members responsible for capacity building, and what percent of their role is dedicated to supporting implementation of the school improvement strategy?

Name	Jennifer Pace
Role	Assistant Superintendent of Elementary Schools
Percent	50

4. School Improvement Strategy and District Staff

2_4.5. What are the names and roles of district staff members responsible for capacity building, and what percent of their role is dedicated to supporting implementation of the school improvement strategy?

Name	Patricia De Luna
Role	Executive Director, Elementary Schools
Percent	50

5. Curriculum and Instruction

5.1. Please select the adopted curriculum for: K-5 Math

- STEMscopes Texas Math

5.2. Is this the curriculum that will be implemented for the duration of the plan for: K-5 Math?

- Yes

5.5. How many instructional minutes per week are required/recommended for implementation of this curriculum?

350

5.6. How many instructional minutes per week are in master the schedule for curriculum delivery, and does this amount of minutes meet the required/recommended number of minutes?

350

5.7. Please select the adopted curriculum: K-5 RLA

- Other:
  HMH Into Reading and Arriba la Lectura

5.8. Is this the curriculum that will be implemented for the duration of the plan for: K-5 RLA?

- Yes

5.11. How many instructional minutes per week are required/recommended for implementation of this curriculum?

550

5.12. How many instructional minutes per week are in master the schedule for curriculum delivery, and does this amount of minutes meet the required/recommended number of minutes?

550

5.13. Please select the adopted curriculum for: 6-8 Math

- Not applicable

5.19. Please select the adopted curriculum for: 6-8 RLA

- Not applicable

5.25. Please select the adopted curriculum for: 9-12 Math (Algebra 1, Algebra 2, Geometry)

- Not applicable

5.31. Please select the adopted curriculum for: 9-12 RLA

- Not applicable

5.37. How many instructional days are included in the 2025-2026 calendar?

169

5.38. If there are fewer than 165 instructional days in the 2025-2026 calendar, what steps will the district take to ensure a 165-day calendar is adopted and implemented in 2026-2027?

N/A

5.39. Please describe the assessment plan for the impacted campus(es).

The academic year at the elementary level begins in September with MAP Growth assessments in reading and math for all students in grades K–5 (September 2–29). In addition, Curriculum-Based Assessments (CBAs) are administered throughout the year in alignment with curriculum pacing to provide multiple data points for monitoring student progress and adjusting instruction. For math, CBAs are given to Grade 3 students in September, November, December, February, and March; Grade 4 students in September, November, January, February, and March; and Grade 5 students in September, October, December, and February. In ELA, Grades 3–5 complete CBAs in October, November, January, and March, while Grade 5 Science CBAs occur in October, November, January, February, and March.

Midyear, students participate in the winter MAP Growth testing window (December 1–19), followed by STAAR Interim Assessments for math and reading in February (February 2–13) and for science in March (March 2–13). The spring testing season includes STAAR Reading (April 7–14), Science (April 14–21), and Math (April 21–28), with TELPAS assessments running from February 16 through March 13. This comprehensive and strategically sequenced assessment system ensures timely, actionable data across the year to inform targeted interventions, guide instructional planning, and accelerate student learning across all elementary campuses.

This schedule ensures multiple data points across subjects and grade levels, supporting targeted interventions and instructional adjustments to accelerate student learning.

5.40. Will the campus(es) implement a PLC structure?

- Yes

5.41. How will PLCs be organized (by grade level, content area, etc.)?

PLCs are designed by grade level and content areas.

5.42. How frequently will PLCs occur?

PLCs occur twice per week for grades K-5.

5.43. Who will facilitate PLCs?

Padron Elementary has identified PLC leads for each PLC group (grade level or content area). PLC Leads consist of school leaders, instructional specialists, content interventions, and/or teacher leaders. PLC Leads have been trained on the lesson internalization PLC protocol.

5.44. Who is required to attend PLCs?

Instructional Coaches, Administrators, general education teachers, ESL teachers, and special education teachers are required to attend PLCs.

5.45. Please describe the PLC protocol to be used.

There are three distinct types of Professional Learning Communities (PLCs), each designed to strengthen instruction and student outcomes. The first is the Rehearsal and Internalization PLC. It is a collaborative planning process that helps teachers deeply understand upcoming lessons, align instruction to grade-level standards, and anticipate student needs. Each session includes time to connect, celebrate instructional successes, analyze assessments to clarify expectations, and internalize lessons using HQIM through guided practice and planning. The goal is for every teacher to leave with a clear vision of what success looks like for students and how to deliver instruction with rigor and consistency. During this PLC, teachers collaboratively practice key portions of upcoming lessons without students present. This process allows educators to refine delivery, anticipate challenges, and receive peer feedback through a structured cycle of reparation, rehearsal, and debriefing. The goal is to sharpen instructional moves so that classroom teaching is more effective and engaging.

The second type, our Formative Assessment Analysis PLC centers on the ongoing examination of student work and assessment data to inform timely instructional decisions. Each session begins with a brief Connection and Data Celebration, creating space to acknowledge progress and share effective instructional practices. During the Data Review, teachers analyze performance trends to identify which students are approaching, meeting, or mastering standards, noting common errors and misconceptions. Using strategies such as HALO sorting (high, average, low responses), teams identify patterns of understanding and determine whether learning gaps stem from content knowledge, student needs, or instructional practices. In the Student Work Analysis, teachers collaboratively review written work or problem sets to evaluate alignment to standards and discuss next steps for reteaching or enrichment. The session concludes by outlining Action Items—including adjustments to instruction, formation of flexible intervention groups, and the development of progress-monitoring plans to assess the impact of supports. This structured process ensures that every PLC leads to concrete actions that strengthen instruction and accelerate student growth.

The third type is the Summative Assessment Analysis PLC, where teachers analyze results from unit or summative assessments. This structure emphasizes identifying mastery of priority TEKS, categorizing performance levels, and noting trends across student groups. Based on these findings, the PLC designs tiered supports such as enrichment for students who have mastered content, small-group reteaching for those partially meeting expectations, and targeted

interventions for students with significant gaps. Plans are then developed for reteaching, reassessment, and adjustments to future instruction to ensure improved outcomes. The central objective of analyzing CBA data using "Quick Views" is to move beyond overall test scores and focus on individual learning standards (Priority TEKS/SEs). This disaggregated data is vital because it precisely identifies the content students have mastered versus what they have missed. By pinpointing these specific learning gaps, educators can design truly targeted instruction, ensuring that time is not wasted reteaching content students already know. This precision maximizes instructional efficiency, directing intervention efforts exactly where students need them most.

To maximize the efficiency of the Summative Assessment Analysis PLC, teachers must conduct Pre-PLC Planning by using student proficiency percentages to determine the appropriate instructional response for each standard. If a Priority TEKS/SE shows less than 40% proficiency, it necessitates a Whole Class Reteach using a novel approach, with the standard identified prior to the PLC and the reteach plan finalized collaboratively during the meeting. However, if proficiency falls between 40% and 50%, the gap calls for targeted Small Group Instruction focused only on the non-proficient students; in both scenarios, the standard and its data are identified beforehand. The planning also requires designing Extensions for proficient students. Furthermore, the process integrates an accountability component through progress monitoring students needing growth points: teachers track their static goals before the PLC and update the plan after each CBA with the student's actual proficiency score and the specific intervention strategies used, ensuring continuous tracking and reinforcement of high-leverage practices to improve performance and accountability ratings.

11. Capacity Building

11.1. Please describe your planned training/PD sessions (and who delivers and attends) for:

	Principal supervisors will receive specialized training to strengthen their ability to

Principal Manager	coach and support campus leaders. This learning will include developing consistency in instructional expectations, deepening understanding of the district's curriculum, and conducting classroom walk-throughs using common observation and feedback protocols. TNTP proposes a comprehensive approach to developing executive directors through monthly professional learning sessions and ongoing wraparound support. These sessions will focus on equipping executive directors to lead consistent cycles of support for their principals, grounded in data-driven coaching conversations, frequent instructional observations, and accountability for student outcomes. By building skills that are applicable across all content areas and grade levels, this learning will strengthen executive directors' ability to drive instructional leadership, support principal growth, and ensure every school maintains a clear focus on improving teaching and learning.
Principal	As Austin ISD and TNTP seek to expand the Lighthouse model in 2025-2026, all selected Lighthouse Schools will serve as sites for Learning Labs. To accelerate instructional leadership and improve student outcomes, Learning Labs are grounded in the belief that effective leader development must be strategic, consistent, and sequenced over time. Peer and cohort learning play a critical role in sustainable growth by fostering collaboration, shared problem-solving, and the exchange of best practices among leaders facing similar challenges. Differentiating leader development based on individual needs and school contexts ensures that learning is relevant, actionable, and responsive to each community's unique priorities. By engaging leaders in practical, real-time learning experiences within similar contexts and providing immediate opportunities to apply new skills, this approach not only deepens professional growth but also creates direct, positive impacts for students in their classrooms and school communities. Leaders participating in monthly Learning Labs will be supported with skill and knowledge building, authentic practice, and pre and post work. TNTP will provide school leaders (principal, assistant principal, instructional coach) with opportunities to develop their instructional leadership skills including understanding the district-adopted literacy and math curriculum, leading instructional rounds, and providing teachers with high-quality coaching through observation & feedback cycles. This development will occur biweekly, in alignment with the Learning Lab model. Principals will engage in monthly professional learning sessions designed to enhance their instructional leadership. These sessions will focus on observing and facilitating Professional Learning Communities (PLCs), providing meaningful feedback to teachers, and supporting effective curriculum implementation across all content areas.
Other Campus Admin (assistant principal, instructional coaches)	TNTP will provide school leaders (principal, assistant principal, instructional coach) with opportunities to develop their instructional leadership skills including understanding the district-adopted literacy and math curriculum, leading instructional rounds, and providing teachers with high-quality coaching through observation & feedback cycles. This development will occur biweekly, in alignment with the Learning Lab model.
Teachers	Teachers will begin the year with districtwide professional development tailored by content area, equipping them to effectively use district-adopted materials for Tier 1, Tier 2, and Tier 3 instruction. Throughout the year, teachers will attend quarterly curriculum sessions to deepen their understanding of AISD curriculum documents, analyze student data, and plan for reteaching based on student needs. In addition, district professional learning days will focus on strengthening MTSS practices, where ELA and math teachers will receive training on intervention strategies, district-approved resources, and systems for monitoring student progress. Teachers participate in professional learning sessions delivered by the academics department based on HQIM and the district adopted instructional resources in language arts and math. 6-8 teachers began attending content area sessions in September, where they received in-person learning on using HQIM, RBIS, and had opportunities to lesson prep and lesson practice with their teams. These sessions will be ongoing during district and campus designated professional learning days per the AISD calendar (November, January, and April). In November, teachers will also be offered various sessions regarding Tier 2 and Tier 3 district adopted instructional materials for

	reading and math, including refreshers on the MTSS process for identifying students for interventions and progress monitoring students who are receiving interventions. Together, these professional learning structures ensure that every educator in Austin ISD is supported to deliver rigorous, aligned, and responsive instruction for all students.

11.2. How will you differentiate training for inexperienced (less than 2 years in role) and/or ineffective teachers/leaders ?

Austin ISD implements a tiered professional learning system that tailors training and coaching to educators' experience and areas for growth. This approach ensures every teacher and leader receives the right level of support to strengthen instruction, leadership, and student outcomes.

Support for New and Emerging Educators

Educators with fewer than two years of experience participate in the New Teacher and New Leader Academy, which provides foundational training in lesson planning, classroom management, differentiation, and data-driven instruction. Each new educator is paired with a mentor who offers weekly coaching, model lessons, and real-time feedback. Guided PLCs and monthly "New Educator Seminars" reinforce effective instructional practices and build confidence in implementing the district curriculum.

Support for Educators Needing Targeted Growth

Educators identified for additional support receive an individualized growth plan aligned to the district's PPfT framework. These plans include bi-weekly coaching cycles, targeted professional learning modules, and peer observations to strengthen rigor, engagement, and classroom culture. Progress is reviewed regularly to ensure growth and sustained improvement.

Whole-Staff Alignment

To maintain consistency across all experience levels, recurring professional learning focuses on student engagement, literacy and numeracy strategies, and effective classroom expectations. PLCs serve as collaborative spaces for practice, reflection, and data analysis, while leaders calibrate feedback weekly using shared tools.

Through this differentiated approach, we will foster high-quality instruction, consistent professional growth, and a culture of excellence that supports both educators and students.

11.3. What tool will be used to evaluate implementation of the training (for example, classroom walkthrough tool, leadership coaching tools)? What look fors will be included in this tool?

MTSS Literacy Walkthrough Tool

The AISD Literacy Classroom Walk Through tool is designed to support instruction in both Tier I and Tiers II & III to align with AISD's definition of excellent (bi)literacy instruction. Instructional leaders should use this form when observing in K-5 literacy classrooms and intervention. Note that there are separate indicators for Foundational Skills and Reading Comprehension as instruction should look very different in these settings.

Literacy observation look-fors include evidence of systematic and explicit instruction in foundational reading skills, with guided practice, timely feedback, and opportunities for mastery. In bilingual settings, observers look for intentional cross-linguistic connections that help students transfer learning across languages. During reading and comprehension, teachers use high-quality, complex texts to build vocabulary and knowledge, with students actively reading, writing, and discussing to deepen understanding. Across all lessons, effective instruction is evident through differentiation, purposeful pacing, flexible grouping, consistent routines, and high levels of student Engagement.

MTSS Math Walkthrough Tool

The AISD MTSS Math Classroom Walk Through tool is designed to support instruction in both Tier 1 and Tiers 2 & 3 to align with AISD's definition of excellent math instruction. Instructional leaders should use this form when observing in K-5 math classrooms and intervention. Note that there are separate indicators for Numeracy Skills and Core Math Instruction as instruction should look different in these settings.

Math observation look-fors include evidence of lessons that promote deep conceptual understanding and flexible mathematical thinking. Teachers act as facilitators, guiding discourse through questioning rather than providing answers, while students engage in problem solving, explanation, and justification of their thinking. Instruction highlights multiple solution strategies, encourages the use of mathematical language, and provides access to appropriate tools and manipulatives to support learning. In bilingual settings, teachers make cross-linguistic connections that help students transfer mathematical concepts across languages. Lessons are aligned to standards, grounded in real-world, rigorous tasks, and emphasize relationships among mathematical ideas. Across all classrooms, effective instruction is evident through explicit modeling, systematic scaffolding, appropriate pacing, timely feedback, flexible grouping, and active student engagement, ensuring every learner can reason, communicate, and apply mathematics with confidence.

The PLC Leader Feedback Tool is used to plan, observe, and provide feedback on PLC meetings to ensure they are well-organized, grounded in clear learning goals, and focused on instruction, collaboration, and data analysis. Observation look-fors include evidence that teams use structured agendas, pre-work, and protocols to guide meaningful discussion and that teachers engage in lesson internalization, modeling, and analysis of student work and data. Effective PLCs foster trust, shared accountability, and active participation, concluding with actionable next steps aligned to student learning and guided by the core questions: What do we want students to learn? How will we know they've learned it? How will we respond if they haven't?

Critical Deliverables Review and Feedback

This form is used to track campus progress on key instructional leadership deliverables such as core calendars, PLC planning, coaching caseloads, and instructional rounds and to provide targeted feedback and next steps to ensure consistent implementation and improved teaching and learning outcomes.

11.4. How frequently will each teacher receive an observation from an instructional leader or coach, and receive feedback?

- Bi-Weekly

11.5. What capacity building supports related to supporting students in special populations will teachers and administrators receive?

Administrator and Teacher Training and Support

Teachers and administrators will receive targeted capacity-building supports to strengthen their ability to meet the needs of students in special populations, including Emergent Bilinguals (EBs), students receiving Special Education services, and those identified as gifted and talented. Professional development will focus on differentiated instructional strategies, including scaffolding, use of visuals and language support for EBs, and accommodations and modifications for students with IEPs. Staff will also be trained on Universal Design for Learning (UDL) and culturally responsive teaching practices to ensure lessons are accessible and inclusive for all learners.

In addition, teachers will receive coaching on data-driven decision-making, learning how to analyze student progress monitoring data, disaggregate results by subgroup, and use that information to plan interventions. Administrators will be trained in compliance and program monitoring, including ARD/IEP implementation, 504 supports, and requirements under federal and state law, while also developing their capacity to provide effective feedback to teachers around inclusive practices.

Both teachers and leaders will also participate in collaborative planning sessions with specialists such as interventionists, special education teachers, and ESL coordinators to ensure consistency of all supports and shared

accountability for student growth. Finally, the school will prioritize ongoing coaching cycles and peer observations where staff can see effective inclusive practices in action, reinforcing professional learning and building a sustainable culture of support for special populations.
Differentiated Administrator and Teacher Training Support for Special Education Students
Co-Teaching and Inclusion Excellence: The training will emphasize effective co-teaching models to ensure the consistent delivery of high-leverage Specially Designed Instruction and maximize the time students with disabilities spend in the least restrictive environment. Partnerships across general education and special education will be emphasized.
Training will also include a focus on universal design for learning (UDL) principles. (Training will be led by the Special Education Department).
A follow-up coaching session will be provided to special education teachers serving in a co-teaching model.
General Education Curriculum: All special education teachers will have access to and attend training on the general education curriculum prior to the start of school. (Partner with MET, Humanities and STEM for training)
Dyslexia Intervention and Compliance: This training will outline the requirements of HB 3928 and provide actionable instructional support, including assistive technology, for students identified with dyslexia.
Our team will ensure a minimum of two persons on the campus are trained to deliver dyslexia intervention using an approved Austin ISD program prior to the start of school. (Training will be led by the Special Education Department).
Teacher Assistant Capacity: All TAs will complete the RETHINK Ed training series prior to the start of school to support effective management of behavior and social skills and implementation of behavior intervention plans. (Training modules are asynchronous).
Scheduling Services for Students with Disabilities: Review best practices for creating master schedules that prioritize LRE and maximize student access to high-quality Specially Designed Instruction (SDI) within general education settings.
Building and Enhancing Family Engagement: Strategies for fostering collaborative partnerships with families of students receiving special education services to improve outcomes.
Federal and State Compliance Requirements: Focus on maintaining timely ARD meetings (annual, initial, and re-evaluation meetings), ensuring all services for students with disabilities are appropriately scheduled and delivered.
Additional Focus on Monitoring Results Driven Accountability (RDA): Prioritization of student performance and appropriate placement.
Academic Outcomes: Monitor and analyze data on the academic progress and achievement for students with disabilities, particularly in math, social studies, and science, to ensure continuous improvement and closing of achievement gaps.
Reduction in Out-of-School Placements: Review current placement data and strategies to ensure students are being educated in the Least Restrictive Environment (LRE). Develop and implement strategies to increase inclusion and reduce instances of disciplinary or instructional removals to settings outside the general education campus.
Differentiated Administrator and Teacher Training and Support for Emergent Bilingual Students
Core Instructional & Language Integration Support
This section focuses on direct support for teachers and the integration of language instruction into content classes.
Content-Based Language Instruction (CBLI): Deliver multiple, practical professional learning sessions focused on CBLI, emphasizing strategies for seamlessly integrating language development into core academic instruction.
Individualized CBLI Coaching: Implement personalized coaching cycles to strengthen CBLI and biliteracy practices. This includes classroom observations, co-planning/co-teaching, structured feedback sessions, and explicit instructional support.
Collaborative Planning (PLCs): Attend and facilitate Professional Learning Communities (PLCs) to ensure instructional alignment, share high-leverage strategies, and support collaborative planning specifically for Emergent Bilingual (EB) students.
Student Language Workshops: Organize and/or lead student-focused workshops to actively build confidence and skills in listening, speaking, reading, and writing in preparation for the TELPAS assessment.

12. Milestones

12.1. Please share the key milestones for this strategy from August 2025 to August 2026 for TIP, key milestones from August 2026 to August 2028 for TAP Development, and key milestones from August 2025 to August 2027 for TAP Development AND Implementation. Be sure to include milestones related to capacity building efforts, resources/tool deployment, implementation checkpoints, coaching touchpoints, and assessment cycles.

EOM August 2025
Review Turnaround Plan Guidance from TEA and Region 13
Complete summer professional learning for campus leaders
EOM September 2025
Share Turnaround Plan information with stakeholders
Engage with communities and Campus Improvement Teams
Share draft Turnaround Plans
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
EOM October 2025
Share Turnaround Plan information with stakeholders
Engage with communities and Campus Improvement Teams
Share Turnaround Plan revisions and seek feedback
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
EOM November 2025
Share final draft Turnaround Plans and seek feedback
Obtain Board approval on Turnaround plans
Submit Turnaround Plans to Texas Education Agency for approval
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
EOM December 2025
Work with campus and district teams to prepare for TAP implementation and progress monitoring
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
EOM January 2026
Campus staffing begins for all positions; highly-qualified teacher placement
Review MOY student and teacher data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM February 2026
Create individualized coaching plans for teachers; revise and adjust instructional supports
Targeted Recruitment Fairs for Internal Candidates
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM March 2026
Review student data from the third quarter
Complete staffing assignments for 2026-2027
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM April 2026
Traditional hiring for SY 26-27
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM May 2026
Superintendent, district senior leaders, and the Campus District Accountability team will review student outcome data
MAP Growth
CBA Data
Formative Assessment Data
Review EOY attendance and discipline data, disaggregated by grade, content area, and sub-population
Review EOY student outcome data by teacher, as well as EOY observation data
Review EOY family and parent engagement data, disaggregated by grade, content area, and sub-population
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM June 2026

Create data-informed plans for summer PD
Prepare summer PD focused on school-wide policies and procedures, HQIM implementation and internalization, and Data-Driven Instruction (DDI) systems.
Identify key data points to be tracked throughout the implementation year
EOM July 2026
Adjust family engagement plan based on feedback
Adjust after-school enrichment schedule based on feedback
Develop an engagement plan anchored on partnerships between parents, teachers, students, and community partners
EOM August 2026
Provide professional development for teachers around school-wide academic goals, DDI systems, and HQIM implementation
Ensure a system and tools for observation of and feedback for classroom teachers are in place
Establish school-wide routines for students that are clear, action-oriented, and easy to remember
Capacity building: Complete monthly professional learning for campus leadership teams
EOM September 2026
Finalize after-school enrichment activities and confirm schedule
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM October 2026
Review student and teacher data from the first quarter
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM November 2026
Create plans for teacher coaching and support, and student support informed by the data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM December 2026
Review MOY student and teacher data
Superintendent, district senior leaders, and the Campus District Accountability team will review student outcome data
MAP Growth
CBA Data
Formative Assessment Data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM January 2027
Campus staffing begins for all positions; highly-qualified teacher placement
Review MOY student and teacher data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM February 2027
Create individualized coaching plans for teachers; revise and adjust instructional supports
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM March 2027
Review student data from the third quarter
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM April 2027
Complete hiring for Year 27-28 vacancies
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams

Ongoing dual capacity building family engagement
EOM May 2027
Superintendent, district senior leaders, and the Campus District Accountability team will review student outcome data
MAP Growth
CBA Data
Formative Assessment Data
Review EOY attendance and discipline data, disaggregated by grade, content area, and sub-population
Review EOY student outcome data by teacher, as well as EOY observation data
Review EOY family and parent engagement data, disaggregated by grade, content area, and sub-population
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM June 2027
Create data-informed plans for summer PD
Prepare summer PD focused on school-wide policies and procedures, HQIM implementation and internalization, and DDI systems.
Identify key data points to be tracked throughout the implementation year
EOM July 2027
Adjust family engagement plan based on feedback
Adjust after-school enrichment schedule based on feedback
Develop an engagement plan anchored on partnerships between parents, teachers, students, and community partners
EOM August 2027
Provide professional development for teachers around school-wide academic goals, DDI systems, and HQIM implementation
Ensure a system and tools for observing and providing feedback to classroom teachers are in place
Establish school-wide routines for students that are clear, action-oriented, and easy to remember
Capacity building: Complete monthly professional learning for campus leadership teams
EOM September 2027
Finalize after-school enrichment activities and confirm schedule
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM October 2027
Review student and teacher data from the first quarter
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM November 2027
Create plans for teacher coaching and support, and student support informed by the data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM December 2027
Review MOY student and teacher data
Superintendent, district senior leaders, and the Campus District Accountability team will review student outcome data
MAP Growth
CBA Data
Formative Assessment Data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM January 2028
Campus staffing begins for all positions; highly-qualified teacher placement
Review MOY student and teacher data
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM February 2028

Create individualized coaching plans for teachers; revise and adjust instructional supports
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM March 2028
Review student data from the third quarter
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM April 2028
Complete hiring for Year 28-29 vacancies
Progress monitoring: Review progress of assessments and critical deliverables
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement
EOM May 2028
Superintendent, district senior leaders, and the Campus District Accountability team will review student outcome data
MAP Growth
CBA Data
Formative Assessment Data
Review EOY attendance and discipline data, disaggregated by grade, content area, and sub-population
Review EOY student outcome data by teacher, as well as EOY observation data
Review EOY family and parent engagement data, disaggregated by grade, content area, and sub-population
Capacity building: Complete monthly professional learning for campus leadership teams
Ongoing dual capacity building family engagement

13. Performance Management

13.1. Please describe how district and campus leaders will monitor the successful implementation of this plan.

District and campus leaders will use a multi-tiered progress monitoring system to track both implementation fidelity and student outcome data. This includes analysis of universal screeners (MAP Growth, mCLASS, CLI Engage), curriculum-based assessments (CBAs), STAAR Interim results, and formative assessments.
Principal Supervisors (Executive Directors of School Leadership) will conduct weekly campus visits to observe classroom instruction, PLCs, and ILTs, reviewing meeting agendas, data trackers, and observation/feedback logs to ensure alignment with instructional priorities.
Campus Instructional Leadership Teams (ILTs) will monitor fidelity to high-quality instructional materials, data-driven instruction routines, and intervention implementation during weekly PLCs.
District-level Academic leaders will review assessment trends, coaching data, and walkthrough results every six weeks to evaluate progress and determine whether supports are effectively improving student outcomes.

13.2. Who will be responsible for reviewing progress towards the milestones described in the previous section?

Superintendent: Co-leads Mid-Semester and End-of-Semester reviews, sets the vision, holds executive leaders accountable for progress toward milestones, and approves plan adjustments.
Assistant Superintendent of K–12 Academics and Senior Executive of Academics: Analyze assessment and implementation data, identify instructional trends, and recommend adjustments to curriculum implementation, professional learning, and resource allocation.
Executive Directors of School Leadership: Monitor principal performance and supervisor fidelity bi-monthly, using visit trends and feedback quality to inform principal coaching and professional development.
Campus Instructional Leadership Teams: Conduct weekly reviews of classroom data, PLC outcomes, and intervention plans to ensure instructional alignment and responsiveness to student needs.

13.3. How frequently will progress toward milestones be reviewed?

- Bi-Weekly (Meets Expectation)

13.4. How will milestone progress data be collected?

Milestone data will be collected through multiple sources to ensure a comprehensive view of progress. Assessment results from MAP Growth, STAAR Interim, CBAs, TELPAS, and ongoing progress monitoring tools will be analyzed alongside evidence of instructional implementation, including walkthrough summaries, ILT and PLC agendas, and coaching tracker logs. Professional learning participation and application will also be reviewed to gauge the impact of training and coaching on classroom practice. Additionally, engagement data—such as family engagement logs, participation records, and stakeholder surveys—will provide insight into community involvement and support. All data will be compiled into shared dashboards and performance trackers that allow campus and district leaders to evaluate fidelity, monitor trends, and identify campuses in need of targeted support and intervention.

13.5. How will milestone progress data be shared with district leadership and other relevant stakeholders?

Milestone progress will be shared through biweekly leadership meetings, Executive Director debriefs, and monthly progress monitoring reports. The Instructional Leadership Team (ILT) will summarize trends from assessment results, walkthrough data, and implementation evidence to inform leadership decisions and resource allocation. Data summaries and key findings will be documented in shared dashboards and written progress reports for transparency and timely district response. In addition, updates will be communicated to stakeholders—including staff, families, and community partners—through School Leadership Team meetings and family engagement events to promote shared ownership of student success.

14. Resources

14.1. Please share the required costs to implement plan and source of funds:

$385,462.56

14.2. If the strategy is contingent on a grant funding source, what is your alternative funding or implementation plan if you do not receive the grant? How would your district still support and execute this strategy?

The district will use local funds for the required costs to implement the plan.

15. Additional Information

15.1. Please share any additional information about your strategy that was not included in the prior sections. You may also upload documents. (Optional)

N/A

15.2. Please share any additional information about your strategy that was not included in the prior sections. You may also upload documents. (Optional)

[Click here]