



Draft 10.31.25

Austin Independent School District Turnaround Plan

Norman-Sims Elementary School

I. District Information

School System Name	Austin ISD (227901)
School Name	Norman-Sims Elementary
Name of the staff member employed by the school system completing this plan submission	Joshua Jeon
Email	joshua.jeon@austinisd.org
What role applies to the person completing this submission?	Executive Director of Government, Accountability, and Board Services

II. Needs Assessment

2.1 Please indicate the type of needs assessment conducted	I assure that the campus named in this plan has conducted an on-site needs assessment that meets the requirements in Section 39A.053 of the Texas Education Code. (e.g. Texas Strategic Leadership Landscape Analysis, ESF Diagnostic, or an LNA.) If LNA: 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.
ESF Diagnostic - Norman-Sims	Yes

III. Stakeholder Engagement

Guiding Question: Did the LEA meet statutory requirements for stakeholder engagement, and has the board approved the plan?

Campus Intervention Team (CIT) Members	Principal: Patrick Salinas DCSI: Courtney Colvin-Crawford Principal Supervisor, if not the DCSI: Region 13 Contact: Elizabeth Deterra TEA Division of School Improvement: Dr. Monette Coleman Assistant Superintendent of Elementary Schools: Jennifer Pace Sharlene Andrews, Assistant Principal
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*Norman-Sims Elementary
Intensive Curriculum & Instruction Improvements*



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	Mary Cavell, Instructional Coach Jennifer Sawyer, Content Interventionist Leticia Berrelleza, Content Interventionist Laura Castillo, Teacher
Date(s) of written notice to all public meetings <i>Include dates when 1) written notice of the public meetings were provided and 2) posted on campus website.</i>	- September 9, 2025 - District Communication - September 16, 2025 - TAP Staff Meeting - September 26, 2025- Principal Coffee - September 30, 2025 - CAC Meeting - October 28, 2025- TAP Staff Meeting - October 31, 2025 - TAP Principal Coffee <i>I assure that the district provided notice to parents, the community, and stakeholders that each campus received an unacceptable performance rating for two consecutive years and is required to submit a campus turnaround plan and requested assistance from parents, the community, and stakeholders in developing the campus turnaround plan(s).</i>
Initial date of TAP being posted to the district website	October 6, 2025
Date of public hearing	November 20, 2025 <i>I assure that the district provided notice to parents, the community, and stakeholders that each campus received an unacceptable performance rating for two consecutive years and is required to submit a campus turnaround plan and requested assistance from parents, the community, and stakeholders in developing the campus turnaround plan(s).</i>
Date of board approval	November 20, 2025
Written Comments from stakeholders	Round 1 Norman-Sims Survey Results Norman-Sims Summary Round 1 Round 2 Norman-Sims Survey Responses - Norman-Sims Summary Round 2

IV. Student Outcome Goals

I assure that the campus included in this plan has set campus-wide goals	Yes
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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.	
Enter the campus-wide goal for the All Grades	The Domain 1 goal across all grades and subject areas would be 75% of tests at Approaches and Above, 35% of tests at Meets and above and 15% of tests at Masters. Below is a path to achieve an acceptable (C) rating in school years SY2025-2026 and 2026-2027: 1. 70% of students achieve academic growth in Domain 2A, and by demographic groups evaluated in Domain 3. <and> 2. 45% of Emergent Bilingual students will achieve composite growth or advanced high on the TELPAS assessment. <and> 3. All students, at minimum, earn 50% of points or more on every STAAR assessment they take.
Enter the campus-wide goal for the All Grades Math and Reading Meets Grade Level or Above STAAR Performance rate for the 2025-2026 school year.	Campus-wide goal for reading meets and above is 35%. Campus-wide goal for math meets and above is 35%.
Enter the 2025-2026 Component Points campus goal for the Academic Achievement Component of Domain III.	Every group evaluated (All, Lowest performing racial/ethnic group 1, Lowest performing racial/ethnic group 2, High Focus Group) will show at least minimal growth towards the interim target in both reading and math. Component points: 4 ELA, 4 Math - 8/32, 25%
Enter the 2025-2026 Component Points campus goal for the Growth Status Component of Domain III.	Every group evaluated (All, Lowest performing racial/ethnic group 1, Lowest performing racial/ethnic group 2, High Focus Group) will meet the 2025-26 target in both reading and math. Component points: 12 ELA, 12 Math - 24/32, 75%



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Enter the 2025-2026 Component Points campus goal for the ELP Status Component of Domain III.	40% or more of students taking the TELPAS assessment will achieve composite growth. Component points: 3/4, 75%
Enter the 2025-2026 Component Points campus goal for the Student Success Status Component of Domain III.	Every group evaluated (All, Lowest performing racial/ethnic group 1, Lowest performing racial/ethnic group 2, High Focus Group) will show at least minimal growth towards the interim target in both reading and math. Component score: 4/16, 25%

V. School Improvement Strategy

Guiding Question: Is the proposed strategy likely to move the campus to a C or better OR CSI exit in two years or less?

What strategy or strategies will you implement for this campus?	School Improvement Strategy - Improve Curriculum & Instruction
Which, if any, grants has your school system been awarded to support this strategy?	N/A
Which, if any, grants has your school system applied for (or intends to apply for) to support this strategy?	<i>Still considering which of the following grants to apply for:</i> <i>LIFT</i> <i>LIFT PLC Support</i> <i>School Improvement Curriculum and Instruction Support Grant</i> <i>School Action Fund Planning (Restart), School Action Fund Implementation (Restart)</i> <i>School Action Fund Planning (Reassign)</i> <i>School Action Fund Implementation (Reassign)</i> <i>School Action Fund Implementation (Redesign)</i> <i>School Action Fund Planning (Create New)</i> <i>School Action Fund Implementation (Create New)</i> <i>Effective Schools Framework Focused Support Grant 24-26</i> <i>Our school system has not been awarded a grant to support this strategy</i> <i>Other (must enter grant into text box)</i>
Please name any organizations you are working with to build capacity and support strategy implementation	TNTP TNTP is a national research, policy, and consulting organization focused on improving public education in the United States. The organization's mission is to ensure that every young person has access to excellent teachers and the opportunity to thrive. TNTP achieves this by working with schools and districts



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	to recruit and train new teachers, develop talent management systems, conduct research on teacher effectiveness, and advocate for policy reforms.		
How many district staff members will you be reporting capacity building information for?	<i>You can report up to 15 district staff members.</i>		
If the row above is District or Campus Staff: What are the names and roles of district and campus staff members responsible for capacity building, and what percent of their role is dedicated to supporting implementation of the school improvement strategy?	Not applicable.	If the row above is NOT an ESC or on the SAPL: Please describe the organization's or staff member's experience and track record in school turnaround (moving a campus from failing to meet standards to meeting and/or exceeding standards).	TNTP - The New Teacher Project Summary of Partnership

VI. Curriculum & Instruction

Guiding Question: Does the plan increase the quality of instructional materials to be used at the campus and provide adequate time and support for teachers to internalize materials and reflect on student performance?

Please select the adopted curriculum	K-5 Reading: HMH Into Reading/Arriba la lectura K-5 Math: STEMscopes Math K-5 Social Studies: Studies Weekly K-5 Science: McGraw Hill Texas Science		
Is this the curriculum that will be implemented for the duration of the plan?	Yes		
What new curriculum will be adopted?	Not applicable.		
If Yes, when will the district adopt the new curriculum? When will the district adopt the new curriculum?	Previously adopted	If No, how many instructional minutes per week are required/recommended for implementation of this curriculum?	Not applicable.
How many instructional minutes per week are in	330 minutes of instructional time for Language Arts, Math, Science, Social		



master schedule for curriculum delivery, and does this amount of minutes meet the required/recommended number of minutes?	Studies, and Intervention** **Includes transition times 110 minutes for other activities
How many instructional days are included in the 2025-2026 calendar?	169
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?	Not applicable.
Please describe the assessment plan for the impacted campus(es)	<u>Elementary Curriculum-Based Assessments</u> <i>The district will implement a comprehensive assessment system to monitor student progress and inform instruction. All students K-5 will participate in the NWEA MAP Reading and Math universal screeners three times per year (September, December, and May) to measure growth and identify intervention needs. In addition, STAAR Interim Assessments will be administered in February and March in Reading, Math, Science and Social Studies to provide predictive data aligned to state standards.</i> <i>At the elementary level, Curriculum-Based Assessments (CBAs) will be given throughout the year in alignment with curriculum pacing:</i> ● Math: ● Grade 3 (Sept, Nov, Dec, Feb, Mar); ● Grade 4 (Sept, Nov, Jan, Feb, Mar); ● Grade 5 (Sept, Oct, Dec, Feb) ● ELA: ● Grades 3–5 (Oct, Nov, Jan, Mar) ● Science: Grade 5 (Oct, Nov, Jan, Feb, Mar) <i>This schedule ensures multiple data points across subjects and grade levels, supporting targeted interventions and instructional adjustments to accelerate student learning.</i>



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Will the campus(es) implement a PLC structure?	Yes, each campus will implement a PLC structure focused on improving instruction and student outcomes.
How will PLCs be organized (by grade level, content area, etc.)?	K-5: Grade Level
How frequently will PLCs occur?	PLCs occur at least weekly in Kindergarten through 5th grade. Many schools have identified opportunities to meet biweekly to engage in PLCs.
Who will facilitate PLCs?	PLC's are led by campus instructional coach. 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.
Who is required to attend PLCs?	IC, Principal or AP, teachers (general and special education)
Please describe the PLC protocol to be used	During PLCs, teachers work in structured teams to improve instruction through collaboration and a shared goal of consistency across classrooms. This way, no matter the teacher, students will get a version of the same lesson, anchored in the same standards. In PLCs, teachers and leaders come together to analyze student data and work samples, decide how to address individual student needs, and apply strategies in class the next day. Teachers always leave a PLC meeting with clear, actionable steps to improve instruction. Through structured conversations, instructional leaders reinforce shared school expectations and identify variations in teacher or student performance. Lesson Preparation PLC: -Start with the end in mind -Lesson Preparation -Create an action plan <u>-Example Lesson Preparation PLC Agenda</u> Data Analysis PLC: -Identify trends and outliers -Gather a holistic view of student achievement -Instructional Planning <u>-Example Data Analysis PLC Agenda</u> Best practices for both PLCs include consistent agendas, pre-work expectations, and alignment with district vision and instructional priorities. Instructional leaders and principal supervisors will monitor PLC implementation and reinforce priorities through classroom observations and feedback. Use of HMM Lesson Prep Tool Use of STEMscopes math Lesson Prep Tool



XII. Capacity Building

Guiding Question: Does the plan ensure that administrators and teachers receive appropriate job-embedded training?

Please describe your planned training/PD sessions (and who delivers and attends) for: -Principal manager -Principal -Other campus admin (assistant principals, instructional coaches) -Teachers	Lighthouse Schools: School Leader Professional Learning and Embedded Coaching Supports: 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. District Wide PD: Monthly Principal Session: HQIM Implementation and MTSS Monthly AP Session: HQIM Implementation and MTSS Monthly IC Session: HQIM Implementation and MTSS Progress Monitoring: TNTP will support the district in monitoring progress toward literacy and math goals through formal classroom observations. TNTP will collect and analyze the progress monitoring data and facilitate two continuous improvement sessions to identify trends, guide strategy, and strengthen (Bi)Literacy instruction and math across the district and facilitate Continuous Improvement sessions for district leaders. Learning Labs: 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. Executive Director Professional Learning: TNTP proposes a comprehensive approach to developing executive directors
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	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. Curriculum-Based Professional Learning: 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.
How will you differentiate training for inexperienced (less than 2 years in role) and/or ineffective teachers/leaders ?	Lighthouse Schools Teacher Coaching: Throughout the school year, select teachers will receive biweekly one-on-one coaching with a TNTP staff member. These coaching sessions will focus on the effective implementation of high-quality instructional materials to ensure students receive systematic, explicit instruction and practice in foundational skills, both in and out of context. Additionally, teachers will be coached on delivering strong, comprehension-based lessons using high-quality texts to help students build knowledge. Teachers will also develop a deep understanding of best practices for center implementation, effective small-group instruction, and differentiation of materials.
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. 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. PLC Leader Feedback Tool This form is used to plan, observe, and give feedback on PLC meetings ensuring they are well-organized, focused on learning goals, and centered on instruction, collaboration, and data analysis. It guides reflection, supports actionable next steps, and helps leaders provide feedback that strengthens teaching and improves student outcomes. 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. Principal Supervisors will observe campus PLCs and gather data on this tool to guide support at the district level.
How frequently will each teacher receive an observation from an instructional leader or coach, and receive feedback?	Each teacher will receive an observation with feedback on a weekly basis from an instructional leader or coach.
What capacity building supports related to supporting students in special populations will teachers and administrators receive?	Monthly Professional Learning Community (PLC) Focus for Special Education Teachers In addition to one virtual PLC required for all special education teachers, case managers will attend another PLC dedicated to high quality IEP development and high leverage practices. ● Standards-Based IEP Development (SB IEP): Special Education teachers will receive intensive, data-driven training on the SB IEP process. The focus will be on utilizing comprehensive data to write high-quality, measurable Present Levels of Academic Achievement and Functional Performance (PLAAFPs) statements and goals that are rigorously aligned with grade-level TEKS. Training will be guided by the Austin ISD IEP Rubric and the TEA Cyclical Monitoring Guide Rubric. ● Explicit Instructional Practices (SDI): Special Education teachers will receive sustained professional development on high-leverage instructional strategies and the principles of Explicit Instruction to ensure that Specially Designed Instruction (SDI) is delivered systematically and with fidelity across all settings. This will significantly strengthen the



	campus's overall Multi-Tiered System of Supports (MTSS) and will revisit concepts from TEA Tier Learn coursework. Ongoing Administrative Support for Principals Monthly individualized touchpoints for principals (led by the special education campus support coordinators) will ensure high-level oversight and compliance in the following areas: • 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, reading, 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.
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XIII. Milestones

Guiding Question: How will the strategy be implemented?

Date	Key Milestones
June - August 2025	Summer professional learning: • Detailed posted schedules • Leadership roles & responsibilities (core calendar, coaching caseload, observation & feedback tracker)



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	Professional learning plans (PLC protocols, ILT protocols, 1:1 meetings, and instructional rounds protocols)
September	<u>Engagement & Communication</u> - Monthly Principal Coffee - Monthly CAC Meeting - Monthly PTA Meeting <u>Assessments</u> <i>NWEA MAP Reading and Math universal screeners</i> to measure growth and identify intervention needs <i>Curriculum-Based Assessments (CBAs)</i> will be given throughout the year in alignment with curriculum pacing: Math: Grade 3, Grade 4, and Grade 5 <u>Professional Learning</u> - ALL LEVELS - SPED Teachers 2 Hour Frontline Training - Progress Reports (Virtual) - ELEMENTARY - All Staff - HB3 Mental Health Training - 2 Total Hours 1 hour in-person + 1 hour Safeschools - ELEMENTARY - K-5 - Core Teachers - Assessments and the Instructional Cycle - Non-Core Teachers - Job-Alike Learning - SPED Teacher Assistant Professional Learning - Behavior - Campus Staff Development - TNTP Lighthouse/Learning Lab #4 - Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> - Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
October	<u>Engagement & Communication</u> - Monthly Principal Coffee - Monthly CAC Meeting - Monthly PTA Meeting - Literacy Night <u>Assessments</u> <i>Curriculum-Based Assessments (CBAs)</i> will be given throughout the year in alignment with curriculum pacing: Math: Grade 5 ELA: Grades 3–5 Science: Grade 5 <u>Professional Learning</u> - TNTP Lighthouse/Learning Lab #5



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	- Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> - Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
November	<u>Engagement & Communication</u> - Monthly Principal Coffee - Monthly CAC Meeting - Monthly PTA Meeting <u>Assessments</u> <i>Curriculum-Based Assessments (CBAs) will be given throughout the year in alignment with curriculum pacing: Math: Grade 3, Grade 4 ELA: Grades 3–5 Science: Grade 5</i> <u>Professional Learning</u> ELEMENTARY - K-5 - Core Teachers - Assessments and the Instructional Cycle - Non-Core Teachers - Job-Alike Learning - SPED Teacher Assistant Professional Learning - Behavior - TNTP Lighthouse/Learning Lab #6 - Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> - Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
December	<u>Engagement & Communication</u> - Monthly Principal Coffee - Monthly CAC Meeting - Monthly PTA Meeting <u>Assessments</u> <i>NWEA MAP Reading and Math universal screeners to measure growth and identify intervention needs</i> <i>Curriculum-Based Assessments (CBAs) will be given throughout the year in alignment with curriculum pacing: Math: Grade 3, Grade 4, and Grade 5</i> <u>Professional Learning</u> - Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u>



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	• Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
January	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTA Meeting <u>Assessments</u> • <i>Curriculum-Based Assessments (CBAs)</i> will be given throughout the year in alignment with curriculum pacing: Math: Grade 4 ELA: Grades 3–5 Science: Grade 5 <u>Professional Learning</u> • Campus Staff Development • TNTP Lighthouse/Learning Lab #7 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> •
February	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTA Meeting • Literacy Night <u>Assessments</u> • <i>STAAR Interim Assessments</i> will be administered in Reading, Math, Science and Social Studies to provide predictive data aligned to state standards. <u>Professional Learning</u> • TNTP Lighthouse/Learning Lab #8 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
March	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTA Meeting <u>Assessments</u>



	• STAAR Interim Assessments will be administered in Reading, Math, Science and Social Studies to provide predictive data aligned to state standards. <u>Professional Learning</u> • TNTP Lighthouse/Learning Lab #9 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
April	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTA Meeting <u>Assessments</u> • STAAR <u>Professional Learning</u> • Campus Staff Development • TNTP Lighthouse/Learning Lab #10 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
May	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTA Meeting <u>Assessments</u> • NWEA MAP Reading and Math universal screeners three times per year to measure growth and identify intervention needs. <u>Professional Learning</u> • TNTP Lighthouse/Learning Lab #11 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u>



	- Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
June - August 2026	Summer professional learning: - Detailed posted schedules - Leadership roles & responsibilities (core calendar, coaching caseload, observation & feedback tracker) - Professional learning plans (PLC protocols, ILT protocols, 1:1 meetings, and instructional rounds protocols)
September	<u>Engagement & Communication</u> - Monthly Principal Coffee - Monthly CAC Meeting - Monthly PTO Meeting - Back to School Night <u>Assessments</u> <i>NWEA MAP Reading and Math universal screeners</i> to measure growth and identify intervention needs <i>Curriculum-Based Assessments (CBAs)</i> will be given throughout the year in alignment with curriculum pacing: Math: Grade 3, Grade 4, and Grade 5 <u>Professional Learning</u> - ALL LEVELS - SPED Teachers 2 Hour Frontline Training - Progress Reports (Virtual) - ELEMENTARY - All Staff - HB3 Mental Health Training - 2 Total Hours 1 hour in-person + 1 hour Safeschools - ELEMENTARY - K-5 - Core Teachers - Assessments and the Instructional Cycle - Non-Core Teachers - Job-Alike Learning - SPED Teacher Assistant Professional Learning - Behavior - Campus Staff Development - TNTP Lighthouse/Learning Lab #4 - Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> - Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
October	<u>Engagement & Communication</u> Monthly Principal Coffee



	• Monthly CAC Meeting • Monthly PTO Meeting • Parent/Teacher Conference • National Night Out • PTerry Spirit Night <u>Assessments</u> • <i>Curriculum-Based Assessments (CBAs)</i> will be given throughout the year in alignment with curriculum pacing: Math: Grade 5 ELA: Grades 3–5 Science: Grade 5 <u>Professional Learning</u> • TNTP Lighthouse/Learning Lab #5 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
November	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTO Meeting • Book Fair • Thanksgiving Parent Luncheon <u>Assessments</u> • <i>Curriculum-Based Assessments (CBAs)</i> will be given throughout the year in alignment with curriculum pacing: Math: Grade 3, Grade 4 ELA: Grades 3–5 Science: Grade 5 <u>Professional Learning</u> • ELEMENTARY - K-5 ○ Core Teachers - Assessments and the Instructional Cycle ○ Non-Core Teachers - Job-Alike Learning • SPED Teacher Assistant Professional Learning - Behavior • TNTP Lighthouse/Learning Lab #6 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>PProgress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
December	<u>Engagement & Communication</u>



	• Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTO Meeting <u>Assessments</u> • NWEA MAP Reading and Math universal screeners to measure growth and identify intervention needs • Curriculum-Based Assessments (CBAs) will be given throughout the year in alignment with curriculum pacing: Math: Grade 3, Grade 4, and Grade 5 <u>Professional Learning</u> • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
January	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTO Meeting • Winter Performance <u>Assessments</u> • Curriculum-Based Assessments (CBAs) will be given throughout the year in alignment with curriculum pacing: Math: Grade 4 ELA: Grades 3–5 Science: Grade 5 <u>Professional Learning</u> • Campus Staff Development • TNTP Lighthouse/Learning Lab #7 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
February	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTO Meeting • Parent/Teacher Conference <u>Assessments</u>



	• STAAR Interim Assessments will be administered in Reading, Math, Science and Social Studies to provide predictive data aligned to state standards. <u>Professional Learning</u> • TNTP Lighthouse/Learning Lab #8 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
March	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTO Meeting <u>Assessments</u> • STAAR Interim Assessments will be administered in Reading, Math, Science and Social Studies to provide predictive data aligned to state standards. <u>Professional Learning</u> • TNTP Lighthouse/Learning Lab #9 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> • Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) • ILT, and/or TNTP/District Academic Instructional rounds
April	<u>Engagement & Communication</u> • Monthly Principal Coffee • Monthly CAC Meeting • Monthly PTO Meeting <u>Assessments</u> • STAAR <u>Professional Learning</u> • Campus Staff Development • TNTP Lighthouse/Learning Lab #10 • Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u>



	- Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
May	<u>Engagement & Communication</u> - Monthly Principal Coffee - Monthly CAC Meeting - Monthly PTO Meeting - Promotion Ceremonies <u>Assessments</u> - NWEA MAP Reading and Math universal screeners three times per year to measure growth and identify intervention needs. <u>Professional Learning</u> - TNTP Lighthouse/Learning Lab #11 - Monthly Principals' Meeting Session (Academics, Special Education, MTSS, and Effective Schools Framework Levers) <u>Progress Monitoring</u> - Executive Director Weekly Coaching visits (Instructional Rounds-Observation & Feedback, PLC Observation & Coaching, Leadership Framework Coaching / Strategic Leadership Development Plan progress, Data Review) - ILT, and/or TNTP/District Academic Instructional rounds
June- August 2027	Summer professional learning: - Detailed posted schedules - Leadership roles & responsibilities (core calendar, coaching caseload, observation & feedback tracker) - Professional learning plans (PLC protocols, ILT protocols, 1:1 meetings, and instructional rounds protocols)

XIV. Performance Management

Guiding Question: Has the district outlined a performance management plan that ensures the strategy will be implemented with fidelity?

Please describe how district and campus leaders will monitor the successful implementation of this plan.	District and campus leaders will monitor assessment results of universal screeners, curriculum based assessments, and STAAR Interim assessments. Principal supervisors will visit the campus weekly to observe instruction, PLCs, and ILTs and monitor meeting agenda record and observation and feedback trackers with principals. TNTP will collect progress monitoring data in the fall, winter, and spring on the implementation of HQIM as intended.
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Draft 10.31.25

Who will be responsible for reviewing progress towards the milestones described in the previous section?	Principal Principal supervisors/DCSI Elementary Director Assistant Superintendent
How frequently will progress toward milestones be reviewed?	Weekly
How will milestone progress data be collected?	Completion notes and artifacts will be linked in the shared campus TAP folder.
How will milestone progress data be shared with district leadership and other relevant stakeholders?	Completion notes and artifacts will be linked in the shared campus TAP folder.

XV. Resources

Guiding Question: Has the district identified all resources needed to implement the SI strategy?

Please share the required costs to implement plan and source of funds	● Pending final decision.
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?	● Pending final decision.

XVI: Additional Info

(Optional) Please share any additional information about your strategy that was not included in the prior sections. You may also upload documents.	Key Implementation Strategies/Supports 2025-2026: ● Partner with TNTP to increase campus leaders' instructional leadership capacity through the Lighthouse & Learning Lab professional development and coaching program. ● Utilize leadership core calendars, leadership team meeting protocols, instructional rounds, coaching caseloads, observation and feedback trackers, one to one coaching, and hands on professional learning and application to build instructional
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	leadership capacity. • Provide monthly professional development to campus leaders, coaches, and interventionists on HQIM resources and implementation. • Provide weekly to biweekly observation and feedback alongside curriculum focused on effective implementation of HQIM, increasing frequency for uncertified teachers. • Provide coaching visits with principals and supervisors weekly, and increase frequency for novice leaders. • Follow a posted, detailed, daily schedule that maximizes instructional time and allows for PLC meetings twice a week, to plan for instruction and respond to student outcome data.
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Appendix

TEA's 2025-2026 [Intervention Guidance & Tools](#)

Turnaround Plan Submission Timeline SY 2025-2026

