

District Name:	Austin ISD
Campus Name:	

Needs Assessment Summary and Improvement Plan

Definition / Purpose:	<p>After your data analysis yields a summary of findings that results in a set of problem statements, the next step is to engage in the needs assessment process to identify root causes. The 5 steps of the root causes assessment include:</p> <p>Step 1: Clarify and prioritize problem statements Step 2: Establish the purpose of assessing root causes and establish the team Step 3: Gather data Step 4: Review data analysis Step 5: Root cause analysis</p> <p>The needs assessment process is intended to safeguard against planning or implementing strategies before the root cause of a problem is understood.</p>				
Problem Statements (PS): <i>Problem statements are carried over from Section VI of the Campus Data Analysis tab OR Section VI of the District Data Analysis Summary tab.</i>	PS 1:	Based on PBMAS, African American students are over represented in the special education program (African American students represent 9.2% of the overall Austin ISD student population, but 15.2% of the special education population, a difference of 6 percentage points.).	is occurring because of Root Cause #1	Root Cause 1:	Rtl was not a district wide clearly understood and implemented process on all campuses.
	PS 2:	Based on PBMAS and System Safeguards, Austin ISD Special Education graduation rate (67.4%) is below the state minimum (75%).	is occurring because of Root Cause #2	Root Cause 2:	Academic achievement and progress of students with disabilities toward meeting graduation requirements is not closely/consistently monitored.
	PS 3:	Based on PBMAS, all OSS placements represent 9.0% of the overall Austin ISD student population, but 21.5% of the special education population, a difference of 12.5 percentage points.	is occurring because of Root Cause #3	Root Cause 3:	There is a need to monitor behavior interventions provided to students with disabilities to reduce the number of referrals to OSS. Campus personnel are not consistently implementing effective behavior strategies with students with disabilities in instructional settings.
	PS 4:	SPED (3-8) STAAR Passing Rate Math(37.3%), Reading(38.2%), Science(33.2%), Social Studies(28.7%), Writing(26.2%); SPED STAAR EOC Passing Rate Math(46.0%); CTE SPED STAAR EOC Passing Rate Math (45.9%). Based on PBMAS and System Safeguards, students with disabilities need supports and services to make improvement in all subject areas.	is occurring because of Root Cause #4	Root Cause 4:	Instruction, based on student IEP, is not consistently aligned with the rigorous core classroom expectations and TEKS.
	PS 5:	Based on PBMAS data, bilingual education students in grade 5 show low performance in Science (51.9%).	is occurring because of Root Cause #5	Root Cause 5:	Austin ISD teachers need additional support with 5th grade Science instructional strategies needed to improve BE student performance.
	PS 6:	PBMAS Report shows that the AISD LEP Graduation Rate is 49.8% for 2013-14 graduates, this is a decrease from 57.3% for 2012-13 graduates.	is occurring because of Root Cause #6	Root Cause 6:	Academic achievement and progress of ELL students toward meeting graduation requirements is not closely/consistently monitored. Interventions are not being provided to struggling ELL students early on.
	PS 7:	Austin ISD shows low performance based on PBMAS indicators: ESL grades 6-8 - Math (54.3%), Reading (49.9%), Science (44.0%), Social Studies (24.6%), LEP (not served in BE/ESL) - Math (55.0%), Reading (58.2%), Science (42.9%), Title 1 - Social Studies (50.5%). Safeguard targets missed included: ELL Social Studies.	is occurring because of Root Cause #7	Root Cause 7:	Austin ISD teachers need additional support with instructional strategies needed to meet linguistic needs of BE, ESL, LEP, Title 1 students in core content areas.
	PS 8:	Based on PBMAS data, the Austin ISD TELPAS Composite Rating for students in US schools multiple years (5 years or more) shows students who receive a rating of Beginning or Intermediate at 14.4%.	is occurring because of Root Cause #8	Root Cause 8:	Austin ISD teachers lack instructional strategies needed to meet linguistic needs of ELLs in core content classes through differentiation and use of the LPAC to monitor the progress of ELLs.
	PS 9:	Based on PBMAS and System Safeguards, student data shows the need to increase Writing performance across the district based on STAAR ESL Writing grade 7 (32.9%), LEP (not served in BE/ESL) Writing grade 7 (46.7%), Title 1 Writing grades 4/7 (55.2%), and Special Education Writing grades 4/7 (26.2%).	is occurring because of Root Cause #9	Root Cause 9:	Teachers lack content knowledge with regard to grammar and mechanics. Grammar and mechanics are not being explicitly taught, and students are not being required to apply what is learned in their actual writing/compositions.
	PS 10:	0	is occurring because of Root Cause #10	Root Cause 10:	

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Interventions by Quarter ?			
Q1 (Aug, Sept, Oct) ? <i>Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).</i>	Q2 (Nov, Dec, Jan) ?	Q3 (Feb, Mar) ?	Q4 (April, May, June) ?
Q1 Goal: By the end of Q1, 50% of elementary and middle school campuses within LBJ and Akins vertical teams will participate in professional development that will teach them how to address universal screening for all students on those campuses (10 out of 20) By the end of Q1, a RtI usage and framework baseline for the district will be determined. 100% of campuses will be offered training in the elements of the RtI framework.	Q2 Goal: By the end of Q2, 100% of campuses on the two pilot vertical teams will receive feedback and offers of individualized support in the RtI process through professional development. Istation usage and implementation will increase district wide from BOY by 15% (ISIP) and 10% of students identified by ISIP as tier 2 or 3 (from schools with adequate usage of 70% or more) will grow by one tier in the overall ISIP score.	Q3 Goal: By the end of Q3, 100% of campuses will receive feedback and offers of individualized support in the RtI process by email and campus visits. Istation usage and implementation will increase district wide from BOY by 25% (ISIP), and 10% of students identified by ISIP as tier 2 or 3 (from schools with adequate usage of 70% or more) will grow by one tier in the overall ISIP score.	Q4 Goal: By the end of March 2016, 75% of all elementary and middle schools across the district will participate in universal screening professional development. By the end of June 2016, the special education referral rate will be reduced by 2 percent points due to the efforts of early identification and the use of research-based interventions and progress monitoring tools. Istation usage and implementation will increase district wide from MOY by 35% (ISIP), and 10% of students identified by ISIP as tier 2 or 3 (from schools with adequate usage of 70% or more) will grow by one tier in the overall ISIP score.
Root Cause 1:	Q2 Interventions	Q3 Interventions	Q4 Interventions
1) Provide universal screener professional development for middle school (RITS) and elementary (SSIS) campuses within the LBJ and Akins VT, and run district/campus report of usage to identify campuses with <70% usage. 2) Determine grade 3-8 Istation BOY usage (diagnostic and interventions). Campuses with <70% usage will be offered training and support. 3) Create baseline of RBP report for each campus to see how many RBP's they have in the system at the BOY and then compare the growth for the EOY. 4)	1) Continue to provide universal screener professional development for middle school (RITS) and elementary (SSIS) campuses within the LBJ and Akins VT. 2) Develop tools to unify RtI vocabulary district wide and start developing revision of the RtI framework. Create webinar to share with campuses to clarify common RtI terms. 3) Determine grade 3-8 Istation BOY usage (diagnostic and interventions). Campuses with <70% usage will be offered training and support. 4) Support all campuses to increase the creation of student goals and RBP's (RtI team: academic RBP's and goals; CSSF's: behavior goals).	1) Continue to provide Universal Screener professional development for middle schools (RITS) and elementary (SSIS) campuses. 2) Provide professional development to campuses who request additional support and plan summer PDs according to needs. 3) Determine grade 3-8 Istation BOY usage (diagnostic and interventions). Campuses with <70% usage will be offered training and support. 4) Support campuses to increase the creation of student goals and RBP's.	1) Continue to provide Universal Screener professional development for middle schools (RITS) and elementary (SSIS) campuses. 100% of campuses will be trained on this process by the end of Q4. 2) Develop and advertise professional development modules for summer 2016 based on campus survey and plan for additional professional development needed for SY 2016-17. 3) Present RtI framework changes based on campus needs analysis and feedback to district leadership and RtI Team. 4) Evaluate RBP's for each vertical team, develop summer PD to increase the usage of embedded eCST tools.
What data will be collected to monitor interventions in Q1?	What data will be collected to monitor interventions in Q2?	What data will be collected to monitor interventions in Q3?	What data was collected to monitor interventions in Q4?
1) Sign-In sheets for RITS and SSIS PD eCST data documentation of universal screener implementation (based on campuses trained) 2) Istation ISIP reports 3) Summary of academic student needs for each campus based on Roster Based Programs (RBPs) in eCST. 4)	1) Sign-In sheets for RITS and SSIS PD eCST data documentation of universal screener implementation (based on campuses trained) 2) Number of teachers who have viewed webinar tracked in HCP # of teachers trained in RtI PDs (by topic) Professional development sign in sheets, agendas 3) Istation ISIP reports 4) Summary of academic student needs for each campus based on Roster Based Programs (RBPs) in eCST.	1) Sign-In sheets for RITS and SSIS PD eCST data documentation of universal screener implementation (based on campuses trained) 2) # of teachers trained in RtI PD's (by topic) Professional development sign in sheets, agendas 3) Istation ISIP reports 4) Summary of academic student needs for each campus based on Roster Based Programs (RBPs) in eCST.	1) Sign-In sheets for RITS and SSIS PD eCST data documentation of universal screener implementation (based on campuses trained) 2) Campus needs analysis Professional development modules Flyers, emails, session dates/times in HCP for summer sessions 3) Final 2016/17 RtI Framework 4) Summary of academic student needs for verticle teams based on Roster Based Programs (RBPs) in eCST.

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Problem Statement 2:	Based on PBMAS and System Safeguards, Austin ISD Special Education graduation rate (67.4%) is below the state minimum (75%). Annual Goal: <input checked="" type="checkbox"/> Graduation rates for students with disabilities will increase by 4 percentage points by June 2016.
Root Cause 2:	Academic achievement and progress of students with disabilities toward meeting graduation requirements is not closely/consistently monitored. Strategy: <input type="checkbox"/> The Special Education Team will develop a monitoring process for individualized action plans for students with disabilities who are off track to graduate.
Index Number:	Not Applicable Index 1: Student Achievement Index 2: Student Progress Index 3: Closing Achievement Gaps Index 4: Postsecondary Readiness
Critical Success Factors (CSFs)/ ESEA Turnaround Principles (TPs)/ Major Systems	<p>CSF 1-Improve Academic Performance/ESEA TP: Strengthen the School's Instruction ?</p> <p>CSF 2-Quality Data to Drive Instruction/ESEA TP: Use of Data to Inform Instruction</p> <p>CSF 3-Leadership Effectiveness/ESEA TP: Provide Strong Leadership</p> <p>CSF 4-Increased Learning Time/ESEA TP: Redesigned School Calendar</p> <p>CSF 5-Family/Community Engagement/ESEA TP: Ongoing Family and Community Engagement</p> <p>CSF 6-School Climate/ESEA TP: Improve School Environment</p> <p><input checked="" type="checkbox"/> CSF 7-Teacher Quality/ESEA TP: Ensure Effective Teachers</p> <p>How will addressing this Root Cause impact the index/indicator/CSF? Through ongoing communication with campus general education teachers, special education teachers and teaching assistants, the Special Education Team will develop campus knowledge and a process to monitor every student in their cohort toward graduation and increase student progress toward graduation.</p>
Q1 (Aug, Sept, Oct) Q2 (Nov, Dec, Jan) Q3 (Feb, Mar) Q4 (April, May, June)	
Q1 Goal: <input checked="" type="checkbox"/> By the end of the first quarter, the Special Education Team will begin assisting campuses to review student cohort graduation data (counselor and ARD committee to ensure students with disabilities are on track to graduate based on individual student data) for graduates in 2015-2016 and develop specific plans for students who are not aligned with their cohort.	Q2 Goal: <input checked="" type="checkbox"/> By the end of the first semester, the Special Education Team will assist campuses to improve academic learning time by: increasing attendance rates by 1%, monitoring that 70% of students with disabilities receive at least 80% of their academic instruction in regular classes, and decrease the number of discipline referrals for students with disabilities by 30%.
Q3 Goal: <input checked="" type="checkbox"/> By the end of March, the Special Education Team will assist campuses to build capacity and support of general education teacher, special education teachers, and teaching assistants in using accommodations and modifications aligned to IEPs and core instruction.	Q4 Goal: <input checked="" type="checkbox"/> By the end of June, the Special Education Team will assist campuses to increase the collaboration between special education instructional teams and general education instructional teams in building and supporting instructional design for all learners.
Q1 Interventions Q2 Interventions Q3 Interventions Q4 Interventions	
Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).	
<p>1) Conduct a review of senior students, and create a specific plan (developed by student case manager) to address each student's progress toward graduation if the student is not aligned with his cohort.</p> <p>2)</p> <p>3)</p> <p>4)</p>	<p>1) Conduct a review of senior students, and create a specific plan to address each student's progress toward graduation if the student is not aligned with his cohort.</p> <p>2) Complete a review of student data by campus with 2015-2016 data on attendance, percentage of students with at least 80% of academic instruction in regular classes, discipline data, and percentage of students with disabilities in the cohort of 2015-2016 aligned with their cohort.</p> <p>3) Ensure campus sets a problem solving ARD for all SWDs identified as off track to graduate.</p> <p>4) Provide special education teachers differentiated professional development on core instruction and the implementation of accommodations and modifications aligned to IEPs and core instruction.</p>
<p>1) Conduct a review of junior and senior students, and create a specific plan to address each student's progress toward graduation if the student is not aligned with his cohort.</p> <p>2) Complete a review of student data by campus with 2015-2016 data on attendance, percentage of students with at least 80% of academic instruction in regular classes, discipline data, and percentage of students with disabilities in the cohort of 2015-2016 aligned with their cohort with regard to graduation.</p> <p>3) Provide special education teachers differentiated professional development on core instruction and the implementation of accommodations and modifications aligned to IEPs and core instruction.</p> <p>4) Once Sped/campus has identified students off track to graduate, provide coaching (Special Education Coordinators, Special Education Behavior Specialists) to special education teacher leaders on the use of accommodations and modifications as they align to IEPs and core instruction.</p>	<p>1) Conduct a review of junior and senior students, and create a specific plan to address each student's progress toward graduation if the student is not aligned with his cohort.</p> <p>2) Complete a review of student data by campus with 2015-2016 data on attendance, percentage of students with at least 80% of academic instruction in regular classes, discipline data, and percentage of students with disabilities in the cohort of 2015-2016 aligned with their cohort.</p> <p>3) Provide special education teachers differentiated professional development on core instruction and the implementation of accommodations and modifications aligned to core instruction. Once Sped/campus has identified students off track to graduate, campus sets a problem solving ARD.</p> <p>4)</p>
What data will be collected to monitor interventions in Q1? What data will be collected to monitor interventions in Q2? What data will be collected to monitor interventions in Q3? What data was collected to monitor interventions in Q4?	
<p>1) Campus reviews of students' individual plans, including student interventions and progress report measures</p> <p>2) Attendance Data Percentage of students receiving at least 80% of their academic instruction in regular classes Number of discipline referrals removing students from instruction Percentage of students with disabilities meeting minimum requirements toward graduation</p> <p>3) ARDs held to address the "off track to graduate" to document action steps to ensure students get back "on track" for graduation</p> <p>4) Sign in sheets/agendas Walk-through documentation on use and alignment of IEPs and accommodations/modifications</p>	<p>1) Campus reviews of students' individual plans, including student interventions and progress report measures</p> <p>2) Attendance Data Percentage of students receiving at least 80% of their academic instruction in regular classes Number of discipline referrals removing students from instruction Percentage of students with disabilities meeting minimum requirement toward graduation</p> <p>3) ARDs held to address the "off track to graduate" to document action steps to ensure students get back "on track" for graduation</p> <p>4) Sign-in sheets Agendas</p>

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Problem Statement 4:	SPED (3-8) STAAR Passing Rate Math(37.3%), Reading(38.2%), Science(33.2%), Social Studies(28.4%), Writing(26.2%); SPED STAAR EOC Passing Rate Math(46.0%); CTE SPED STAAR EOC Passing Rate Math (45.9%). Based on PBMAS and System Safeguards, students with disabilities need supports and services to make improvement in all subject areas.
Annual Goal:	The failure rate of students with disabilities across all tested subject areas on the STAAR/EOC, STAAR A and STAAR Alt 2 assessment will be reduced by 4% in 2016, as compared to STAAR A and STAAR Alt 2 in 2015.
Root Cause 4:	Instruction, based on student IEP, is not consistently aligned with the rigorous core classroom expectations and TEKS.
Strategy:	The Special Education Team will assist campuses in increasing achievement of students with disabilities by reducing time students are out of class and improving the quality of instruction.
Index Number:	<input type="checkbox"/> Not Applicable dex 1: Student Achievement dex 2: Student Progress 3: Closing Achievement Gaps Index 4: Postsecondary Readiness
Critical Success Factors (CSFs)/ ESEA Turnaround Principles (TPs)/ Major Systems	<input checked="" type="checkbox"/> CSF 1-Improve Academic Performance/ESEA TP: Strengthen the School's Instruction <input checked="" type="checkbox"/> CSF 2-Quality Data to Drive Instruction/ESEA TP: Use of Data to Inform Instruction <input checked="" type="checkbox"/> CSF 3-Leadership Effectiveness/ESEA TP: Provide Strong Leadership <input checked="" type="checkbox"/> CSF 4-Increased Learning Time/ESEA TP: Redesigned School Calendar <input type="checkbox"/> CSF 5-Family/Community Engagement/ESEA TP: Ongoing Family and Community Engagement <input type="checkbox"/> CSF 6-School Climate/ESEA TP: Improve School Environment <input checked="" type="checkbox"/> CSF 7-Teacher Quality/ESEA TP: Ensure Effective Teachers
Interventions by Quarter	
Q1 (Aug, Sept, Oct)	Q2 (Nov, Dec, Jan)
Q1 Goal: By the end of the first quarter, the Special Education Team will provide direct campus support to increase the academic learning time for students with disabilities in core instruction as measured by attendance, percentage of time in regular classes and number of discipline referrals.	Q2 Goal: By the end of January, 70% of students with disabilities will receive 80% of their instruction in the general education setting, and discipline referrals for students with disabilities will decrease by 3%.
Q3 (Feb, Mar)	Q4 (April, May, June)
Q3 Goal: By the end of March, based on 5th 6 weeks/3rd 9 weeks data, campus implementation of accommodations for students with disabilities will increase by 1% in the 3rd quarter as compared to 1st quarter 2015.	Q4 Goal: By the end of June, the failure rate of students with disabilities on the STAAR/EOC, STAAR A and STAAR Alt 2 assessment will be reduced by 4% in 2016, as compared to STAAR A and STAAR Alt 2 in 2015.
Q1 Interventions Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).	Q2 Interventions
Q3 Interventions	Q4 Interventions
1) Provide professional development differentiated by campus need to administrators and/or teachers to address attendance, discipline, and academic learning time. 2) Develop walkthrough form that is inclusive of input from campus administrators, Assoc Superintendents, RtI, ELLs, and core instructional specialists to address attendance, discipline, and academic learning time. 3) Provide follow up support with walkthroughs to ensure implementation of professional development by the Special Education Team. 4)	1) Provide professional development differentiated by campus need to administrators and/or teachers to address attendance, discipline, and academic learning time. 2) Conduct walkthroughs inclusive of input from campus administrators (Utilize PBMAS data by campus/subject area to provide focused PD support for low performing campuses), Assoc Superintendents, RtI, ELLs, and core instructional specialists to address attendance, discipline, and academic learning time. 3) Provide follow up support via walkthroughs to ensure implementation of professional development by the Special Education Team. 4)
1) Provide professional development differentiated by campus need to administrators and/or teachers to address attendance, discipline, and academic learning time. 2) Conduct walkthroughs inclusive of input from campus administrators (Utilize PBMAS data by campus/subject area to provide focused PD support for low performing campuses), Assoc Superintendents, RtI, ELLs, and core instructional specialists to address attendance, discipline, and academic learning time. 3) Provide follow up support via walkthroughs to ensure implementation of professional development by the Special Education Team. 4)	1) Provide professional development differentiated by campus need to administrators and/or teachers to address attendance, discipline, and academic learning time. 2) Conduct walkthroughs inclusive of input from campus administrators (Utilize PBMAS data by campus/subject area to provide focused PD support for low performing campuses), Assoc Superintendents, RtI, ELLs, and core instructional specialists to address attendance, discipline, and academic learning time. 3) Provide follow up support via walkthroughs to ensure implementation of professional development by the Special Education Team. 4)
What data will be collected to monitor interventions in Q1?	What data will be collected to monitor interventions in Q2?
What data will be collected to monitor interventions in Q3?	What data was collected to monitor interventions in Q4?
1) List of campuses which were provided professional development, attendance at professional development, and professional development topics/outlines provided on agendas 2) Walkthrough form 3) Walkthrough observations from campus visits 4)	1) List of campuses which were provided professional development, attendance at professional development, and professional development topics/outlines provided on agendas 2) Campus walkthrough recommendation summary 3) Walkthrough observations from campus visits 4)
1) List of campuses which were provided professional development, attendance at professional development, and professional development topics/outlines provided on agendas 2) Campus walkthrough recommendation summary 3) Walkthrough observations from campus visits 4)	1) List of campuses which were provided professional development, attendance at professional development, and professional development topics/outlines provided on agendas 2) Campus walkthrough recommendation summary 3) Walkthrough observations from campus visits 4)
Provide information as to how the identified elements and their impact on your success,	<Enter text>

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Problem Statement 5:	Based on PBMAS data, bilingual education students in grade 5 show low performance in Science (51.9%).
Annual Goal:	Identify and support elementary campuses that are below the district 5th grade 2015 Science STAAR achievement rate to increase academic performance by 10% in 2016.
Root Cause 5:	Austin ISD teachers need additional support with 5th grade Science instructional strategies needed to improve BE student performance.
Strategy:	The bilingual education science specialist and the curriculum science specialist will provide professional development sessions to teachers to preview major concepts, vocabulary (in English and Spanish as indicated in the CRMs every 9 weeks) and implementation of interactive notebooks.
Index Number:	<input type="checkbox"/> Not Applicable <input checked="" type="checkbox"/> Index 1: Student Achievement <input type="checkbox"/> Index 2: Student Progress <input type="checkbox"/> Index 3: Closing Achievement Gaps <input checked="" type="checkbox"/> Index 4: Postsecondary Readiness
Critical Success Factors (CSFs)/ ESEA Turnaround Principles (TPs)/ Major Systems	<input checked="" type="checkbox"/> CSF 1-Improve Academic Performance/ESEA TP: Strengthen the School's Instruction <input type="checkbox"/> CSF 2-Quality Data to Drive Instruction/ESEA TP: Use of Data to Inform Instruction <input type="checkbox"/> CSF 3-Leadership Effectiveness/ESEA TP: Provide Strong Leadership <input type="checkbox"/> CSF 4-Increased Learning Time/ESEA TP: Redesigned School Calendar <input type="checkbox"/> CSF 5-Family/Community Engagement/ESEA TP: Ongoing Family and Community Engagement <input type="checkbox"/> CSF 6-School Climate/ESEA TP: Improve School Environment <input checked="" type="checkbox"/> CSF 7-Teacher Quality/ESEA TP: Ensure Effective Teachers
How will addressing this Root Cause impact the index/indicator/CSF?	Enhancing the knowledge and skills of teacher understanding regarding 5th grade Science will increase student performance and improve teacher quality.
Interventions by Quarter	
Q1 (Aug, Sept, Oct)	Q2 (Nov, Dec, Jan)
Q1 Goal:	Q2 Goal:
By the end of Q1, Austin ISD will identify campuses below district rate of 5th grade STAAR Science. The bilingual Specialist in collaboration with the curriculum specialist will support bilingual teachers with instructional tools that can be integrated in the students' interactive notebooks and lessons.	By the end of Q2, identified campuses (below 51.9% in BE Science) will analyze MOY data to plan for extended learning time for BE 5th grade students not mastering MOY.
Q3 (Feb, Mar)	Q4 (April, May, June)
Q3 Goal:	Q4 Goal:
By the end of Q3, targeted schools will be monitored and supported by bilingual science specialist by providing intervention lessons, instructional tools for the interactive notebooks, and academic vocabulary in English and Spanish.	By the end of Q4, there will be a 10% reduction in failure rate of students taking 5th grade Science STAAR at the Level 2 phase-in II.
Q1 Interventions	Q2 Interventions
Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).	
1) Request and analyze MIS report to identify campuses below 51.9% in 5th grade BE Science STAAR and TELPAS data.	1) Analyze MOY data to determine the student expectations that will require additional time through intervention lessons (bilingual specialist in collaboration with the science curriculum specialists).
2)	2) Contact and work with campus administrator to inform them of PD for BE Science teachers (date/time/expectations/ locations) on 5th grade science content.
3)	3) Create preteach intervention lessons for identified science student expectations to be taught through science camps/tutoring (BE curriculum specialist and Solutions Team elementary science specialist).
4)	4)
Q3 Interventions	Q4 Interventions
1) Continue monitoring students' performance on common assessments and grading periods.	1) Provide support with preteach intervention lessons based on data for additional learning time opportunities.
2) Provide support with preteach intervention lessons based on data.	2) Collaborate with elementary science curriculum specialists for summer professional development to target areas of need based on 5th grade bilingual Science STAAR scores.
3)	3)
4)	4)
What data will be collected to monitor interventions in Q1?	What data will be collected to monitor interventions in Q2?
1) MIS report for all elementary campuses ≥51.9% of 5th grade science STAAR.	1) MOY analysis and list of high need student expectations
2)	2) Sign-in sheets Agenda for PD session/topic
3)	3) Preteach intervention lessons
4)	4)
What data will be collected to monitor interventions in Q3?	What data was collected to monitor interventions in Q4?
1) Common assessment analysis	1) Campus visits for science preteach intervention lessons
2) Preteach intervention lessons	2) Outline for 5th grade Science STAAR PD with BE areas to target
3)	3)
4)	4)

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Problem Statement 6:	PBMAS Report shows that the AISD LEP Graduation Rate is 49.8% for 2013-14 graduates, this is a <input type="checkbox"/> decrease from 57.3% for 2012-13 graduates. Annual Goal: <input type="checkbox"/> Graduation rate of ELLs will increase by 5% by July 2016.
Root Cause 6:	Academic achievement and progress of ELL students toward meeting graduation requirements is not closely/consistently monitored. Interventions are not being provided to struggling ELL students early on. Strategy: <input type="checkbox"/> The Bilingual Education/ESL Team will develop a monitoring process for individualized action plans for struggling ELL students who are off track to graduate.
Index Number:	<input type="checkbox"/> Not Applicable <input checked="" type="checkbox"/> Index 1: Student Achievement <input checked="" type="checkbox"/> Index 2: Student Progress <input checked="" type="checkbox"/> Index 3: Closing Achievement Gaps <input checked="" type="checkbox"/> Index 4: Postsecondary Readiness
Critical Success Factors (CSFs)/ ESEA Turnaround Principles (TPs)/ Major Systems	<input checked="" type="checkbox"/> CSF 1-Improve Academic Performance/ESEA TP: Strengthen the School's Instruction <input checked="" type="checkbox"/> CSF 2-Quality Data to Drive Instruction/ESEA TP: Use of Data to Inform Instruction <input checked="" type="checkbox"/> CSF 3-Leadership Effectiveness/ESEA TP: Provide Strong Leadership <input checked="" type="checkbox"/> CSF 4-Increased Learning Time/ESEA TP: Redesigned School Calendar <input type="checkbox"/> CSF 5-Family/Community Engagement/ESEA TP: Ongoing Family and Community Engagement <input type="checkbox"/> CSF 6-School Climate/ESEA TP: Improve School Environment <input checked="" type="checkbox"/> CSF 7-Teacher Quality/ESEA TP: Ensure Effective Teachers How will address this Root Cause impact the index/indicator SF? Through a collaboration among the Bilingual Department Team, bilingual/ESL teachers and campus administrators, the progress of all ELL students will be closely and consistently monitored. Recommendations for extended learning time will be made.
Interventions by Quarter	
Q1 (Aug, Sept, Oct)	Q2 (Nov, Dec, Jan)
Q1 Goal: <input type="checkbox"/> By the end of the first quarter, the BE/ESL Dept will identify students who are off track to graduate (based on ELLs failing one or more courses), share data with campus administrators and ensure all campuses implement monitoring LPACs during each grading period to monitor ELLs and their progress.	Q2 Goal: <input type="checkbox"/> By the end of January, based on monitoring all ELLs and their failure rate in scheduled courses, 60% of ELLs will have obtained credit for passing core content classes (Math, Reading, Social Studies, Writing, Science) for the first semester.
Q1 Interventions Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).	Q2 Interventions
1) Identify ELL students who are off track to graduate (based on ELLs failing one or more classes). Share data with campus administrators to analyze patterns, trends and causal factors to determine support needed for ELLs. 2) Train new and existing registrars on using LUCHA services to analyze and obtain credits from students educated in Mexico. Set up monthly meeting for SY 15-16 with UT to coordinate LUCHA services. 3) Ensure Campus Registrars utilize TREX to request analysis of student transcripts. Transcripts are submitted to counselors for the use of creating an instructional schedule for students. 4) Utilize service from LUCHA to analyze transcripts for students from other countries.	1) Identify ELL students who are off track to graduate (based on ELLs failing one or more classes). Share data with campus administrators "ELL Graduation Roadmap". 2) Provide review to campus administrators using MOY data to identify students that will need extended learning time and accommodations (such as Jump Start and Twilight) to master content needed for graduation. 3) Continue meeting with UT, counselors and the administrative supervisor for registrars to coordinate LUCHA services for ELLs. Registrars will continue to utilize TREX to request analysis of student transcripts. 4) Ensure transcripts are submitted to counselors for the use of creating an instructional schedule for ELLs. Request and analyze report from MIS on status of Fall credits for ELLs. Utilize service from LUCHA to analyze transcripts for students from other countries.
Q3 (Feb, Mar)	Q4 (April, May, June)
Q3 Goal: <input type="checkbox"/> By the end of March, 100% of ELLs that failed the first semester of core content classes (Math, Reading, Social Studies, Writing, Science) will be invited to attend summer school to earn Fall credits.	Q4 Goal: <input type="checkbox"/> By the end of June, district leadership and the BE/ESL Team will review multiple data sources, benchmarks, grading period reports, LPACs and EOC scores sources to determine the effectiveness of the ELL monitoring process to plan for 2016 summer school and 2016-17 Fall registration of ELLs.
Q3 Interventions	Q4 Interventions
1) Identify ELL students who are off track to graduate (based on ELLs failing one or more classes). Share data with campus administrators "ELL Graduation Roadmap". 2) Provide professional development to campus administrators on how to use analyze first semester credit failure report for ELLs. Campuses will determine recommendations for extended learning time to recover the credits that are required for graduation. 3) Continue meeting with UT, counselors and the administrative supervisor for registrars to coordinate LUCHA services for ELLs. Continue monitoring ELLs in need of credit recovery. Registrars will continue to utilize TREX to request analysis of student transcripts. 4) Ensure transcripts are submitted to counselors for the use of creating an instructional schedule for ELLs. Utilize service from LUCHA to analyze transcripts for students from other countries.	1) By the end of June, district leadership and the BE/ESL Team will review multiple data sources, benchmarks, grading period reports, LPAC annual reviews and EOC scores to determine the courses needed for credit recovery in summer school and courses needed the upcoming fall semester. 2) Provide professional development to campus administrators on how to monitor ELLs in need of credit recovery and determine summer school needs. Campus will ensure ELLs will take EOC exams necessary for graduation. 3) Continue meeting with UT, counselors and the administrative supervisor for registrars to coordinate LUCHA services for ELLs. 4) Monitor EOC data to support schools in providing robust interventions. Identify ELLs for summer school credit recovery.
What data will be collected to monitor interventions in Q1?	What data will be collected to monitor interventions in Q2?
1) List of ELLs off track to graduate 2) Agendas/Sign In sheets Monthly reports from LUCHA 3) TREX analysis 4) Monthly reports from LUCHA	1) List of ELLs off track to graduate ELL Graduation Roadmap framework List of students per campus identified for Jump Start 2) PD Agendas, Sign-In sheets List of possible accommodations for ELLs 3) Sign-in sheets and monthly reports from LUCHA meetings 4) MIS Fall credit status for ELLs Transcript analysis for students from other countries outside US Instructional schedule for ELLs
What data will be collected to monitor interventions in Q3?	What data was collected to monitor interventions in Q4?
1) List of ELLs off track to graduate 2) PD Agenda, Sign-In sheets 3) Sign-in sheets and monthly reports from LUCHA meetings 4) Transcript analysis for students from other countries outside US	1) List of ELLs off track to graduate 2) PD Agenda, Sign-In sheets Monthly reports from LUCHA EOC data 3) MIS Spring credit status for ELLs 4) Student list for ELLs summer school credit recovery

District Name:			
Campus Name:			
Needs Assessment Summary and Improvement Plan			
		ing (4 9%), Title	Bilingual Education/ESL Team will support campuses to reduce 2016 ELL STAAR/EOC performance failure rates across tested content areas by 10%.
			Develop a system by which to monitor the academic and linguistic advancement of BE, ESL, LEP, Title 1 students and provide teachers PD on sheltered instruction (SI) methodology and an SI TOT model.
		osing Achievement Gaps	Index 4: Postsecondary Readiness
Critical Success F ESEA Turnar Majo		this Root Cause impact ex/indicator/CSF?	Identification of campuses with a high number of low performing ELLs will allow for targeted professional development and support to increase academic progress across tested content areas including TELPAS.
?			
		Q3 (Feb, Mar)	Q4 (April, May, June)
Q1 Goal: ? campuses will have two trained Sheltered Instruction Trainer of Trainers (TOT).	Q2 Goal: ? and implementation of "Sheltered Instruction Foundations" TOT: Day 1 & Day 2 for content area teachers.	Q3 Goal: ? By the end of March, 70% of campus learning walks on identified campuses will show implementation of Sheltered Instruction strategies in content area classes.	Q4 Goal: ? By the end of June, grades 6-8 ESL Math, Reading, Science, Social Studies, and Title 1 Social Studies will show academic improvement by reducing the failure rate across content areas by 10%.
Q1 Interventions Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).	Q2 Interventions	Q3 Interventions	Q4 Interventions
1) Conduct a comprehensive needs analysis to identify campuses in each content area that have low performing student groups in BE/ELL/LEP. Identify campuses with the highest number of ELLs contributing to PBMAS data. 2) Revise Sheltered Instruction (SI) modules TOT "Sheltered Instruction Foundations" for Day 1 & Day 2. Identify 1-2 sheltered instruction lead teachers per secondary campus for TOTs based on % of ELLs. 3) Deliver TOT to SI lead teachers. 4) Support content areas through learning walks at assigned middle schools focusing on ELL improvement.	1) Provide "Sheltered Instruction Foundations - Day 1 & Day 2" by TOTs at identified campuses to content areas teachers by Nov. 23. 2) Create an administrator module on Sheltered Instruction. 3) Create the AISD Sheltered Instruction (SI) Observation tool at campuses with high number of ELLs (to be used by the Dept. of ELLs and the SI lead teachers) for campus walks to ensure implementation. 4)	1) Conduct monthly meetings with identified SI lead teachers. 2) Train and support administrators implementing the module on Sheltered Instruction for campuses. 3) Continue to utilize the AISD Sheltered Instruction (SI) Observation Tool at campuses with highest number of ELLs with the support of the BE Dept. and SI Lead teachers. 4)	1) Conduct an evaluation of the SI model at identified campuses (BE/ESL Dept. will collaborate with the Dept. of Research and Evaluation). 2) Review multiple data sources (i.e.: STAAR, TELPAS, and common assessments) to determine the effectiveness of Sheltered Instruction at the identified campuses. 3) Identify continuing support (based on SI model evaluation) needed at the identified campuses from 2016-17. 4)
What data will be collected to monitor interventions in Q1?	What data will be collected to monitor interventions in Q2?	What data will be collected to monitor interventions in Q3?	What data was collected to monitor interventions in Q4?
1) Needs analysis List of campuses most significantly contributing to PBMAS data 2) Modules "Sheltered Instruction Foundations" for Day 1 & Day 2 3) Sign in Sheets: September 29-30 and October 7-8, 2015. 4) Schedule of learning walks at assigned campuses	1) List of additional high need campuses for SI module Sign-in sheets PD agendas 2) Administrator module on SI 3) Documentation from campus walks AISD Sheltered Instruction Observation Tool 4)	1) Agendas, Sign In sheets 2) Agenda, Sign In sheets 3) Documentation of using the SI Observation Tool at campuses with high number of ELLs 4)	1) Dept. of Research and Evaluation report on SI model 2) Summary of Sheltered Instruction effectiveness at identified campuses 3) List of campuses needing additional support 4)

District Name:			
Campus Name:			
Needs Assessment Summary and Improvement Plan			
Problem Statement 8:	Based on PBMAS data, the Austin ISD TELPAS Composite Rating for students in US schools multiple years (5 years or more) shows students who receive a rating of Beginning or Intermediate at 14.4%.	Annual Goal:	Based on students who have been in US schools 5 years or more, 2016 TELPAS results will show a 10% reduction in the number of students rated at the beginning/intermediate level.
Root Cause 8:	Austin ISD teachers lack instructional strategies needed to meet linguistic needs of ELLs in core content classes through differentiation and use of the LPAC to monitor the progress of ELLs.	Strategy:	The Bilingual Education/ESL Team will utilize the Linguistic Instructional Alignment Guide (LIAG) to help teachers make connections between ELPS, College and Career Readiness Standards (CCRS), TELPAS proficiency level descriptors, and linguistic accommodations.
Index Number:	<input type="checkbox"/> Not Applicable <input checked="" type="checkbox"/> Index 1: Student Achievement <input checked="" type="checkbox"/> Index 2: Student Progress <input checked="" type="checkbox"/> Index 3: Closing Achievement Gaps <input checked="" type="checkbox"/> Index 4: Postsecondary Readiness		
Critical Success Factors (CSFs)/ ESEA Turnaround Principles (TPs)/ Major Systems	<input checked="" type="checkbox"/> CSF 1-Improve Academic Performance/ESEA TP: Strengthen the School's Instruction <input checked="" type="checkbox"/> CSF 2-Quality Data to Drive Instruction/ESEA TP: Use of Data to Inform Instruction <input type="checkbox"/> CSF 3-Leadership Effectiveness/ESEA TP: Provide Strong Leadership <input checked="" type="checkbox"/> CSF 4-Increased Learning Time/ESEA TP: Redesigned School Calendar <input type="checkbox"/> CSF 5-Family/Community Engagement/ESEA TP: Ongoing Family and Community Engagement <input type="checkbox"/> CSF 6-School Climate/ESEA TP: Improve School Environment <input checked="" type="checkbox"/> CSF 7-Teacher Quality/ESEA TP: Ensure Effective Teachers	How will address this Root Cause impact the index/indicator SF?	Identification of campuses with high number of low performing BE/LEP/student groups on TELPAS will allow for targeted sheltered instruction professional development in order to increase academic progress of students and improve teacher quality of instruction.
Interventions by Quarter			
Q1 (Aug, Sept, Oct)		Q2 (Nov, Dec, Jan)	
Q1 Goal:	By the end of the first quarter, 100% of AISD LPAC chairs will access the online binder to support staff and/or teachers with a focus on utilizing TELPAS proficiency level descriptors (PLDs), ELL Accommodations based on spring PLDs.	Q2 Goal:	By the end of January, BE/ESL Compliance Coordinators will develop and follow a targeted rotation campus visit calendar to meet with LPAC Chairs and support with TELPAS PLDs and advancing ELL language proficiency levels.
Q3 Goal:	By the end of March, 100% of targeted schools (based on Dept. of ELLs data of trends and causal factors) will receive support via planning and interventions for ELLs from district specialists.	Q4 Goal:	Based on students who have been in US schools 5 years or more, 2016 TELPAS results will show a 10% reduction in the number of students rated at the beginning/intermediate level.
Q1 Interventions Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).		Q2 Interventions	
1) Train LPAC Chairs on using TELPAS results to differentiate instruction. Online binder will also include accessing information on Accountability documents for their campus and sharing with teachers. The binder also houses state LPAC along with TEA TETN presentations (TEA Network and Accountability Updates). 2) Analyze TELPAS data to identify campuses in need of advancing ELLs who have been in US schools 5 or more years from beginning or intermediate to advanced and advanced high. 3) Provide professional development on sheltered instruction and ELPS to targeted schools. Support new teachers on using TELPAS results and proficiency level descriptors (PLD) to differentiate instruction. 4)		1) Provide campuses with the names of long term ELLs. Provide professional development for LPAC chairs on how to conduct "Monitoring LPACs", and to search for patterns/trends and interventions at their respective campuses. Analyze MOY data from targeted schools with high number of long term ELLs. 2) Continue to support new teachers on using TELPAS results and proficiency level descriptor (PLD) to differentiate instruction. 3) Create and provide campus an updated "ELL Campus Profile" with data related to PBMAS. 4)	
Q3 Interventions		Q4 Interventions	
1) Identify trends in the TELPAS data and identify causal factors that challenge the advancement of ELLs in English language acquisition at targeted schools. 2) Continue to provide assistance to teachers at targeted schools to plan for differentiated instruction based on their students' language proficiency levels 3) Identify targeted schools to begin TELPAS training of trainers. Dept. of ELLs will support campuses with planning and designing interventions for ELLs. 4)		1) Review 2016 TELPAS data. Create a plan of action for 2016-17 for students in US school five or more years. 2) Provide campuses with TELPAS results of ELLs who have been in U.S. schools for 5 or more years. 3) 4)	
What data will be collected to monitor interventions in Q1?		What data will be collected to monitor interventions in Q2?	
1) Sign in sheets and Agenda 2) TELPAS data List of identified campuses 3) Sign in sheets Agenda New teacher PD outline on PLDs 4)		1) Agendas Google Doc PD log from campus visitation dates/topics HCP registration 2) TELPAS data Sign-in sheets/agendas on proficiency level descriptor (PLD) matrix from LPAS 3) ELL Campus Profiles 4)	
What data will be collected to monitor interventions in Q3?		What data was collected to monitor interventions in Q4?	
1) Trends in TELPAS data for causal factors on English Causal factors for students not advancing in their language proficiency/acquisition 2) Agendas, Sign In sheets from meeting with teachers 3) TELPAS TOT campus list 4)		1) 2016 TELPAS data Plan of action 2) Campus TELPAS data 3) 4)	

District Name:	Austin ISD
Campus Name:	

Needs Assessment Summary and Improvement Plan

Problem Statement:	Based on PBMAS and System Safeguards, student data shows the need to increase Writing performance across the district based on STAAR ESL Writing grade 7 (32.9%), LEP (not served in BE/ESL) Writing grade 7 (46.7%), Title 1 Writing grades 4/7 (55.2%), and Special Education Writing grades 4/7 (26.2%).	Annual Goal:	Austin ISD will reduce the percentage of non proficient students on 2016 STAAR Writing by 15% as compared to 2015.
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Root Cause:	Teachers lack content knowledge with regard to grammar and mechanics. Grammar and mechanics are not being explicitly taught, and students are not being required to apply what is learned in their actual writing/compositions.	Strategy:	The Language Arts Team will provide training and coaching to support identified campuses (≤ 70% passing on 2014-15 STAAR 4th and 7th grade Writing) by implementing a consistent model of writing that includes explicit grammar and mechanics instruction.
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Index Number:	<input type="checkbox"/> Not Applicable <input checked="" type="checkbox"/> Index 1: Student Achievement <input checked="" type="checkbox"/> Index 2: Student Progress <input checked="" type="checkbox"/> Index 3: Closing Achievement Gaps <input checked="" type="checkbox"/> Index 4: Postsecondary Readiness		
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Critical Success Factors (CSFs)/ ESEA Turnaround Principles (TPs)/ Major Systems	<input checked="" type="checkbox"/> CSF 1-Improve Academic Performance/ESEA TP: Strengthen the School's Instruction <input type="checkbox"/> CSF 2-Quality Data to Drive Instruction/ESEA TP: Use of Data to Inform Instruction <input type="checkbox"/> CSF 3-Leadership Effectiveness/ESEA TP: Provide Strong Leadership <input checked="" type="checkbox"/> CSF 4-Increased Learning Time/ESEA TP: Redesigned School Calendar <input type="checkbox"/> CSF 5-Family/Community Engagement/ESEA TP: Ongoing Family and Community Engagement <input type="checkbox"/> CSF 6-School Climate/ESEA TP: Improve School Environment <input checked="" type="checkbox"/> CSF 7-Teacher Quality/ESEA TP: Ensure Effective Teachers	How will addressing this Root Cause impact the index/indicator/CSF?	Enhancing the knowledge and skills of teacher understanding regarding grammar and mechanics will increase student performance in writing and will improve teacher quality of instruction.
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Interventions by Quarter

Q1 (Aug, Sept, Oct)	Q2 (Nov, Dec, Jan)	Q3 (Feb, Mar)	Q4 (April, May, June)
Q1 Goal: By the end of the first quarter, 100% of AISD campuses will focus on the explicit teaching of mechanics and grammar writing TEKS and application within student compositions.	Q2 Goal: By the end of January, Austin ISD will reduce the percentage of non proficient students on 4th and 7th grade 2015 Writing by 15% on MOY I as compared to 2014.	Q3 Goal: By the end of March, Austin ISD will reduce the percentage of non proficient students on 4th and 7th grade 2016 Writing by 15% on adapted STAAR release as compared to 2015.	Q4 Goal: By the end of June, Austin ISD will reduce the percentage of non proficient students on 4th and 7th grade 2016 Writing by 15% on STAAR release as compared to 2015.

Q1 Interventions	Q2 Interventions	Q3 Interventions	Q4 Interventions
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Q1 Interventions <i>Districts and 1st Year IR campuses are required to provide, at a minimum, the interventions accomplished for quarter 1 (Q1).</i>	Q2 Interventions	Q3 Interventions	Q4 Interventions
1) Develop scope and sequence for teaching 4th grade grammar and mechanics TEKS. Embed the scope and sequence within the CRMs. 2) Allocate a defined time within the daily schedule for writing instruction. 3) Require identified campuses (based on PBMAS indicators) to attend the Region 13 "ELL Writing Cohort" that will focus on supporting ELLs in language arts including grammar and mechanics. 4) Provide Thinking Maps training for Title 1 middle schools across all content areas.	1) Provide professional development sessions for 4th grade writing teachers which focus on grammar and conventions and revision/editing on 2015 STAAR Writing. 2) Provide PD for instructional coaches on writing instruction via regular participation in middle school ELA PLCs. 3) Conduct walkthroughs at targeted schools to ensure evidence that the conventions of writing are being explicitly taught. 4) Continue to monitor attendance for identified campuses to ensure teachers are attending "ELL Writing Cohort." 5) District LA/ESL specialists will attend PD and monitor classroom implementation through the online cohort community (Padlet and/or Google Communities). 6) Identify teachers in need of additional support (based on 7th grade MOY I Writing results and lack of evidence using instructional strategies in the classroom). 7) Implement Thinking Maps materials in Title 1 middle schools across content areas and provide Write from the Beginning and Beyond professional development.	1) Provide professional development sessions for 4th grade writing teachers which focus on grammar and conventions and revision/editing on 2015 STAAR Writing. 2) Provide feedback and recommendations based on walkthroughs. Provide PD for instructional coaches on writing instruction via regular participation in middle school ELA PLCs. 3) Conduct walkthroughs at targeted schools to ensure evidence that the conventions of writing are being explicitly taught. 4) Continue to monitor attendance for identified campuses to ensure teachers are attending "ELL Writing Cohort". 5) District LA/ESL specialists support will attend PD and monitor classroom implementation through the online cohort community (Padlet and/or Google Communities). 6) Provide professional development to instructional coaches (based on identified teachers in Q2) through vertical PLCs based on identified needs from MOY I.	1) Begin to review and analyze STAAR Writing data. 2) Develop an action plan for 2016-17 in response to the data.

What data will be collected to monitor interventions in Q1?	What data will be collected to monitor interventions in Q2?	What data will be collected to monitor interventions in Q3?	What data was collected to monitor interventions in Q4?
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Q1 Data	Q2 Data	Q3 Data	Q4 Data
1) Austin ISD developed scope and sequence for teaching 4th grade grammar and mechanic writing TEKS (embedded within the CRMs). 2) Daily schedules 3) HCP Sign-in sheets 4) Thinking Maps PD sign-in sheets	1) Agendas, sign in sheets of monthly, half-day 4th grade professional development sessions 2) 7th grade ELA PLC Agendas and sign in sheets 3) Documentation from walkthroughs 4) HCP Sign-in sheets 5) Campus walkthroughs that support evidence of implementation based on strategies learned from cohort 6) Provide campus coach the list of identified teachers in need of additional support 7) Write from the Beginning and Beyond sign in sheets	1) Agendas, sign in sheets of monthly, half-day 4th grade professional development sessions 2) 7th grade ELA PLC Agendas and sign in sheets 3) Documentation from walkthroughs 4) HCP Sign-in sheets 5) Campus walkthroughs that support evidence of implementation based on strategies learned from cohort 6) Sign-in sheet from verticle team PLCs	1) Data analysis 2) District Writing Plan for 2016-17

FIR Sustainability Questions

If your campus is identified as formerly Improvement Required (FIR), please answer the following questions (before March 10, 2016)

What strategies, processes, and/or systems, has the campus identified as making the greatest impact in moving the campus to a Met Standard rating?	<Enter text>
What plans are in place to sustain these strategies, processes, and/or systems?	<Enter text>