



Targeted Improvement Plan

District Name: Midland ISD	County District Number: 165901	Superintendent Name: Orlando Riddick
Campus Name: Scharbauer Elementary School	Campus Number: 125	District Coordinator of School Improvement: Monica Hernandez, Lisa Neighbors
PSP: Holly Roberts	Educational Service Center: Region 18	School Principal: Deanna Flader

Vision:	The Scharbauer Elementary School community is committed to creating lifelong learners through collaboration, progress monitoring and a positive learning environment to ensure academic and social student growth.		
Problem Statement #1:	30% of students obtained a meets standard on all tests.	Annual Goal #1:	The campus will increase the number of students that will obtain the meets proficiency level to 48%.
Root Cause #1:	Due to the staff turnover, including administration, the campus lacks	Strategy #1:	The campus will implement a Planning Cycle process in all core content areas grades K-6.

Goal #1:	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity		Next Steps
Short-Term: <i>(training, acquisition of new skills)</i>	Creation of a common Lesson Planning (TEKS, Objective, Higher Level Questioning, Product)	August 2018	TEKS Resource System, Lead4ward, Backwards Design, Reading Specialist K-2, Instructional Specialist 3-6	Instructional Specialist, classroom teachers, administrators	All core content areas will plan using the lesson planning template		Select	
	Training/Review of PLC Process	September 2018	Instructional Specialist, Learning By Doing text	Instructional Specialist, administrators	Collaborative planning that is focused on the four critical questions		Select	
	Determining Essential Skills	August 2018 & September 2018	TEKS resource, Lead4ward, instructional resources	Classroom teachers, instructional specialist, administration	Focused and intentional purpose in lesson planning		Select	
Intermediate: <i>(Implementation)</i>	K-2 will implement the five balanced literacy approaches to increase student reading levels	August 2018-May 2019	Outside consultant, Fountas and Pinnell Professional Books	Campus Admin, K-2 teachers, Reading Specialist K-2	The campus will meet grade level goals using multiple measures (F&P and iStation)		Select	
	Utilize CIA/PLC processes during collaborative planning	August 2018-May 2019	Instructional Resources, PLC agenda focusing on the four critical questions	Campus Admin, Campus Leadership Team, Instructional specialists	Classroom instruction will be aligned to the rigor of the TEKS, leading to a positive trend in student performance on formative and summative assessments.		Select	
	When planning a lesson, teachers will implement the backwards design model by developing student exemplar products for each unit of study.	August 2018-May 2019	Instructional Resources, TRS Pacing Guide	Classroom Teachers	Classroom instruction will be aligned to the rigor of the TEKS, leading to a positive trend in student performance on formative and summative assessments.		Select	
	Lesson objectives and higher level questioning will be created and sequenced in the unit to ensure mastery of the exemplar.	August 2018-May 2019	Instructional Resources, TRS Pacing Guide, HESS Cognitive Rigor Matrix	Classroom Teachers	Classroom instruction will be aligned to the rigor of the TEKS, leading to a positive trend in student performance on formative and summative assessments.		Select	
	Participation in the District Content Planning Collaborative for the purpose of strengthening instructional delivery.	August 2018-May 2019	TRS YAGs	Classroom Teachers, district support, administration	Classroom instruction will be aligned to the rigor of the TEKS, leading to a positive trend in student performance on formative and summative assessments.		Select	
	Campus Admin will monitor Lesson Planning/Instructional delivery and provide timely feedback	August 2018-May 2019	Eduphoria, Non-negotiables	Campus Administration	Documentation will reveal improvement in planning and delivery of Tier 1 instruction		Select	
Long-Term: <i>(Results)</i>	STAAR Test	April 2019-May 2019	STAAR Test	Campus Admin, teachers	Increased % of students that "meet" standard		Select	
	Systemic Change in Lesson Planning	August 2018-May 2019	CIA Process, Instructional Process	Classroom teachers, Instructional	Increased % of students that "meet"		Select	
Vision Status					Vision Metrics			

End of Year Report

Did you meet the annual goal? Why or why not?

Is the root cause resolved? Why or why not?

Problem Statement #2: 56% of students met their progress measure				Annual Goal #2: At least 66% of the students will meet or exceed their progress measure.				
Root Cause #2: The campus did not systemically follow a process to monitor student				Strategy #2: The campus will create and ensure the quality implementation of a protocol for analyzing all relevant				
Goal #2:	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term:	Training in a system for student data	September 2018	Data tracking discussion/decisions,	Classroom teachers, students,	The campus will develop a systemic		Select	
Intermediate: (Implementation)	Administrators and Teachers will	August 2018-May 2019	Student performance data	Administrators, Instructional	Students and teachers will work		Select	
	Students will utilize data folders to	August 2018-May 2019	Student performance data	Teachers, students	The number of students requiring		Select	
	Teachers and administrators will	August 2018-May 2019	Student data folders	Students, parents, classroom	Student responsibility for their		Select	
	Administrators will monitor and	August 2018-May 2019	Instructional process documents	Classroom teachers, students,	% of teachers using learning targets		Select	
Long-Term: (Results)	District Checkpoints	September 2018-May 2019	Data analysis protocol, walk-	Teachers, administrators	Administrators and teachers will		Select	
	STAAR Assessment	September 2018-May 2019	District checkpoints	Administration, classroom teachers,	After each checkpoint the % of		Select	
Vision Status				Vision Metrics				

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