

Campus Turnaround Plan

District Name:	Midland ISD	County-District Number (CDN):	165901
Campus Name:	Milam Elementary	Campus Number:	113
Grades Served:	K-6	Date of Board Approval:	
Consecutive School Years Rated Academically Unacceptable/Improvement Required:			4th Year IR

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Iliana Bermea and Julie Barraza	Principal and Asst. Principal
Denise Galindo, Amanda Martin, Jennefer Graham	Teachers
Carmina Aguilar , Kelley Richardson	Teachers
Diane Lopez	DCSI
Susan Calvin	PSP

Turnaround Plan Attestation Statements

	By checking the box, we attest assistance was requested from parents and community members in developing the campus turnaround plan, per Texas Education Code (TEC) 39.107(a-2)(2). In addition, the request and input have been recorded and are available upon request.
	By checking the box, we attest the campus site-based decision making committee (if applicable), parents, teachers, and community members had an opportunity to review the plan before it was submitted for approval to the board of trustees, per TEC 39.107(b). The comments must be submitted in the ISAM portal.
	By checking the box, the superintendent and board of trustees attest this plan provides clear focus and urgency to effectively move the turnaround initiatives) forward. The district confirms its commitment to support the school in the successful implementation of this plan.

Historical Narrative (Optional Response)

Include a historical narrative that succinctly describes the history of the campus that has led to under performance. Limit the narrative to big picture issues and the challenges of the campus. Do not exceed 3000 characters.

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Needs Summary and Turnaround Plan

Systemic Root Cause: Describe the systemic root cause that has led to low student performance.

The campus lacks the ability to analyze and prioritize the essential knowledge and skills that build a solid foundation in Tier 1 instruction. Prior to spring 2015, the campus culture and structures did not efficiently lend themselves to teacher collaboration, job-embedded teacher support, or data-informed targeted support for all learners.

Turnaround Initiative: Describe your systematic approach for turning around the campus.

Through implementing a professional learning community approach across the entire campus, we will develop a culture of learning for both teachers and students. A specific purpose will be given for each team collaboration in which teachers will focus on the implementation of best practices for Tier 1 instruction and create a more in-depth data-informed system to address the needs of all students. The campus will establish specialized content teams.

Impacted Critical Success Factors (CSFs):

- CSF 1 - Academic Performance (Curriculum & Instruction)
- CSF 2 - Quality Data to Drive Instruction
- CSF 3 - Leadership Effectiveness
- CSF 4 - Increased Learning Time
- CSF 5 - Family/Community Engagement
- CSF 6 - School Climate
- CSF 7 - Teacher Quality

Outcome: Describe how the turnaround initiative will resolve the identified systemic root cause.

Establishing specialized content teams will provide a common structure for addressing the essential knowledge and skills and develop a systemic process for data analysis. The collaborative system will provide a framework in which to coach, support, and guide Tier 1 instruction. Enhancing teacher collaboration will enable specialized content teams to create a culture of trust through the effective use of feedback.

Processes/Procedures: What processes, procedures, and policies are needed to ensure that the turnaround initiative will be implemented effectively?

Milam Elementary will continue teacher collaborations following the PLC structures and protocols. Teachers will create an essential skills calendar with a focus on K-6th for reading and math. We will continue the CIA process in which teachers will unpack the essential skill standards in Tier 1 instruction. Upon receipt of STAAR test results, teachers will analyze student data and align the data to the essential skills calendar. An on-going analysis of assessments and the correlation with teaching practices will drive the campus to identify and strengthen effective instructional strategies by providing data-driven professional development addressing Tier 1 instruction. In order to allow for more meaningful collaboration in fall of 2016 the master schedule will be redesigned to allow 3rd-6th grade teachers to be responsible for multi-

Communications: How will you communicate a shared and clear vision for the turnaround initiative that results in a collaborative effort toward student success?

On March 30th, the Teacher Leadership Team presented the Turnaround Plan to the Milam staff. Campus staff worked in teams to provide feedback that focuses on the positives, concerns and suggestions for the plan. Beginning April 4, parents, staff and community will have the opportunity to provide input toward the plan via the campus website and an available online or hard copy survey. A parent meeting will be conducted to provide needed clarification on turnaround initiative. On-going communication (through newsletters and student led conferences) will be provided to parents about student academic performance and individual needs with the goal of working collaboratively toward their success. Part of the on-going communication will include information concerning progress toward successful implementation of

Organizational Structure: How will you eliminate barriers to improvement, redefine staff roles and responsibilities as necessary, and empower staff to be responsive in support of the turnaround initiative?

Two instructional specialists will be utilized beginning in fall 2016 to assist teachers in improving instructional practices and to work with students to increase academic growth. The district has made a commitment to staff Milam with smaller student/teacher ratios in comparison to other elementary campuses. Additionally, the campus will take advantage of the district's priority hiring to secure high quality teachers. The master schedule will allow for flexibility in time allotments for content subjects.

Capacity and Resources: Describe the staff that are required to implement the plan. (Specify any new full time employees as a result of the initiative. Describe how personnel resources are different from the previous school year.)

Two instructional specialists will be necessary to fully implement the Turnaround Initiative and provided teacher needed support. In previous school years, Milam has not had a full-time instructional specialist dedicated staff and students on a regular basis.

How will you allocate campus and district funds for this initiative?

Category	Amount	Description
Payroll	130,000	Milam will redefine the roles and responsibilities of the instructional specialists.
Professional Development		
Supplies and Materials	10,000	
Other Operating Cost	20,000	subs
Capital Outlay		