



Targeted Improvement Plan

District Name:	Irving ISD	County District Number:	057-912	Superintendent Name:	Magda Hernandez, Acting Superintendent
Campus Name:	John R. Good	Campus Number:	105		Dr. Laina McDonald
PSP:	Jeanne Walker	Educational Service Center:	Region 10	School Principal:	Alberto Zavala

Vision: John R. Good through a collective cultural shift will get out of Improvement Required and provide at least on year's growth for all students by working in collaborative teams and utilizing data to drive instruction.

Problem Statement #1:	41% of students missed the growth targets in reading.	Annual Goal #1:	By Spring of 2019 100% of students will achieve their target growth measure in reading
Root Cause #1:	Lack of capacity to provide differentiated guided reading instruction.	Strategy #1:	Accountability for guided reading instruction through teacher observations, coaching, professional development and planning.

	Activity <i>(Actions/Processes)</i>	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: <i>(training, acquisition of new skills)</i>	Provide schoolwide professional development on DRA/EDL, running records, guided reading, and phonics.	September (initial training); October (follow-up training); January (refresher)	DRA Kits; EDL Kits	District Coordinator Campus Coaches District Coaches	75% of Reading teachers will be proficient in Guided Reading Instruction.		Select	
	Provide professional development on the use of MAP and AWARE.	September (initial training); November (follow-up); December (follow-up); Ongoing (AWARE)	AWARE; MAP	Campus Administrators Instructional Coaches	All teachers will become proficient with the data tools that MAP and AWARE have available.		Select	
	Provide professional development for the campus leadership team on the observation and feedback protocol.	September	Perform; Getting Better Faster	Principal Executive Director	All teachers will receive ongoing feedback from the administrative team and instructional coaches to improve instructional practice.		Select	
	Create campus data PLC (SWOT) meeting framework and schedule of campus grade level data meetings.	September	School Calendar; Google Docs	Administrator Instructional Coaches	District Curriculum Assessment 50% or above passing rate.		Select	
	Create and implement an intervention/prevention schedule for students in grades 3-5.	September	Leveled Readers	Administrators Instructional Coaches Specials teachers Paraprofessionals	To increase student performance by 40% or more on the identified essential standards.			
Intermediate: <i>(Implementation)</i>	Leadership team will create a weekly observation schedule to monitor, assess and hold teachers accountable for the implementation of guided reading instruction and provide quality feedback.	September - May administrators will be tasked with 10 weekly observations.	Perform; District curriculum; Getting Better Faster	Administrators Instructional Coaches	100% of the leadership team will perform 10 weekly observations and provide quality feedback to teachers to improve instructional practice.		Select	
	Adhere to data PLC (SWOT) schedule and lead data discussions and interventions with teams.	Bi-weekly; Monthly for K-1	District assessments; MAP; DRA	Administrators Instructional Coaches Teachers	To improve student achievement for 100% of students.		Select	
	Walkthrough focus on guided reading instruction taking place in classrooms daily.	Daily as per walkthrough schedule	Perform; Campus walkthrough schedule	Administrators	100% of teachers providing effective guided reading instruction.		Select	

Vision:		John R. Good through a collective cultural shift will get out of Improvement Required and provide at least on year's growth for all students by working in collaborative teams and utilizing data to drive instruction.						
	Admininrator participation at all PLC data meetings and purposeful planning meetings.	Weekly	District assessments; MAP; DRA	Administrators Instructional Coaches	District Assessments' results increase by 60% passing.		Select	
Long-Term: (Results)	Effective guided reading instruction taking place in classrooms daily.	2018-2019 school year	District curriculum resources	Administrators	100% of the reading teachers will be proficient in delivering Guided Reading Instruction.			
	Build teachers capacity to provide differentiated guided reading instruction.	2018-2019 school year	District curriculum resources	Administrators	100% percent growth in reading for all students in DRA reading levels and MAP.			
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:	46% of students missed the growth targets in STAAR Math	Annual Goal #2:	By Spring of 2019 100% of students will achieve their growth measure in Math
Root Cause #2:	The school's climate was not rooted in a belief of high expectations, accountability, and support for teachers.	Strategy #2:	Leadership team will observe classrooms weekly to monitor and evaluate implementation of the math curriculum as well as meet with teachers during PLC's and data talks to ensure effective, consistent implementation of the K-5 math curriculum while simultaneously providing positive praise and feedback to teachers.

	Activity (Actions/Processes)	Activities Timeline	Resources	Person(s) Responsible	Goal for this Activity	Results for this Activity	Status	Next Steps
Short-Term: (training, acquisition of new skills)	Conference with students and parents to create MAP MOY and MOY growth goals.	October	MAP Student Profile	Classroom teacher	District Curriculum Assessment #2 passing rate at or above 55%.		Select	
	Create and implement a data meeting framework and a campus schedule of campus grade level data meetings.	September	School Calendar	Administrators Instructional Coach	All teachers will utilize data to inform instructional decisions.		Select	
	Create campus schedule for grade level purposeful planning meeting.	September	School Calendar Adminintration Weekly Newsletters	Administrators Instructional Coach	100% of teachers will implement the Irving ISD aligned curriculum.		Select	
Intermediate: (Implementation)	Administrator participation at all data meetings and purposeful planning meetings.	Weekly	District Assessments MAP	Administrators Instructional Coaches	District Curriculum Assessment #3 in math will be at or above 65%.		Select	
	Math teachers will adhere to data PLC schedule and participate in data discussions and interventions with PLC team.	Bi-weekly; Monthly K-1	District curriculum; Utilize the SWOT Matrix; AWARE Data (UA & DCA's); MAP	Administrators Instructional Coaches Teachers	100% of math teachers align instructional delivery to the curriculum and adhere to campus expectations.		Select	
	Create and implement an intervention/prevention schedule for students in grades 3-5.	Daily	District curriculum	Administrators Instructional Coaches Specials Teachers Instructional Paraprofessionals	100% of students receiving interventions will show acadmic growth.		Select	
Long-Term:	Implement classroom observations focused on daily guided math instruction.	Daily as scheduled on teacher's day card	District curriculum	Teachers	100% of math teachers will be proficient in providing guided math instruction.		Select	

Long Term Vision: John R. Good through a collective cultural shift will get out of Improvement Required and provide at least on year's growth for all students by working in collaborative teams and utilizing data to drive instruction.								
Long Term (Results)	Build teachers capacity to provide differentiated guided math instruction.	Daily	District curriculum District PD	Administrators Instructional Coaches Specials Teachers Instructional Para's	60% or more of students meet MAP growth targets at MOY & EOY.			
Vision Status				Vision Metrics				