Campus Turnaround Plan

District Name:	Radiance of Academy of Learning	County-District Number (CDN):	015-815
Campus Name:	Radiance of Academy of Learning	Campus Number:	001
Grades Served:	PreK-4th	Date of Board Approval:	June 8 2016
Consecutive School Years Rated Academically Unacceptable/Improvement Required:			2nd Year IR

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Mrs. Lois Chapa / Mr. Eric Davis	Principal
Mrs. Gail Miller	Academic Coach
Dr. Lamyrle Ituah	Professional Service Provider (PSP)
Mr. Derrick Armstead	District Coordinator of School Improvement (DCSI)
Ms. Jamie Lewis	Fourth Grade Teacher

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 initiative(s) forward. The district confirms its commitment to support the school in the successful implementation of this plan.

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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.

As the State Accountability system continues to be revised, the campus has encountered multiple issues in the last several years regarding leadership, staffing, curriculum resources, district and campus initiatives, as well as, a significant decrease in student enrollment. Student progress has been impacted by a number of factors. Consistency in effective leadership practices and expectations are critical to the success of our students. In response to poor academic performance of our students, the district has made the necessary adjustments with respect to instructional leadership and staff in order to affect school improvement initiatives. Consequently, due to assignment of new campus leadership as well as other factors, there has been high teacher turnover, a marked impact on school culture, and a need to create a new campus vision and mission. The inconsistency of the above-mentioned concerns has historically caused a deleterious effect upon campus success with respect to student academic performance, academic resources, highly-effective teaching support and parental support.

Needs Summary and Turnaround Plan

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

Ineffective processes and procedures for planning staff development, support, and follow-up for proper implementation for content area teachers continues to impact student learning and progress. Historically, teachers have had the autonomy to decide what scope and sequence to follow and to what capacity to follow a specific scope. Therefore, the data analyzed has been inconsistent and insufficient to accurately determine the needs for all students in all content areas.

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Turnaround Initiative: *Describe your systemic approach for turning around the campus.*	Impacted Critical Success Factors (CSFs):
It is imperative that all seven critical success factors are addressed as each take on a vital role for turning around a campus. Due to our ineffective planning we will need to conduct an extensive Comprehensive Needs Assessment (CNA) in order to determine and monitor student growth. The campus will use the Year at a Glance (YAG) as the official scope and sequence. Educational experts can provide the appropriate guidance and training in which our Instructional Team will increase their skillset to monitor and ensure the plan of action is evident day-to-day. This initiative differs from the Targeted Improvement Plan (TIP) by adding a PLC focus which includes a time allotment and quality data necessary for effective planning.	☑ 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.*

The campus turnaround initiative will lead to effective instructional planning and improved teacher practices. The initiative will also improve the use of a data management system to meet student needs and in effect increase student progress and performance.

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

The district will provide the following: a curriculum that is aligned to the TEKS and the Year at a Glance, assessment and data cycles aligned with the YAG, and resources to support the turnaround initiative. The district and campus will provide ongoing and frequent professional development based on identified needs. They will also develop surveys to collect input from all stakeholders (students, parents/community), and survey results will be communicated using multiple media. The campus will conduct systematic monitoring of teacher performance and student progress. The TIP focused on weaknesses in a specific subject area (Writing), as well as poor instructional practices due to the number of inexperienced teachers.   In SY16-17, the Turnaround Initiative will equip teachers on how to use resources to gather quality data. It will establish PLCs to give them the time required to disaggregate and use that data for effective planning. Extensive and ongoing training from educational experts will increase the knowledge and skills sets of both teachers and administrators to monitor the instructional effectiveness of the initiative to increase student learning. It will increase the number of general ed instructional staff per grade level, in addition to increasing the capacity of special program staff to enhance early intervention efforts and provide more specialized instruction and targeted intervention for students at-risk campus wide.

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

Campus vision, mission, and core values will be communicated and published to ensure all stakeholders are informed. The campus will provide parents, community partners, and other stakeholders, updates about the turnaround initiative during scheduled events. Campus will provide regularly scheduled updates about student progress. Our priority is to cultivate an enduring desire to learn and to promote virtuous character. We are able to accomplish this by maintaining a rich culture of teaching and learning while providing each student with the fundamentals of a classical education within a 21st Century environment. Communication avenues will consist of utilizing the district's call out system, social media, the parent portal, and daily communication logs to reach parents. The school will establish an active PTO board to maintain ongoing partnership. Parents will be encouraged to have a voice in the education of their children. Suggestions and concerns regarding implementation of the initiative will be reviewed and considered during PLC and staff meetings. Parents will receive timely feedback from the staff by phone or face-to-face conversations.

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?*

District office will monitor and support campus level activities related to the turnaround initiatives to ensure implementation with fidelity. The district will ensure that resources and reasonable financial support are available to implement the turnaround initiative. The campus leadership team and all staff members will receive extensive training to successfully implement the turnaround initiative. Campus leadership will actively develop leadership capacity within the staff to help support the turnaround initiative. Classrooms will have access to mobile technology (computers on wheels, portable white board, and classroom response system). This will allow easier access to the curriculum for students with disabilities, marginalized students and students at risk.

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.)*

A Dean of Instruction position has been created to assist the principal to coordinate and facilitate implementation of the turnaround initiative. Teachers will assume leadership roles determined by the administration. District and campus level professional development/training will be provided to successfully implement the turnaround plan. Educational experts' services will be utilized to provide specialized/targeted training aligned to the turnaround initiative. A Trainer of trainer's model will be used for on-site professional development.

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

Category	Amount	Description
Payroll	112000	Dean of Instruction
Professional Development	14000	PLC training, content training, data application training
Supplies and Materials	20000	Resources for book studies, general supplies
Other Operating Cost	30000	conferences, travel, lodging
Capital Outlay		

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

<Enter Text>

Turnaround Initiative: *Describe your systemic approach for turning around the campus.*	**Impacted Critical Success Factors (CSFs):**
<Enter Text>	☐ CSF 1 - Academic Performance (Curriculum & Instruction)
	☐ CSF 2 - Quality Data to Drive Instruction
	☐ CSF 3 - Leadership Effectiveness
	☐ CSF 4 - Increased Learning Time
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	☐ CSF 6 - School Climate

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		☐ CSF 7 - Teacher Quality	

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

<Enter Text>

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

<Enter Text>

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

<Enter Text>

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<Enter Text>

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<Enter Text>

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

Category	Amount	Description
Payroll		
Professional Development		
Supplies and Materials		
Other Operating Cost		

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Capital Outlay			