



# THE LAWSON ACADEMY

## Turnaround Plan Summary 2018-19

Background: HB 1842 requires 2<sup>nd</sup> year Improvement Required campuses to write a turnaround plan. The plan is developed by the district, along with the campus intervention team, parents, community members, and other relevant stakeholders. The plan must be approved by the board of trustees and the commissioner of education. We welcome the input of our parents and community.

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

Lack of campus-wide processes and systems used to effectively track student progress. In addition to ineffective tracking of student progress measures along with those campus factors that would positively influence student progress overall.

**Turnaround Strategy:** *Describe your approach to resolve the systemic root cause and improve student outcomes.*

The Lawson Academy will implement the following as resolution of identified systemic root causes:

- Three full-time campus intervention teachers in reading and mathematics
- Math Solutions Teachers – to focus on math problem solving strategies hands on approach
- Two full-time Read 180 teachers- small group instruction combined with technology
- Student Success tracking Reports – to track individual student progress
- Student Led Report to Parent Progress Discussions
- Effective and timely use of Eduphoria software application to create student assessments and diagnostic reports

- Provide a full-time campus-based curriculum and instruction specialist that will influence teaching and learning through use of student performance data.

**Outcome:** Describe how the turnaround strategy will help the campus achieve its vision.

The effective use of full time interventionists and a curriculum and instruction specialist as an approach to engage students in learning based on academic need as reflected through student performance. This will in turn improve campus culture and build a stronger sense of a professional learning community that is focused on the academic progress of every student.

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

Daily monitoring of classroom instruction through the use of T-TESS walkthroughs combined with timely feedback to teachers on all classroom lesson observations. The use of Eduphoria software application to develop curriculum checkpoints. Weekly monitoring of lesson planning to ensure TEKS alignment. Create Student Success Initiative Documents used to track student performance data to be used in developing individual student goals. Use of weekly PLC time to plan and collaborate based on student performance data. Targeting instruction based on student population and prior STAAR performance data i.e. 504, special education. Providing opportunity for continual open communication with parents on how they can support academic student progress. Implementation of instructional rounds to ensure the continuity of leveled instructional practices school-wide.

**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?

The Lawson Academy administration has restructured staffing in order to serve the needs of every student. A commitment has been made to ensure the delivery of a more comprehensive instructional program that provide students the opportunity to be engaged in small group targeted instruction, hands on project-based learning infused with technology. Teachers are given the opportunity to lead in each content area, develop campus goals in addition to student and department level goals in order to support campus-wide progress towards the overall annual goal.

**Capacity and Resources:** Describe the staff, training, and resources 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.)

Staff training was held campus-wide in September to provide professional development on how to incorporate math strategies across the content areas. In response to 2016 STAAR results, two full time teachers were hired to provide concrete experiences in mathematics through Math Solutions which is an instructional approach that offer hands on experiences in math. In addition, the Read 180 Program was implemented school wide for intervention in reading.

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

Communication of shared goals, mission and vision will be disseminated through weekly PLC meetings with teachers, student lead goal conferences that allow students to take ownership of their own progress towards predetermined individual goals, weekly newsletters to include information to parents and community on school-wide programs and incentives that promote student success. The Lawson Academy website will communicate a clear progression towards school's annual goals, mission and vision.