

Campus Turnaround Plan

District Name:	Cuero ISD	District Number:	62901
Campus Name:	Cuero Intermediate School	Campus Number:	62901042
Grades Served:	Grades 4 and 5	Date of Board Approval:	

Consecutive School Years Rated Academically Unacceptable/Improvement Required: _____

Professionals Responsible for Campus Turnaround Plan Development:

Name:	Role:
Bridgette Cerny	Principal
Dr. Pam Longbotham	DCI
Leona Pullin	Interim Asst. Principal
Sherry Wiesman	5th Grade ELAR Teacher
Monica Carson	5th Grade Science Teacher
Karon Copeland	4th Grade ELA Teacher
Catherine Luna	4th Grade Special Education Teacher
Christi Fuchs	4th Grade Science Teacher
James Rabe	PSP

Campus Administrative Team

Please complete the following information for all members of the campus administrative team (including principal, principal's supervisor, assistant principals, any campus-embedded instructional coaches, and any other administrative staff responsible for the implementation of the plan presented here.

Name:	Current Role:	Years in current role:	Last 3 roles:	Area(s) of work expertise: (do not include degrees earned)
Bridgette Cerny	Principal	0.5 Intermediate; 5 years Hunt Elementary	Principal; Reading Interventionist; 3rd grade Teacher	Leadership, Dyslexia, Reading, ESL, EC
To be Hired	Assistant Principal	To Be Hired	To Be Hired	To Be Hired
Instructional Coaches	To Be Hired	To Be Hired	To Be Hired	To Be Hired
Pam Longbotham, Ed.D.	Assistant Superintendent	10	Principal, Assistant Principal, Teacher	Curriculum, Leadership, Federal Programs, Classroom Management

Turnaround Plan Attestation Statements

<input type="checkbox"/>	By checking the box, we attest that if a new principal is hired on the campus prior to or during the implementation of the turnaround plan, the district must notify the agency immediately and ensure that the new principal will implement the commissioner approved plan.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.
<input type="checkbox"/>	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.

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.

Cuero Intermediate School is in the second year an an IR campus. The campus serves approximately 288 students, 15.6% African American, 46.9% Hispanic, 35.1% White, 61.1% economically disadvantaged, 3.1% ELL, and 50.7% at-risk. Campus attendance for 2014-2015 was 95.8%; African American 95.5%, Hispanic 95.5%, White 96.2%, special ed 95.2% and economically disadvantaged 95.4%. Attendance remains steady for all student groups. The campus did not meet standard in Index 2 by one point--campus scored 29; in Index 3 missed by one point --campus scored 27. The superintendent resigned and left the district in December 2015; an Interim Superintendent has served in the supt. position from January 2016 to present time. A new principal for the Intermediate campus started July 2014 and resigned during the school year in 2016, in February 2016. James Rabe who was serving as the PSP, left the PSP position, and assumed the role of campus principal until June 2016. For the 2016-2017 school year, the principal of Hunt Elementary campus was assigned a dual role as the principal of Hunt and the Intermediate campuses. In December 2016, the campus assistant principal resigned, and a current teaching staff membe was reassigned into the assistant principal position. In 2015-2016, there were 44% of the certified staff new to the campus; in 2016-2017, there are 57% certified teaching staff newto the campus. Teacher turnover has been and continues to be high. Teacher comments: Turnover in campus administration: not a fun place to work: constantly adding to teacher burden: better mentoring: simplify things

Needs Summary and Turnaround Plan

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

Cuero Intermediate School's lack of consistent, effective leadership to implement and monitor instructional systems fostered a negative school climate and resulted in poor student performance and excessive teacher turnover (in 2015-16 44%; in 2016-17 57% turnover).

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

Cuero Intermediate School will be consolidated into Hunt Elementary where there is an

Impacted Critical Success Factors (CSFs):

CSF 1 - Academic Performance (Curriculum & Instruction)

effective full time principal and assistant principal. Instructional mentor/coach positions will be created to support, implement and monitor instructional needs at the newly configured Hunt Elementary.

<input type="checkbox"/>	CSF 2 - Quality Data to Drive Instruction
<input checked="" type="checkbox"/>	CSF 3 - Leadership Effectiveness
<input type="checkbox"/>	CSF 4 - Increased Learning Time
<input type="checkbox"/>	CSF 5 - Family/Community Engagement
<input checked="" type="checkbox"/>	CSF 6 - School Climate
<input checked="" type="checkbox"/>	CSF 7 - Teacher Quality

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

An effective full time principal, assistant principal and instructional mentor/coaches will be able to implement and monitor instructional systems campus wide. These positions will provide support to struggling teachers thereby impacting struggling students. With full time support from campus administration as well as mentor/coaches, teachers and students will create a positive school climate and student performance will increase and teacher turnover will decrease.

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

Cuero Intermediate will be consolidated with Hunt Elementary for 2017-18 per board action item (March). Two instructional mentor/coach positions will be created and provide support and implementation of the district's instructional systems on the Hunt campus. The Assistant Superintendent of Curriculum and the Campus Principal will supervise the mentor/coaches.

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

All stakeholders--teachers, staff, students, parents, and administrators will work in a positive school climate, feeling supported by a full time campus leadership which will result in increased student performance. A parent/community meeting to share the campus vision and expectations will be held in August 2017. Two-way communication is demonstrated through monthly parent newsletter, parent lunches, social media to include the campus website, district FaceBook, and Remind 101.

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 4th and 5th grades currently at Cuero Intermediate will be incorporated into the Hunt Elementary Campus which will be realigned from a Grade 1,2,3 campus to a Grade 2-5 campus for the 2017-2018 school year. A full time principal and a full time assistant principal will be in place. The Response to Intervention personnel will be full time positions in Math/Science and ELAR. Instructional coaches/mentors will be hired for ELAR and Math/Science and in place at the campus in 2017-2018.

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.)*

The assistant superintendent and the campus principal will oversee the implementation of the turnaround plan. Additional positions of instructional coaches for core areas of ELAR and Math/Science will be added as full time personnel and full time interventionists for Math/Science and ELAR will be in place.

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

Category	Amount	Description
Payroll	\$150,000 Title Funded	Two instructional/mentor coaches
Professional Development	\$15,000 Title Funded	Professional development for principal support; professional development for coaching, classroom management, differentiated instruction, effective questioning, and brain-based learning
Supplies and Materials	\$4,500 Title Funded	Technology devices such as laptops and iPads
Other Operating Cost	\$3,600 Title Funded	Conferences
Capital Outlay	0	

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.

<Enter Text>

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

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<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?*

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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		
Capital Outlay		