



Mexia Independent School District

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2025-2026 R.Q. Sims and A.B. McBay Turnaround Plan (TAP)

School System Information-

School System Name	Name of the staff member employed by the school system completing this plan submission	Email	What role applies to the person completing this submission?
Mexia ISD	Dr. Bonnie Bomar	bbomar@mexiaisd.net	DCSI and Executive Director of Curriculum & Instruction

Plan Type

Question/Prompt	Please select the type of plan you are submitting
Answer	Turnaround Plan (TAP)

NA and Stakeholder Engagement

QUESTIONS:

- Please indicate the type of needs assessment conducted for each SI-identified campus in the school system following the release of 2025 preliminary state and federal ratings.
 - o ESF Diagnostic and Local Classroom Review for R.Q. Sims only

Student Outcome Goals

Question	Enter the campus-wide goal for the All Grades ELA/Reading Meets Grade Level or Above STAAR Performance rate for the 2025-2026 school year.	Enter the campus-wide goal for the All Grades Math Meets Grade Level or Above STAAR Performance rate for the 2025-2026 school year.	Enter the 2025-2026 Component Points campus goal for the Academic Achievement Component of Domain III.	Enter the 2025-2026 Component Points campus goal for the Growth Status Component of Domain III.	Enter the 2025-2026 Component Points campus goal for the ELP Status Component of Domain III.	Enter the 2025-2026 Component Points campus goal for the Student Success Status Component of Domain III.
Answer(s)	43% (from 37%)	29% (from 23%)	33 (from 21.9)	20 (from 15.6)	100 (from 100)	30 (from 12.5)

Scaling tool Website: <https://rptsrv1.tea.texas.gov/perfreport/account/scaling-tool.html>

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Texas Education Agency
2025 Closing the Gaps
R Q SIMS INT (147903105) - MEXIA ISD - LIMESTONE COUNTY

*** Confidential ***

Calculation Report

$(TEP \div TPP) \times 100 = CP \quad | \quad CP \times W = TP$

Component	Total Earned Points	Total Possible Points	Component Points	Weight	Total Points
Academic Achievement	7	32	(33) 21.9	30.0%	6.6
Growth Status	5	32	(20) 15.6	50.0%	7.8
ELP Status	4	4	(100) 100.0	10.0%	10.0
Student Success Status	2	16	(30) 12.5	10.0%	1.3
Closing the Gaps Score					26

-10
-10
-10
-3
33

School Improvement Strategy

Is the proposed strategy likely to move the campus to a C or better OR CSI exit in two years or less?

- The school improvement strategy selected would reasonably improve student outcomes quickly enough that the campus would not be escalated to a sanction under Texas Education Code (TEC), Section 39A.111.
- There is appropriate support dedicated to strategy implementation and capacity building:
- There is a team/organization with a track record of success in systems building and rapidly improving student outcomes, dedicated to supporting the campus in strategy implementation (an ESC, SAPL vendor, program-vetted vendor, etc.); OR
- If district or campus staff members are named as the capacity builder, there is evidence that these staff members:
- Have a track record of success in school turnaround
- At least 50% of their role is dedicated to the implementation of the strategy on the campus (cannot be current principal or AP, unless role was added specifically to support SI).

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Question	Please select the strategy or strategies you will implement for this campus/these campuses	Which, if any, grants has your school system been awarded to support this strategy?	Which, if any, grants has your school system applied for (or intends to apply for) to support this strategy?	Please name any organizations you are currently working with to build capacity and support strategy implementation.	What are the names and roles of district and campus staff members responsible for capacity building, and what percent of their role is dedicated to supporting implementation of the school improvement strategy?
Answer(s)	Intensive Curriculum & Instruction Improvements	N/A	N/A	ESC Region 12, Region 12 SIL team, Executive Director of Curriculum & Instruction/DCSI-Dr. Bonnie Bomar, Executive Director of Human Resources/Principal Manager-LaKechia Johnson, Instructional Coach-Janette Moore	Executive Director of Curriculum & Instruction/DCSI-Dr. Bonnie Bomar (100%), Executive Director of Human Resources/Principal Manager-LaKechia Johnson (100%), Instructional Coach-Janette Moore (100%)

Curriculum and Instruction

SUCCESS CRITERIA:

Does the plan increase the quality of instructional materials to be used at the campus and provide adequate time and support for teachers to internalize materials and reflect on student performance?

- The campus will increase the quality of the instructional materials to be used at the campus (if not already implementing SBOE-approved HQIM or OER).
 - The district has allocated sufficient instructional time for delivery of HQIM and has a calendar with a minimum of 165 instructional days.
 - The campus will have weekly (at a minimum) high-quality PLCs to support instructional delivery and respond to student outcomes
 - The PLC protocol includes time for lesson internalization and student work analysis.
1. Please select the adopted curriculum:
 - a. *AMPLIFY (RLA)*
 - b. *EUREKA (MATH)*
 2. Is this the curriculum that will be implemented for the duration of the plan?
 - a. *YES*
 3. What new curriculum will be adopted?
 - a. *N/A*
 4. When will the district adopt the new curriculum?
 - a. *N/A*
 5. How many instructional minutes per week are required/recommended for implementation of this curriculum?
 - a. *K-3 RLA- 120 mins/day*
 - b. *4-5 RLA- 90 mins/day*
 6. How many instructional minutes per week are in the master schedule for curriculum delivery, and does this amount of minutes meet the required/recommended number of minutes?
 - a. *K-3 RLA- 120 mins/day*

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- b. 4-5 RLA- 90 mins/day*
7. How many instructional days are included in the 2025-2026 calendar?
 - a. 156*
8. If there are fewer than 165 instructional days in the 2025-2026 calendar, what steps will the district take to ensure a 165-day calendar is adopted and implemented in 2026-2027?
 - a. We will add a minimum of 9 more instructional days to the calendar.*
9. Please describe the assessment plan for the impacted campus(es).
 - a. RQ Sims: The following assessments will be given: NWEA MAP testing (BOY/MOY/EOY according to the research based recommended time frames to maximize the value of the data collected)), Curriculum Based Assessments (CBA) after each unit, Fall STAAR Released Benchmark (SBAs); Spring Full Mock STAAR (SBAs). The data from each assessment will be analyzed within two days of the assessments and utilized by the third day to plan instruction around the gaps in learning, enrichment plans for those showing mastery, and an intervention plan for students that demonstrate they are falling behind. Prescriptive tutoring plans will be designed by teachers and executed through after school options as well as Blackcat Block or other intervention opportunities*
 - b. AB McBay: NWEA MAP testing (BOY/MOY/EOY), Common-Based Assessments after each unit, In the Spring the 2nd grade team will take a mini-mock STAAR style assessment in the Cambium platform in preparation for 3rd grade assessment and to provide baseline STAAR specific data for their 3rd grade teacher at the beginning of the school year along with EOY MAP data. The plan stated above without the STAAR benchmarks applies.*
10. Will the campus(es) implement a PLC structure?
 - a. A PLC structure was implemented in 2024-2025 under the guidance of Region 12 ESC when the HQIMs were adopted. The MIA Grant along with the LASO 2 grant helped the district align PLCs to the HQIMs; the Region 12 SIL team is now revising our districtwide action agenda for all PLCs and assisting with our MTSS framework creation and implementation.*
11. How will PLCs be organized (by grade level, content area, etc.)?
 - a. By grade level and content area, each week facilitated by the instructional coach and principal with direct support from the Executive Director for Curriculum & Instruction/DCSI.*
12. How frequently will PLCs occur?
 - a. Weekly*
13. Who will facilitate PLCs?
 - a. Instructional Coach and Principal*
14. Who is required to attend PLCs?
 - a. All teachers in core and tested areas, including interventionists and SPED teachers.*
15. Please describe the PLC protocol used:
 - a. Districtwide protocol requires the IC/Principal to provide a set agenda, group norms begin every meeting, positive points of pride for the week, lesson internalization (done prior to the PLC) is reviewed, data conversations (once a month, thorough data PLC is done), misconceptions addressed, lesson rehearsal discussed as needed, differentiation conversation, action items discussed, next meeting date time and focus stated.*

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ACE, Closure and Reassignment, Graduation Rate, School Model Change, Texas Partnerships tabs were not applicable therefore were removed from the plan.

Capacity Building

Does the plan ensure that administrators and teachers receive appropriate job-embedded training?

- Administrators responsible for the campus (including the principal and principal manager) receive upfront/initial training on key elements of the school improvement strategy.
- Teachers receive upfront/initial training on key elements of the school improvement strategy.
- Teachers receive an observation and feedback round from an instructional leader or coach at least biweekly.
- The observation tool includes research-based instructional strategies (RBIS) look fors.
- The observation tool includes look-fors related to the implementation of the approved curriculum.
- The capacity building/professional development (PD) plan matches the current state of talent at the campus.
- There is a plan to differentiate and/or increase support for teachers, administrators, and principal managers that are new (in their first two years) to their role.
- There is a plan to differentiate and/or increase support for teachers, administrators, and principal managers that do not have a demonstrated track record of success.
- There is a plan to differentiate and/or increase support for uncertified teachers.

QUESTIONS:

1. Campus Principal Name:
 - a. *RQ Sims: Belinda Cotton*
 - b. *AB McBay: Carolyn Cummings*
2. Years of experience as a campus principal:
 - a. *RQ Sims: Belinda Cotton-1 year of experience*
 - b. *AB McBay: Carolyn Cummings 5 years of experience*
3. Campus principal turnaround experience:
 - a. *RQ Sims: Belinda Cotton-0 years of experience*
 - b. *AB McBay: Carolyn Cumming- 0 years of experience*
4. Principal Manager name:
 - a. *LaKechia Johnson*
5. Years of experience as a Principal manager:
 - a. *0 years of experience*
6. Principal manager turn around experience:
 - a. *0 years of experience*
7. Percentage of teachers on the campus who:

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- a. have more than 2 years experience
 - i. *74% more than 2 years experience*
 - b. are certified
 - i. *53% certified by TEA*
 - c. are TIA designated teachers
 - i. *0% TIA Designated (we are in our data collection year as a new TIA district)*
8. Please describe your planned training/PD sessions (and who delivers and attends) for:
- a. Principal manager
 - i. *SI Orientation*
 - ii. *Principal Academies through Region 12*
 - iii. *Region 12 Training for Principal Managers*
 - iv. *RBIS Training and Refresher through Region 12*
 - v. *Biweekly CLEAR Team meetings with PM and DCSI*
 - b. Principal
 - i. *SI Orientation*
 - ii. *Principal Academies through Region 12*
 - iii. *RBIS Training and Refresher through Region 12*
 - iv. *Biweekly CLEAR Team meetings with PM and DCSI*
 - c. Other campus admin (assistant principals, instructional coaches):
 - i. *SI Orientation*
 - ii. *Mentor Training through Region 12 for Instructional Coaches*
 - iii. *Assistant Principal Academy through Region 12*
 - iv. *RBIS Training and Refresher through Region 12*
 - v. *Biweekly CLEAR Team meetings with PM and DCSI*
 - d. Teachers
 - i. *SI Orientation provided by Principal and IC on campus*
 - ii. *RBIS Training and Refresher through Region 12*
 - iii. *Weekly PLC meetings*
 - iv. *Monthly Faculty Meetings*
 - v. *Monthly Professional Learning Session on PD days*
9. How will you differentiate training for inexperienced (less than 2 years in role) and/or ineffective teachers/leaders ?
- a. *Mentor training via the formally trained ICs (training received through the Region 12 Mentor Academy) happens weekly/biweekly with mentees and teachers with less than 2 years of experience.*
10. What tool will be used to evaluate implementation of the training (for example, classroom walkthrough tool, leadership coaching tools)?
- a. *Classroom walkthroughs and coaching protocols provided by Region 12 though the TSL process we began 2 years ago, through the Coaching Academy protocols from Region 12.*
11. What look fors will be included in this tool?
- a. *Evidence of planning/internalization, lesson alignment with the TEKS, within 5 days of the YAG/Scope and Sequence for the grade level/content area, evidence of student engagement, evidence of student discourse (student to teacher, student to student), Evidence of RBIS provided within lesson execution/planning or internalization documents; PLC exit tickets indicate teacher*

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generated look-fors for admin and IC to support teacher growth.

12. How frequently will each teacher receive an observation from an instructional leader or coach, and receive feedback?
 - a. *Weekly from the IC, Biweekly from the Principal and AP, Biweekly from the DCSI and PM, Quarterly from the TSL team (which includes PM and DCSI and Superintendent)*
13. What capacity building supports related to supporting students in special populations will teachers and administrators receive?
 - a. *Continuous SPED training, EB training, GT training done at the beginning of the year and throughout a variety of opportunities provided by Region 12 and MISD personnel. Asynchronous learning opportunities through a variety of providers. AMPLIFY Reading Academy online training, continued TIER training for the MTSS process*

Milestones

SUCCESS CRITERIA

How will the strategy be implemented? Timeframe is, at minimum, through the end of SY 27-28 for TAP.

- Milestones include all activities needed to fully implement the program or strategy, covering planning and implementation stages.
- Milestones include all upfront capacity building, implementation action steps, and ongoing support and coaching touchpoints, and student assessment cycles.
- Milestones cover, at a minimum, the two school years that the campus is required to implement the plan.

AB McBay Elementary and RQ Sims Milestones (subject to change pending calendar approval):

DATE	MILESTONES
6/17/2025	Mentor Academy 2.0 at Region 12 #1-Instructional Coach (Ongoing Support & Coaching)
7/17/2025	Impact Coaching at Region 12- Instructional Coach (Ongoing Support & Coaching) Day 1
7/18/2025	Impact Coaching at Region 12- Instructional Coach (Ongoing Support & Coaching) Day 2
7/21/2025	Mentor Academy 2.0 at Region 12 #2 -Instructional Coach (Ongoing Support & Coaching)
7/30/2025	Content Based Language Instruction (CBLI) with Region 12
7/31/2025	Inclusive Teaching Practices for ALL Paras and Teachers with Region 12

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8/4/2025	MTSS Advisory Meeting #1 with action steps (Planning & Capacity Building and Implementation Launch)
8/4/2025	Special Programs (EB, GT, Special Populations, RTI/MTSS) Training
8/15/2025	Instructional Coach/Dean of Students Collaboration #1 (Ongoing Support & Coaching)
8/15/2025	Principal Manager Weekly Check In #1 (Ongoing Support & Coaching)
8/21/2025	Principal Manager Weekly Check In #2 (Ongoing Support & Coaching)
8/22/2025	Attend Effective School Framework (ESF) Orientation (Planning & Capacity Building)
8/22/2025	Instructional Coach/Dean of Students Collaboration #2 (Ongoing Support & Coaching)
8/25/2025	DCSIs, Principal Managers, and Principals completed the School Improvement Orientation Course (Planning & Capacity Building)
8/27/2025	Principal Manager Weekly Check In #3 (Ongoing Support & Coaching)
8/29/2025	Instructional Coach/Dean of Students Collaboration #3 (Ongoing Support & Coaching)
9/2/2025	Instructional Coach Mentor Training Session #3 (Planning & Capacity Building and Ongoing Support & Coaching)
9/3/2025	NWEA Testing Procedures and Expectations given by the IC and Interventionist (Planning & Capacity Building)
9/5/2025	MISD TSL Walkthrough #1 (Ongoing Support & Coaching)
9/8/2025	Hillsboro ISD Campus Visit Recap from DCSI (Planning & Capacity Building)
9/9/2025	MTSS Advisory Meeting #2 with feedback (Ongoing Support & Coaching)
9/9/2025	NWEA BOY MAP & ESGI Testing (Student Assessment Cycles)
9/12/2025	Principal Manager Weekly Check In #4 (Ongoing Support & Coaching)
9/16/2025	Principal Academy at Region 12 #1 (Ongoing Support & Coaching)
9/17/2025	Communicate/Collaborate, Lead, Execute, Align, Review. (C.L.E.A.R.) Team Meeting #1 (Implementation Launch)
9/18/2025	Instructional Coach/Dean of Students Collaboration #4 (Ongoing Support & Coaching)
9/19/2025	Principal Manager Weekly Check In #5 (Ongoing Support & Coaching)
9/20/2025	NWEA BOY MAP Test data review and action items plan (Student Assessment Cycles)

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9/21/2025	Assistant Principal Academy-Region 12 (Ongoing Support & Coaching)
9/22/2025	MISD TSL Stepback Meeting #1 (Planning & Capacity Building)
9/30/2025	Principal Manager Training Review with Principals CLEAR Team Meeting (Implementation Launch)
10/3/2025	Interventionist Alignment Meeting McBay & Sims (Planning & Capacity Building)
10/3/2025	McBay MTSS Processes Teacher Training by the IC and Interventionist (Ongoing Support & Coaching)
10/3/2025	Instructional Coach/Dean of Students Collaboration #5 (Ongoing Support & Coaching)
10/3/2025	Principal Manager Weekly Check In #6 (Ongoing Support & Coaching)
10/7/2025	Principal Academy at Region 12 #2 (Ongoing Support & Coaching)
10/8/2025	Data Dig-Training on how to analyze NWEA data by the IC and Interventionist (Ongoing Support & Coaching)
10/10/2025	Principal Manager Weekly Check In #7 (Ongoing Support & Coaching)
10/14/2025	MTSS Advisory Meeting #4 (Ongoing Support & Coaching)
10/14/2025	Principal Manager Weekly Check In #8 (Ongoing Support & Coaching)
10/15/2025	Summit K-12 Virtual Training with Region 12-Bilingual RLA Teachers (Planning & Capacity Building)
10/15/2025	Begin Book study with all instructional staff "The Coaching Habit" (Planning & Capacity Building)
10/17/2025	Instructional Coach Training for the revised PLC Action Agenda and PLC Protocol (Planning & Capacity Building)
10/17/2025	MTSS Alignment Planning and Strategy Meeting with McBay & Sims #1(Ongoing Support & Coaching)
10/17/2025	Instructional Coach/Dean of Students Collaboration #6 (Planning & Capacity Building and Ongoing Support & Coaching)
10/21/2025	Mentor Academy 2.0 at Region 12- Instructional Coach #3 (Ongoing Support & Coaching)
10/21/2025	Principal Manager Weekly Check In #9 (Planning & Capacity Building and Ongoing Support & Coaching)
10/22/2025	C.L.E.A.R. Team Meeting #2 (Ongoing Support & Coaching)
10/25/2025	Summit K-12 Conference in Dallas AP/Teachers (Planning & Capacity Building)

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10/27/2025	Assistant Principal Academy-Region 12 (ongoing Support & Coaching)
10/28/2025	Principal Manager Weekly Check In #10 (Ongoing Support & Coaching)
10/30/2025	MTSS Alignment Planning and Strategy Meeting McBay & Sims #2 (Ongoing Support & Coaching)
11/3/2025	RBIS Re-Training for Math Teachers and Campus Administrators (Ongoing Support & Coaching)
11/4/2025	MTSS Advisory Meeting #3 with data review (Ongoing Support & Coaching)
11/4/2025	Instructional Coach/Dean of Students Collaboration #7
11/5/2025	C.L.E.A.R. Team Meeting #3 (Ongoing Support & Coaching)
11/5/2025	Principal Manager Weekly Check In #11 (Ongoing Support & Coaching)
11/6/2025	MISD TSL Walkthrough #2 (Ongoing Support & Coaching)
11/10/2025	Hillsboro ISD Pre-K-3rd Grade Campus Visit and Debrief (Ongoing Support & Coaching)
11/11/2025	Instructional Coach Mentor Training Session #5 (Ongoing Support & Coaching)
11/12/2025	Fall STAAR Benchmark (Student Assessment Cycles)
11/13/2025	Principal Manager Weekly Check In #12 (Ongoing Support & Coaching)
11/18/2025	Mentor Academy 2.0 at Region 12 Instructional Coach (Ongoing Support & Coaching)
11/18/2025	Principal Manager Weekly Check In #13 (Ongoing Support & Coaching)
11/19/2025	C.L.E.A.R. Team Meeting #4 (Ongoing Support & Coaching)
11/21/2025	Instructional Coach/Dean of Students Collaboration #8
12/2/2025	Principal Manager Training Review with Principals (Ongoing Support & Coaching)
12/2/2025	MTSS Advisory Meeting #5 (Ongoing Support & Coaching)
12/2/2025	Principal Manager Leadership Academy ZOOM Recap
12/3/2025	C.L.E.A.R. Team Meeting #5 (Ongoing Support & Coaching)
12/3/2025	Principal Manager Weekly Check In #14 (Ongoing Support & Coaching)
12/5/2025	Principal Academy #4 with Region 12 (Ongoing Support & Coaching)
12/10/2025	C.L.E.A.R. Team Meeting #6 (Ongoing Support & Coaching)
12/10/2025	Principal Manager Weekly Check In #15 (Ongoing Support & Coaching)
12/17/2025	Principal Manager Weekly Check In #16 (Ongoing Support & Coaching)

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1/12/2026	RBIS Re-Training for all RLA Teachers and Campus Administrators (Ongoing Support & Coaching)
1/14/2026	C.L.E.A.R. Team Meeting #7 (Ongoing Support & Coaching)
1/14/2026	Principal Academy #5 with Region 12 (Ongoing Support & Coaching)
1/14/2026	Principal Manager Weekly Check In #17 (Ongoing Support & Coaching)
1/14/2026	Principal Academy #5 with Region 12 (Ongoing Support & Coaching)
1/20/2026	NWEA MOY MAP & ESGI Testing (Student Assessment Cycles)
1/22/2026	MISD TSL Walkthrough #3 (Ongoing Support & Coaching)
1/28/2026	C.L.E.A.R. Team Meeting #8 (Ongoing Support & Coaching)
01/30/2026	Instructional Coach/Dean of Students Collaboration #9 (Ongoing Support & Coaching)
1/31/2026	NWEA MOY MAP Test & ESGI data review and action items plan (Student Assessment Cycles)
2/3/2026	Spring STAAR Benchmark (Student Assessment Cycles)
2/5/2026	MISD TSL Stepback Meeting #3 (Ongoing Support & Coaching)
2/5/2026	STAAR Bootcamp Planning Sessions (Student Assessment Cycles)
2/11/2026	Principal Manager Training Review with Principals (Ongoing Support & Coaching)
2/11/2026	Principal Manager Leadership Academy
2/11/2026	C.L.E.A.R. Team Meeting #9 (Ongoing Support & Coaching)
2/13/2026	Instructional Coach/Dean of Students Collaboration #10
2/25/2026	C.L.E.A.R. Team Meeting #10 (Ongoing Support & Coaching)
2/27/2026	Instructional Coach/Dean of Students Collaboration #11
3/11/2026	C.L.E.A.R. Team Meeting #11 (Ongoing Support & Coaching)
3/13/2026	Instructional Coach/Dean of Students Collaboration #12
3/24/2026	MISD TSL Walkthrough #4 (Ongoing Support & Coaching)
3/25/2026	C.L.E.A.R. Team Meeting #12 (Ongoing Support & Coaching)
3/27/2026	Instructional Coach/Dean of Students Collaboration #13
3/31/2026	MISD TSL Stepback Meeting #4 (Ongoing Support & Coaching)
4/8/2026	C.L.E.A.R. Team Meeting #13 (Ongoing Support & Coaching)
4/22/2026	C.L.E.A.R. Team Meeting #14 (Ongoing Support & Coaching)
4/24/2026	Instructional Coach/Dean of Students Collaboration #14

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4/27/2026	NWEA EOY MAP & ESGI Testing (Student Assessment Cycles)
5/6/2026	C.L.E.A.R. Team Meeting #15 (Ongoing Support & Coaching)
5/8/2026	Instructional Coach/Dean of Students Collaboration #15 (Ongoing Support & Coaching)
5/11/2026	Rising 5th graders transition to MJH planning meetings counselors, and admin teams (Planning & Capacity Building)
5/12/2026	5th Grade field trip visit to MJH for orientation (Planning & Capacity Building)
5/13/2026	C.L.E.A.R. Team Meeting #16(Ongoing Support & Coaching)
5/13/2026	Rising 2nd graders transition to Sims planning meeting (interventionists, counselors, and admin teams from McBay/Sims) (Planning & Capacity Building)
5/13/2026	Principal Manager Training Review with Principals (Ongoing Support & Coaching)
5/13/2026	Principal Manager Leadership Academy (Planning & Capacity Building)
5/14/2026	Rising 2nd graders field trip visit to Sims for orientation (Planning & Capacity Building)
5/15/2026	NWEA EOY MAP & ESGI Test data review and action items plan (Student Assessment Cycles)
5/20/2026	Master Schedule Planning and Review with Data for teacher Assignments (HR/Principals/C&I) (Planning & Capacity Building)
5/25/2026	Data-Based PD review for 2026-2027 school year (Planning & Capacity Building and Ongoing Support & Coaching)
6/3/2026	C.L.E.A.R. Team Meeting #17 (Ongoing Support & Coaching)
6/3/2026	Mentor Program Review and Implementation Schedule (Planning & Capacity Building and Ongoing Support & Coaching)
6/4/2026	Lesson Plan/Internalization Training with DCSI/C&I/Ics (Planning & Capacity Building and Ongoing Support & Coaching)
6/8/2026	PD Schedule Review and Creation (Planning & Capacity Building and Ongoing Support & Coaching)
6/9/2026	MISD TSL Deep Dive and Closeout Meeting (Ongoing Support & Coaching)
6/9/2026	Data-Based PD review for 2027-2028 school year
6/11/2026	Mentor Program Review and Implementation Schedule
7/21/2026	New Teacher Training and On-Boarding (pending calendar approval) (Planning & Capacity Building and Ongoing Support & Coaching)
7/22/2026	New Teacher Training and On-Boarding (pending calendar approval) (Planning &

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	Capacity Building and Ongoing Support & Coaching)
7/23/2026	Teacher Professional Learning for 2026-2027 School Year (Planning & Capacity Building and Ongoing Support & Coaching)
7/24/2026	Teacher Professional Learning for 2026-2027 School Year (Planning & Capacity Building and Ongoing Support & Coaching)
7/27/2026	Teacher Professional Learning for 2026-2027 School Year (Planning & Capacity Building and Ongoing Support & Coaching)
7/28/2026	Teacher Professional Learning for 2026-2027 School Year (Planning & Capacity Building and Ongoing Support & Coaching)
7/29/2026	Teacher Professional Learning for 2026-2027 School Year (Planning & Capacity Building and Ongoing Support & Coaching)
7/30/2026	Content Based Language Instruction (CBLI) with Region 12 (Planning & Capacity Building and Ongoing Support & Coaching)
7/30/2026	Inclusive Teaching Practices for ALL Paras and Teachers with Region 12 (Planning & Capacity Building and Ongoing Support & Coaching)
7/31/2026	Special Programs (EB, GT, Special Populations, RTI/MTSS) Training (Planning & Capacity Building and Ongoing Support & Coaching)
8/20/2026	Instructional Coach/Dean of Students Collaboration (Planning & Capacity Building and Ongoing Support & Coaching)
9/2/2026	C.L.E.A.R. Team Meeting #4 (Ongoing Support & Coaching)
9/16/2026	C.L.E.A.R. Team Meeting #5 (Ongoing Support & Coaching)
9/17/2026	Principal Manager Training Review with Principals (Ongoing Support & Coaching)
9/30/2026	C.L.E.A.R. Team Meeting #6 (Ongoing Support & Coaching)
10/14/2026	C.L.E.A.R. Team Meeting #7 (Ongoing Support & Coaching)
10/20/2026	Mentor Training with Region 12 TBD Collaboration (Planning & Capacity Building and Ongoing Support & Coaching)
10/28/2026	C.L.E.A.R. Team Meeting #8 (Ongoing Support & Coaching)
10/30/2026	Interventionist Planning and Strategy Meeting #3 (Ongoing Support & Coaching)
11/5/2026	CBA Data Training for Team Leads and ICs
11/11/2026	C.L.E.A.R. Team Meeting #9 (Ongoing Support & Coaching)
11/19/2026	PLC Protocol Review as needed (Ongoing Support & Coaching)
11/25/2026	C.L.E.A.R. Team Meeting #10 (Ongoing Support & Coaching)
12/9/2026	C.L.E.A.R. Team Meeting #11 (Ongoing Support & Coaching)

[Type here]

1/11/2027 C.L.E.A.R. Team Meeting #12 (Ongoing Support & Coaching)
1/20/2027 C.L.E.A.R. Team Meeting #13 (Ongoing Support & Coaching)
2/3/2027 C.L.E.A.R. Team Meeting #14 (Ongoing Support & Coaching)
2/17/2027 C.L.E.A.R. Team Meeting #15 (Ongoing Support & Coaching)
3/3/2027 C.L.E.A.R. Team Meeting #16 (Ongoing Support & Coaching)
3/31/2027 C.L.E.A.R. Team Meeting #17 (Ongoing Support & Coaching)
5/5/2027 C.L.E.A.R. Team Meeting #18 (Ongoing Support & Coaching)
5/13/2027 Rising 2nd graders transition to Sims planning meeting (interventionists, counselors, and admin teams from McBay/Sims) (Planning & Capacity Building)
5/14/2027 Rising 2nd graders field trip visit to Sims for orientation (Planning & Capacity Building)
5/15/2027 Master Schedule Planning and Review with Data for teacher Assignments (HR/Principals/C&I) (Planning & Capacity Building)
6/2/2027 C.L.E.A.R. Team Meeting #19 (Ongoing Support & Coaching)
6/10/2027 Data-Based PD review for 2027-2028 school year
6/11/2027 Mentor Program Review and Implementation Schedule
6/21/2027 C.L.E.A.R. Team Meeting #20 (Ongoing Support & Coaching)
7/16/2027 PD Schedule Review and Creation
7/17/2027 Lesson Plan/Internalization Training with DCSI/C&I/lcs
7/18/2027 New Teacher Training and On-Boarding (pending calendar approval)
7/22/2027 C.L.E.A.R. Team Meeting #1 (Ongoing Support & Coaching)
7/30/2027 Content Based Language Instruction (CBLI) with Region 12
7/31/2027 Inclusive Teaching Practices for ALL Paras and Teachers with Region 12

Performance Management

SUCCESS CRITERIA

Has the district outlined a performance management plan that ensures the strategy will be implemented with fidelity?

- There is a plan for performance management, including the superintendent and other key leadership, review of metrics and progress at a semesterly cadence.
- The response describes:

[Type here]

- o Who will review progress towards milestones,
- o How frequently progress is reviewed,
- o How progress data will be collected, and
- o How it is shared with district leadership and other relevant stakeholders

QUESTIONS

1. Please describe how district and campus leaders will monitor the successful implementation of this plan.
 - a. *In addition to the biweekly observations by APs and instructional coaches, the principal manager and principal will conduct walkthroughs once a week. The DCSI/PM will conduct walkthroughs on the campus at least once every two weeks, and the superintendent will conduct walkthroughs at least once per grading period. District leadership will meet monthly to discuss plan progress and student data. Progress monitoring will occur frequently through the PM Weekly Check-in meetings as well as through our bi-weekly CLEAR Team meetings.*
2. Who will be responsible for reviewing progress towards the milestones described in the previous section?
 - a. *DCSI, Principal Manager, Superintendent, TSL team, SIL Team (MTSS and PLC work)*
3. How frequently will progress toward milestones be reviewed?
 - a. *2X per month within the cycle at the district level, weekly through CLEAR team meetings with campus leadership and the DCSI, Principal Manager, Monthly MTSS Advisory Team meeting will review PLC processes and data collection*
4. How will milestone progress data be collected?
 - a. *The DCSI and the Principal Manager will collect this data from observations and attendance rosters and track using our Implementation Plan; use of Performance Management Metrics through the TSL Stepback meetings that occur quarterly after the TSL walkthroughs*
5. How will milestone progress data be shared with district leadership and other relevant stakeholders?
 - a. *This data is shared in the monthly meeting and a plan progress update will be shared publicly at our board meeting once a semester.*

Resources

SUCCESS CRITERIA

- Has the district identified all resources needed to implement the SI strategy?
- The description lists all additional costs associated with implementing the school improvement strategy (e.g., stipends, instructional materials, training/professional development costs, costs for additional staff positions created to implement the strategy, etc.)
- Each cost described includes the source of funds.

Question	List or copy and paste all SI - identified campuses below	Please share the required costs to implement plan and source of funds	If the strategy is contingent on a grant funding source, what is your alternative funding or implementation plan if you do not receive the grant? How would your district still support and execute this strategy?

[Type here]

Answer(s)	RQ Sims	\$800 per session for Math/ RLA RBIS training through ESC Region 12	Local funds (199)
	AB McBay	\$800 per session for Math/ RLA RBIS training through ESC Region 12	Local funds (199)
	RQ Sims	\$675 per session Accountability 101 Training	Local funds (199)
	AB McBay	\$675 per session Accountability 101 Training	Local funds (199)
	RQ Sims	\$500 Coaching books for admin team	Local funds (199)
	AB McBay	\$500 Coaching books for admin team	Local funds (199)
	RQ Sims	\$1000 Mentor Academy with Region 12	Local funds (199)
	AB McBay	\$1000 Mentor Academy with Region 12	Local funds (199)
	RQ Sims	\$100 for Hillsboro ISD Observation on-site	Local funds (199)
	AB McBay	\$100 for Hillsboro ISD Observation on-site	Local funds (199)

Additional Info

Uploads will include PLC Action Agenda, Master Schedules, Roles and Responsibilities sheets, MID Assessment Calendar, Internalization protocols from Region 12, TSL walkthrough form, TSL on-site visit schedule, PM metrics worksheet, public hearing agenda, sign-in sheets, Goals flyer