

2025-2026 Action Plan



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School Action Plan – Needs Assessment

District philosophy and guiding framework:

Core Beliefs

Vision

Theory of Action

Needs related to student achievement data

- ❖ Planning and effectively delivering strong Tier 1 and Tier 2 instructions.
- ❖ Aligning Tier 1 and Tier 2 instructions to STAAR.
- ❖ Develop a data cycle to inform and drive Tier 1 and Tier 2 instruction.
- ❖ Tracking and analyzing students' Demonstration of Learning (DOL).
- ❖ Develop, track, and analyze Tier 2 (Second Teach) DOL.
- ❖ Implementing an RTI process and protocol.

Needs related to improving the quality of instruction

- ❖ Weekly PLC Protocol implementation aligned to the weekly planning protocol
- ❖ NES instructional model urgency, modeling, and implementation
- ❖ DEMO day planning and implementation
- ❖ On the job coaching .
- ❖ Culture of instructional feedback
- ❖ Culture of continuous improvement
- ❖ Culture of High Quality Instruction (HQI)

System evaluation (philosophy, processes, implementation, capacity)

- ❖ HQI materials for all classrooms
- ❖ HQI focusing on differentiation and scaffolding
- ❖ NES model effective implementation
- ❖ Lesson plan internalization
- ❖ Curriculum alignment that provides what scholars need to know and how teachers will know if they learned it.
- ❖ PLC Planning Protocol

Key Actions

The Leadership Team's focus on growing staff capacity to deliver high-quality Tier 1 instruction by enhancing teaching effectiveness in 5th-grade science. Ensuring teachers are equipped to improve students' performance in reading and math for grades 3-5 by growing staff capacity to deliver high-quality Tier 1 instruction through targeted focus areas of coaching. The Leadership Team will consistently provide on-the-job coaching and feedback at a minimum weekly to improve the quality of writing across all subjects.

School Action Plan Template

KEY ACTION ONE	<i>Key Action (Briefly state the specific goal or objective.)</i>
	Improve Tier I High Quality Instruction in Science.
	<i>Indicators of success (Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> ● 100% of teachers scoring at least 7 out of 10 points on the SPOT observation forms in Domain 2 as measured by the spot observation rubric by May 2026. ● 85% of teachers achieving a rating of Proficient I or higher on their overall SPOT observations by May 2026. ● 50% of scholars will achieve Meets on Unit assessments questions utilizing the OnTrack data system and increase to in Meets by Spring 2026. ● 65% of tested students will meet their expected growth on MOY NWEA Reading as indicated on their BOY NWEA Reading and increase by 65% on EOY NWEA Reading in May 2025. ● By December 2024, 80% of teachers will have a rate of 50% of scholars reporting to the Team Center after leveling up from Tier 1 instruction, while increasing to at least 75% in May 2025 as measured by the DOL and LSAE data tracker. ● By January 2025, 100% of teachers will have an average score of at least 9.5 on their SPOT observations as measured by the spot observation rubric administered by the ILT and increase to 11.5 in April 2025.
	<i>Specific actions – school leaders (What specific action steps will the building leaders take to accomplish the objective?)</i>

- Modified the schedule to ensure students receive Tier 1 instruction from a Science teacher.
- Campus Leaders will model and conduct weekly feedback on lesson plans (DOLs, slide decks, LSAE) utilizing a tracker.
- Campus Leaders will lead weekly PLCs to provide explicit support for lesson internalization utilizing the Lesson Internalization Protocol and weekly DOL data tracker.
- Campus Leaders will conduct weekly on the spot coaching to teachers utilizing the SPOT form.
- Campus leaders will calibrate every morning to identify trends of misalignment utilizing the SPOT form.

Specific actions – staff *(What specific action steps will the staff take to accomplish the objective?)*

- Instructional Staff will internalize the district’s curriculum and annotate the LSAE instructional materials to ensure alignment and accuracy with delivering high-quality instruction.
- Instructional Staff will actively engage in ongoing professional development opportunities that support lesson internalization, classroom culture, and data-driven instructional decisions.
- Instructional Staff will actively engage in weekly data-driven PLCs that adhere to the Campus Based PLC protocol.
- Instructional Staff will practice the following week’s lesson during weekly DEMO days every Thursday from 4:15 - 5:15 p.m.

Key Action One: Staff Development

Who: Instructional Leaders and Instructional Staff

What: Improve the instructional quality and capacity of the teaching staff to meet the diverse learning needs of our students by delivering high-leveraged Tier I instruction which will result in higher student achievement in Science.

When: Science Block and PLCs

Where: Science

Key Action One: Budget

Proposed item	Description	Amount
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Staff development	District Provided PD, Leadership Development Trainings	\$0
Materials/resources	PLC Folder w/ pacing calendar, DOL Exemplars, Unit Assessment Internalizations, DOL Data Tracker, MAP Data	
Purchased services		
Other		
Other		
TOTAL		
Funding sources: General Funds		

KEY ACTION TWO	Key Action <i>(Briefly state the specific goal or objective.)</i>
	Improve the quality of instruction in ELA and Math during the delivery of Tier 1 instruction.
	Indicators of success <i>(Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> ● By January 2026, 50% of teachers will score at least a 4 out of 6 in Engage & Deliver in spot observations. ● By May 2026, 75% of teachers will score at least a 4 out of 6 in Engage & Deliver, as measured by the monthly average spot score. ● By January 2026, 60% of students will meet their individual growth targets on NWEA MAP Reading and Math assessments. ● By May 2026, 60% of students will meet their individual growth targets on NWEA MAP Reading and Math assessments. ● By the end of the academic year, 75% of core teachers will score 6/10 or higher in Domain II (Monitor & Adjust and Engage & Deliver) of the spot, as measured by the monthly average spot score for the second semester
	Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Provide individualized coaching, exemplary videos, and professional development focused on implementing engagement strategies effectively. ● Create a new teacher academy for 0 - 2 years of teaching experience. ● Implement a two-week coaching cycle focusing on specific high-leverage feedback with specific steps for improvement. ● Utilize data from spot observations to inform ongoing teacher support, PD planning, and Demo Day focus. ● Quantifying the number of students actively engaged during the implementation of engagement strategies. ● Utilize DOL data to target instruction during Extended LSAE.
	Specific actions – staff <i>(What specific action steps will the staff take to accomplish the objective?)</i>

- Reflect on instructional coaching sessions and implement feedback immediately.
- Engage in weekly PLC focused on lesson internalization with daily deliverables.
- Participate in weekly Demo Days and At-bats during PLCs.
- Unpack DOLs in weekly planning sessions to support slide deck customization (DOL backwards planning design).
- Customize slide decks to include engagement strategies, success criteria, and scaffolds to support student learning.
- Structure the delivery of high-engagement strategies such as checks for understanding, turn-and-talk, and think-pair-share in daily instruction.

Key Action Two: Staff Development

Who: Instructional Leaders and Instructional Staff

What: Improve the instructional quality and capacity of the teaching staff to meet the diverse learning needs of our students by delivering high-leveraged Tier I instruction which will result in higher student achievement in ELA and Math.

When: ELA and Math blocks

Where: Math and ELA classrooms and PLCs

Key Action Two: Budget

Proposed item	Description	Amount
Staff development	District Provided PD, Leadership Development Trainings	\$0

Materials/resources	PLC Folder w/ pacing calendar, DOL Exemplars, Unit Assessment Internalizations, DOL Data Tracker, MAP Data	
Purchased services		
Other		
Other		
TOTAL		
Funding sources:		

KEY ACTION THREE	Key Action <i>(Briefly state the specific goal or objective.)</i>
	Improve the quality of instruction in writing during the delivery of Tier 1 instruction in all subjects.
	Indicators of success <i>(Measurable results that describe success.)</i>
	<ul style="list-style-type: none"> ● By December 2025, 30% of scholars will achieve Meets on Unit assessments on open-ended questions utilizing the OnTrack data system and increase to 50% in Meets by Spring 2025. ● By December 2025, 80% of teachers will have a rate of 50% of scholars score above 0 on SCR questions utilizing the OnTrack data system, while increasing to at least 75% in May 2025 as measured by the OnTrack data system.
	Specific actions – school leaders <i>(What specific action steps will the building leaders take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Campus leaders will coach and train CSR and SCR effective implementation. ● Providing and developing exemplars and comparing student’s artifacts. ● Implementing a writing camp before, during, and after-school. ● Collect student artifacts and provide teachers with feedback on improvement. ● Strategically identifying writing opportunities in all subjects during PLCs. ● Train teachers on effective ways of teaching writing.
	Specific actions – staff <i>(What specific action steps will the staff take to accomplish the objective?)</i>
	<ul style="list-style-type: none"> ● Embed writing opportunities in their customized slide decks. ● Use student DOL data to inform instructional practices. ● Track student progress through formative assessments and adjust instruction accordingly. ● Collaborate in PLCs to analyze student artifacts and share effective ways to improve students' writing.

Key Action Three: Staff Development

Who: Instructional Staff and Instructional Leaders

What: Improve the quality of writing during the delivery of Tier 1 instruction in all subjects.

When: Instructional Blocks and PLCs

Where: Math, Science, Read and Write, Social Studies, and Art of Thinking classrooms

Key Action Three: Budget

Proposed item	Description	Amount
Staff development	District Provided PD, Leadership Development Trainings	
Materials/resources	PLC Folder w/ pacing calendar, DOL Exemplars, Unit Assessment Internalizations, DOL Data Tracker, MAP Data	
Purchased services		
Other		
Other		
TOTAL		

Funding sources: