

2025-2026 Whitney Elementary School

Targeted Improvement Plan

Purpose
<p>Whitney Elementary School (WES) was rated F in state accountability based on the calculations from the student achievement domain, school progress domain, and closing the gaps domain.</p> <ul style="list-style-type: none">• Ratings at elementary schools are based on scores from the Texas Assessments of Academic Readiness (STAAR).<ul style="list-style-type: none">○ WES does not have students who take the STAAR but is paired with Whitney Intermediate School (WIS) for accountability purposes and receives the same rating.
School Improvement Strategy
<p>WES will implement Intensive Curriculum & Instruction Improvements as the school improvement strategy.</p> <p>WES will partner with Educational Service Center, Region 12 (ESC R12) as the Vetted Improvement Program for school improvement. ESC Region 12 will provide training and coaching in observation and feedback, schoolwide culture and routines, lesson alignment and formative assessment, materials internalization, and data-driven instruction aligned to Texas Instructional Leadership (TIL). In addition, ESC R12 will provide support in Strong Foundation Planning and Strong Implementation in Math and Reading to implement High-Quality Instructional Materials (HQIM) and develop a strong instructional framework based in research-based instructional strategies (RBIS).</p> <p>Allison Mercier, ESC R12, will provide monthly campus-based training/coaching sessions for the DCSI, Principal Manager, Principals, and Instructional Coaches. Ashlie Bramlett, ESC R12, will provide behavioral coaching to targeted teachers 6 times a year. Dylan Moore and Jill Williams with ESC R12 will serve as content specialists in the implementation of Bluebonnet Learning Math and Reading Language Arts.</p>
Student Outcome Goals
<p>Since WES does not take STAAR, WES will use the student outcome goals at WIS for school improvement purposes.</p> <p>2025-2026 WIS Student Outcome Goals</p> <ul style="list-style-type: none">• WIS will increase the RLA meets grade level or above STAAR Performance from 35% to 59%.• WIS will increase the Math meets grade level or above STAAR Performance 29% to 47%• WIS will increase the component points of the Academic Achievement Component of Domain III from 3.1 to 15.6.• WIS will increase the component points of the Growth Status Component of Domain III from 12.5 to 50.• WIS will increase the component points of the ELP Status Component of Domain III from 0 to 50.• WIS will increase the component points of the Student Success Component of Domain III from 12.5 to 18.8.
Curriculum
<p>Curriculum decisions for the 2025-2026 school year will ensure alignment with state standards and HQIMs and support the school improvement strategy.</p> <p>WISD will use the following HQIMs in 2025-2026: Bluebonnet Learning Math Grades K-5 Bluebonnet Learning Reading Language Arts Grades K-5</p>
Instruction
<p>WES will use the Professional Learning Community (PLC) model to improve teaching practices and positively affect student outcomes where groups will be organized by both grade level and content area. The campus has created a schedule where PLCs happen on a daily basis with teachers meeting on Tuesday, Thursday, and Friday in content teams lead by the principal, instructional coach, or lead teacher. In addition, Wednesday PLCs are run by the principal and the instructional coach with the following agenda: Welcome & Celebrations; Purpose; Review of Student Data; Instructional Planning/Internalization; RTI/Intervention Planning; and Next Steps & Commitments.</p> <p>WES will use the TIL Model for tiering and giving feedback to teachers. Using multiple sources of data including teacher experience, teacher efficacy, and student outcomes, campus administrators work with instructional coaches to tier teachers during the first weeks of school. Teachers will be divided between the principal and instructional coach based on tiers. The principal will coach all tier I teachers on a monthly basis. All tier II teachers will be split between the principal and the instructional coach and will be coached on a biweekly basis. The instructional coach will be assigned all tier III teachers and will be in the classroom of all tier three teachers weekly.</p> <p>Currently, WISD has 156 instructional days built into the 2025-2026 district calendar. WISD will revise the district calendar and ensure to adopt a 2026-2027 WISD Calendar with 165 instructional days to match the requirements of the chosen HQIM.</p>
Capacity Building

Professional Development will be provided to the DCSI, principal manager, principal, and instructional staff in support of the school improvement strategy. To date, the following trainings have been provided:

DCSI, Principal Manager, WES Principal, and WIS Principal

TIL Coaching with Allison Mercier from ESC Region 12
Observation and Feedback for Administrators and Teacher Leaders with ESC Region 12
Strategic Planning with ESC Region 12
Change Management Session for Administrators and Teacher Leaders with ESC Region 12
Principal Manager/Supervisor Leadership Academy with ESC Region 12
Schoolwide Cultures and Routines for Administrators and Teacher Leaders with ESC Region 12
ESF Overview Training Administrators and Teacher Leaders with ESC Region 12
ESF Diagnostic Training with ESC Region 12
Targeted Improvement Plan Support/Training for Leaders with ESC Region 12
Lead Like a Champion Leadership Series for Administrators and Teacher Leaders with ESC Region 12
Strong Foundation and Strong Implementation Support in Math and Reading Overview and Stepback with ESC Region 12
Research Based Instructional Strategies (RBIS) – RLA and Math with ESC Region 12
Leaders and Coaches Bluebonnet Learning Academy - K-5 RLA
Leaders and Coaches Bluebonnet Learning Academy- K-5 Math
High-Quality Professional Learning (HQPL) with ESC Region 12
Lead with Impact 3 Day Series with ESC Region 12
Lead with Impact Communities of Practice with ESC Region 12
TIL Data Driven Instruction with ESC Region 12
Supplemental Aids with ESC Region 12
PEIMS, Testing, & Accountability with ESC Region 12
Data Driven Instruction with ESC Region 12 (Will be completed on December 11/12, 2025)

WES Instructional Coach and WIS Instructional Coach

TIL Coaching with Allison Mercier from ESC Region 12
Observation and Feedback for Administrators and Teacher Leaders with ESC Region 12
Lead Like a Champion Leadership Series for Administrators and Teacher Leaders with ESC Region 12
Strong Foundation and Strong Implementation Support in Math and Reading Overview and Stepback with ESC Region 12
Research Based Instructional Strategies (RBIS) – RLA and Math with ESC Region 12
Leaders and Coaches Bluebonnet Learning Academy - K-5 RLA
Leaders and Coaches Bluebonnet Learning Academy- K-5 Math
High-Quality Professional Learning (HQPL) with ESC Region 12
Lead with Impact 3 Day Series with ESC Region 12
Lead with Impact Communities of Practice with ESC Region 12
Change Management Session for Administrators and Teacher Leaders with ESC Region 12
Starting Strong: Establishing routines and expectations with ESC Region 12
Schoolwide Cultures and Routines for Administrators and Teacher Leaders with ESC Region 12
Data Driven Instruction with ESC Region 12 (Will be completed on December 11/12, 2025)

Teachers

Curriculum Resources, Materials, and Lesson Internalization
Research Based Instructional Strategies (RBIS) – RLA and Math with ESC Region 12
Product/Instructional coaching days from Bluebonnet Product Advisors (ESC R12)
Routines & Procedures with Ashlie Bramlett (ESC R12)
Tier 1 behavioral coaching for tiered teachers with Ashlie Bramlett (ESC R12)
504 Plans in the Classroom (Eduhero)
Dyslexia Characteristics (Eduhero)
Emergent Bilinguals (Eduhero)
NWEA MAP: Maximizing Student Growth in the Classroom – NWEA
Professional Learning Communities

Performance Management

Clear expectations have been set for using Bluebonnet Learning instructional materials with fidelity. Leaders, product advisors, and the implementation advisor have scheduled regular classroom walks to ensure that teachers are using the product with fidelity. A clear expectation for PLCs has been given by school leadership. PLCs are led by the principal and instructional coach.

The DCSI and principal manager will be responsible for the progress of the plan and will collaborate with the ESC R12 and the principal to ensure that all elements of the plan are implemented with fidelity. Leaders will use observation/walkthroughs, data reviews, and using the See it, Name it, Do it instructional coaching model. Data will be collected through multiple sources to capture implementation fidelity and impact. Leaders will document evidence during classroom walkthroughs, and PLC artifacts such as agendas, lesson plans, and student work will be reviewed. Coaching logs, notes from coaching sessions, and student outcome data—including assessments and CBAs—will also be collected and submitted regularly to track progress against the milestones.

Milestones

Summer/Fall 2025

- Create campus leadership team
- Update master schedule to provide meeting time for teachers
- ESC Region 12: RBIS Refresher Math and RLA
- TTESS, Internalization, and Bluebonnet Training with the Principal and IC
- Begin monthly campus-based coaching sessions for the DCSI, Principal Manager, Principals, and Instructional Coaches with Allison Mercier
- Complete Strong Foundations Implementation Plan for Bluebonnet Learning Instructional Materials
- Create WISD RBIS Aligned Instructional Framework and Rollout Plan
- Align assessment expectations
- Change grading policies
- 3 Bluebonnet Product Coaching Sessions for teachers
- BBL Vision Rollout
- Conduct a current state analysis of assessment practices by reviewing the resource “Assessment Keys to Success”
- Provide a year at a glance pacing guide
- Provide clear expectation for PLCs
- Begin collecting observation/feedback data and student growth data
- Teachers tiered by leadership prior to the start of the year
- Leadership training with NWEA
- Data Driven Instruction Training at ESC R12 for DCSI, Principal Manager, Principal, IC, and teacher leaders – December 11 and 12, 2025
- Campus instructional leaders conduct regular walk-throughs and observations to ensure consistent implementation of expectations

Spring 2026

- Continue monthly campus-based coaching sessions for the DCSI, Principal Manager, Principals, and Instructional Coaches with Allison Mercier
- Identify a priority action for curriculum-embedded assessments based on the current state analysis conducted in the Fall of 2025
- Conduct Mid-Year Review and End-of-year reflection
- Change the district calendar from 156 instructional days to 165 instructional days
- Campus instructional leaders conduct regular walk-throughs and observations to ensure consistent implementation of expectations
- Continue collecting data throughout semester
- TIL StepBack Training at ESC R12 for DCSI, Principal Manager, Principal, IC, and teacher leaders

Summer/Fall 2026

- Summer data dig
- Summer planning session to set Year 2 priorities
- Purchase/replenish instructional materials for 2026-2027
- Create Data Inquiry Team
- Tweak master schedule to provide meeting time for teachers and time for targeted instruction
- Train new staff in Observation and Feedback, RBIS, and Bluebonnet Learning Instructional Materials
- Provide refresh for returning staff in Observation and Feedback, RBIS, and Bluebonnet Learning Instructional Materials
- Train all staff in Data Driven Instruction
- Provide a year at a glance pacing guide
- Provide clear expectation for PLCs
- Partner with ESC R12 for monthly campus-based coaching sessions for the DCSI, Principal Manager, Principals, and Instructional Coaches
- Provide clear expectations on what data will be measured and why

- Campus instructional leaders conduct regular walk-throughs and observations to ensure consistent implementation of expectations
- Begin collecting DDI data and set SMART goals based on data dig

Spring 2027

- Continue monthly campus-based coaching sessions for the DCSI, Principal Manager, Principals, and Instructional Coaches with ESC R12
- Continue collecting data throughout semester
- Campus instructional leaders conduct regular walk-throughs and observations to ensure consistent implementation of expectations
- Conduct Mid-Year Review and End-of-year reflection
- TIL StepBack Training at ESC R12 for DCSI, Principal Manager, Principal, IC, and teacher leaders

Resources

For 2025-2026, Whitney ISD was awarded the Strong Foundations Planning (LASO 3) grant to support the implementation of the school improvement strategy. Whitney ISD will spend \$67,200 on contracted services with ESC R12 and will spend \$12,891 on materials for WES.

In addition, Whitney ISD has applied for Leadership and Instructional Foundations for Texas (LIFT) for 2026-2027. LIFT is a district-wide grant-funded, three-year program that brings together components of Strong Foundations, Texas Instructional Leadership, and Texas Lesson Study to provide comprehensive support for districts adopting high-quality instructional materials (HQIM) and implementing Bluebonnet Learning. If awarded, grant monies will be used to continue the implementation of the school improvement strategy.