

DRAFT
Thomas Jefferson High School

Targeted Improvement Plan (TIP)

First and Last Name *

Benjamin Jones

Position *

- Principal
- Assistant Principal
- Executive Director (Principal Manager/DCSI)
- Regional Director
- Other Campus Leader
- Central Staff
- Region 10 Representative
- Texas Education Agency (TEA) Representative

Name of Campus *

Thomas Jefferson HS

Region and Regional Director

- Region 1 - Laura Garza, Regional Director
- Region 2 - Tanya Shelton, Regional Director
- Region 3 - Jonathan Smith, Regional Director
- Region 4 - Salem Hussain, Regional Director
- Region 5 - Nancy Bernardino, Regional Director
- Region 6 - Ryan Zysk, Regional Director

Needs Assessment

Click for more information: [Needs Assessment](#)

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. *

- ESF Diagnostic
- Locally Conducted Needs Assessment

IF [Locally Conducted Needs Assessment](#)- *

I assure that all locally conducted needs assessments met the requirements in [Section 39A.053](#) of the Texas Education Code, and the results of the local needs assessment are available upon request.

- Yes
- No
- Not Applicable due to ESF Diagnostic

Stakeholder Engagement

Click for more information: [Stakeholder Engagement](#)

I assure that the Campus Intervention Team (CIT) conducted a public meeting at each campus identified for school improvement with the campus principal, the members of the campus-level planning and decision-making committee, parents of students attending the campus, and community members residing in the school district to review the campus performance rating and solicit input for the development of the targeted improvement plan? *

Yes

No

I assure that written notice of all public meetings was provided to parents and students of each impacted campus, notice of the meeting was posted on each campus website, and this notice included the date, time, and place of the meeting. *

Yes

No

Date of Campus Community Meeting *

MM DD YYYY

09 / 24 / 2025

Student Outcome Goals

Click for more information: [Student Outcome Goals](#) [Optional Goal Setting Resource](#). This information will be completed in the [Student Outcome Goals Survey](#). Click **NEXT**.

School Improvement Strategy

Click for more information: [School Improvement Strategy](#)

Please select the **strategy or strategies** you will implement for this campus. *

- Improve Graduation Rate (Thomas Jefferson HS only)
- Intensive Curriculum & Instruction Improvements (All Campus should select this area, except Thomas Jefferson HS.))
- Other:

Which, if any, **grants has your school system been awarded** to support this strategy? *

- Effective Schools Framework Focused Support Grant 24-26
- Learning Acceleration Support Opportunities (LASO) Grant 25-27 Instructional Leadership Pathways
- Our school system has not been awarded a grant to support this strategy.

Which, if any, **grants has your school system applied for (or intends to apply for)** to support this strategy? *

- School Improvement Curriculum and Instruction Support Grant
- 2024-2026 ESF Grant Awardee
- 2025-2027 LASO Grant Awardee
- None

Please name any organizations you are working with to build capacity and support strategy implementation. *

- Big Rock Education Services (BRES)
- Engage2Learn
- Region10:TIL
- Other: None currently

How many district staff members will you be reporting capacity building information for? *

.....

ONLY Complete if your campus a ESF or LASO Grant Awardee. 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?

.....

ONLY Complete if your campus a ESF or LASO Grant Awardee. Please describe the organization's or staff member's experience and track record in school turnaround (moving a campus from failing to meet standards to meeting and/or exceeding standards).

.....

Curriculum and Instruction

Click for more information: [Curriculum and Instruction](#)

Please select the adopted curriculum. *

- Amplify Reading
- Carnegie Learning Math
- Eureka Math
- Other:

Is this the curriculum that will be implemented for the duration of the plan? *

Yes

No

If no-

What new curriculum will be adopted?

When will the district adopt the new curriculum?

How many instructional minutes per week are required/recommended for implementation of this curriculum? *

180-270

How many instructional minutes per week are in master schedule for curriculum delivery, and does this amount of minutes meet the required/recommended number of minutes? *

180-270

Please describe the assessment plan for the impacted campus(es). *

Common Assessments, Regular formative assessment

Will the campus implement a PLC structure? *

Yes

No

How will PLCs be organized (by grade level, content area, etc.)? *

Content area

How frequently will PLCs occur? *

2x a week

Who will facilitate PLCs? *

Admin and CLT

Who is required to attend PLCs? *

All teachers

Please describe the PLC protocol to be used. *

Look Forward DISD Protocol and Look Back DISD Protocol

Capacity Building

Click for more information: [Capacity Building](#)

Campus principal name *

Benjamin Jones

Years of experience as a campus principal *

5

Campus principal turnaround experience (experience and track record in school turnaround moving a campus from failing to meet standards to meeting and/or exceeding standards). *

TJHS was a failing campus before my leadership - turned around to a B in 1 year. Then turned around again in 1 year in 23-24 after accountability redesign

Principal Manager (Executive Director) name *

Sonia Loskot

Years of experience as a Principal Manager (Executive Director) *

3

Principal Manager (Executive Director) turnaround experience (experience and track record in school turnaround moving a campus from failing to meet standards to meeting and/or exceeding standards). *

Turned around at Burnet as principal, turnaround as ED for 4 campuses.

Total number of teachers *

89

% of teachers on the campus who: *

-have more than 2 years experience

85%

% of teachers on the campus who: *

-are certified

88%

% of teachers on the campus who: *

-are TIA designated teachers

33%

Please describe your planned training/PD sessions (and who delivers and attends) for: *

-Principal manager (Executive Director)

-Principal

-Other campus admin (assistant principals, campus leaders)

-Teachers

Campus Administrators and Data staff were trained on state leaver procedures, documentation, and protocols for dropout prevention, Ongoing calibration sessions and data review.

How will you differentiate training for inexperienced (less than 2 years in role) and/or ineffective teachers/leaders ? *

All leaders have at least 2 years in the role. Campus registrar is new to role in HS, has been trained multiple times and participates in continuous review.

What tool will be used to evaluate implementation of the training (for example, classroom walkthrough tool, leadership coaching tools)? *

What look fors will be included in this tool?

Ongoing data review. Bi-weekly data reviews.

How frequently will each teacher receive an observation from an instructional leader or coach, and receive feedback? *

At least monthly

What capacity building supports related to supporting students in special populations will teachers and administrators receive? *

Training for counselors and case managers on graduation requirements and

Milestones

Click for more information: [Milestones](#) EXAMPLE: [Possible Instructional Leadership Grant Milestones](#)

Please share the key milestones for this strategy for **2025-2026** School Year: **Resource/Tool Deployment:** *

The CLT has established campus A-F accountability goals including graduation rate.

Assign members to the CLT including the principal, assistant principals, teacher leaders, and other relevant campus leaders.

Please share the key milestones for this strategy for **2025-2026** School Year: **Capacity Building Efforts:** *

Professional learning was provided to principals covering the topics of PLCs (September 2025) and observation & feedback (November 2025).

Region 10 case manager provided coaching touchpoints that covered accountability goal setting, performance management, observation & feedback, and data analysis.

Campus administrators will attend RBIS training for both RLA and Math.

Please share the key milestones for this strategy for **2025-2026** School Year: **Implementation Checkpoints** *

The CLT engages in a regular meeting cadence with a structured protocol/agenda that includes a progress monitoring plan.

Please share the key milestones for this strategy for **2025-2026** School Year: **Coaching Touchpoints:** *

CLT members have clearly defined roles and responsibilities in all PLCs and in cohort graduation progress monitoring.

A CLT member conducts biweekly walkthroughs or observation/feedback cycles for each core content teacher.

Please share the key milestones for this strategy for **2025-2026** School Year: **Assessment Cycles:** *

Performance Management

Click for more information: [Performance Management](#)

Please describe how district and campus leaders will monitor the successful implementation of this plan. *

Utilizing TEI, PEI, SCEI, and APEI rubrics and system.

Who will be responsible for reviewing progress towards the milestones described in the previous section? *

Principal, Executive Director

How frequently will progress toward milestones be reviewed? *****Recommended is every other week or more.* *

Monthly

How will milestone progress data be collected? *

Powerschool reporting on student dropout codes and comparison to TEA cohort monitoring list.

How will milestone progress data be shared with district leadership and other relevant stakeholders? *

Counselor graduation rate dashboard

Resources

Click for more information: [Resources](#)

Please share the required costs to implement the plan and source of funds. (Grant Awardees input your Grant Quote for two-year span.) *

\$0

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?

No - district resources support ongoing improvement in the area of focus: graduation rate.

Additional Information

(Optional) Please share any additional information about your strategy that was not included in the prior sections. Please add all additional information to your campus shared Google Folder.

Student Outcome Goals Form

All campuses that have a TIP requirement must complete the [Student Outcome Goals Form](#).

This is the last step in completing your Targeted Improvement Plan. Thank you for your participation.

All campuses that have a TIP requirement must complete the [Student Outcome Goals Form](#). *

This is an individual form that must be completed for each campus with a TIP required. Allow 15-30 minutes to complete this task.

I have completed the Student Outcome Goals Form.

I will complete the Student Outcome Goals Form.

This form was created inside of Dallas Independent School District.

Google Forms