

DRAFT

# Jose 'Joe' May Elementary School

## Targeted Improvement Plan (TIP)

First and Last Name \*

Oscar Aponte

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 \*

Joe May

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

10 / 23 / 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: .....

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

6 .....

**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?

Sonia Loskot. Oscar Aponte and Jose Carrillo. 20% of their role; about 10 hours per week.

**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).

NA

## 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?

NA

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

1,100

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? \*

1,100. Yes, it does meet the recommended number of minutes

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

Learning Checks; Standards Mastery Checks; STAAR simulation test

Will the campus implement a PLC structure? \*

Yes

No

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

By content and grade level

How frequently will PLCs occur? \*

Once a week

Who will facilitate PLCs? \*

Assistant Principals, Teacher Leader Intern, Newcomers Teacher, and Principal

Who is required to attend PLCs? \*

All content teachers and inclusion teachers

Please describe the PLC protocol to be used. \*

We are following Dallas ISD PLC protocol

Capacity Building

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

Campus principal name \*

Oscar Aponte

Years of experience as a campus principal \*

13 years

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). \*

9 years

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). \*

3

Total number of teachers \*

45

% of teachers on the campus who: \*

-have more than 2 years experience

45

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% of teachers on the campus who: \*

-are certified

44

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% of teachers on the campus who: \*

-are TIA designated teachers

18

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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

Weekly Monday PD during the first 11 weeks. PD during the two flex days (October 13 and November 4). PD sessions are based on topics selected after weekly observations logs. PD is delivered by principal, APs, Teacher Leader Intern, and some teachers.

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

New teachers or teachers within year one and year three have monthly PD offered by CILT members. They have a mentor who meets with them on a weekly basis. We have an acceleration plan for all teachers that are not Proficient I or higher.

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?

We are using classroom walkthrough and the teachers are provided a checklist with all the elements that are expected to be implemented.

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

All teachers will receive 6 formal spot observations. Classrooms are visited daily and real time coaching is offered in each visit (informal coaching)

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

We reach for differentiated PD sessions to the district SPED department, based on the needs we observed in the visits to the SPED self-contained classrooms.

## 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:** \*

We have a Spot Observation tracker tool to ensure all teachers are consistently receiving feedback. Our goal is to have 90% or higher in observation completion by December 2025.

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

Our goal is to have an average of 2 in all Spot Observations by December 2025, and have all teachers scoring above 80 points in the Summative Evaluation by April 2026.

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

Weekly checks using the Dallas ISD Dashboard checking for a 5% increase in observation completion.

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

Admin team reviews feedback of tier 2 and tier 3 teachers weekly during the A-Team meetings to check on the feedback implementation .

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

We have a Daily DOL (exit ticket) tracker; we track domain I for all of the Learning Checks, and all domains for Standards Mastery Checks. Our campus D1 was a C; B in 2B, and A in 2A in the first Standards Mastery Check.

Performance Management

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

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

Principal manager visits the campus twice a week to check on the implementation of the academic program and feedback provided to teachers.

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

Executive Director; Principal and Assistant Principals.

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

Every week.

How will milestone progress data be collected? \*

Checking Daily DOL Tracker and District Dashboard

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

Data will be shared weekly during the face to face visits.

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.) \*

\$ 15,000.00

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?

We have internalized all the different skills and strategies shared and we can already implemented on our own.

### 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