School Action-Restart: Turnaround Plan

In this section, describe how the selected school action will help the district build systems and capacity so that the campus can achieve and sustain the vision for each Essential Action shared on the Turnaround Foundations tab. You do not have to complete all rows in this section, but all of the six Essential Actions reviewed during the diagnostic must be included.

Describe how you will build systems, skills, and capacity in district and campus staff.	What program or partners will the campus/district work with in this area?	Describe the scope and sequence of training and ongoing coaching efforts, including who receives the training/coaching.	List the Essential Action(s) that this capacity building impacts.

School Action Planning and Implementation Milestones

In this section, detail the district's plan with start and end dates as well as any additional information to achieve critical planning and implementation milestones that the district will meet in each year in order to plan and execute the school action selected.

Year 1 - Planning Phase 1: Envision - Align restart strategy with district vision for student success

Critical Implementation Milestone	Milestone Description	Acceptable Evidence	Start Date	End Date	Notes
Identify Project Teams and Committees	ACE Design Team / Project Lead – there must be a person(s) identified as project lead, with the authority (either by existing role or Superintendent designee) to make decisions and the C-level relationships to ensure the process moves at the appropriate speed. Most important	- District project manager - Document that outlines district committee that will lead the work	11/18/2019	7/1/2020	Dr. Crum will serve as project manager, see attachement for committee outline
Establish school program requirements	This will follow the five core pillars of the ACE model: (1) Strategic Staffing, (2) Instructional Excellence, (3) Extended Day, (4) Social and Emotion Learning, and (5) Community and Parent Partnerships.	One-pager on programmatic elements by ACE pillar; ongoing assessment of district's ACE implementation plans	11/18/2019	1/22/2020	see attachment for ACE outline
Identify third-party implementation partner	Describe the third-party implementation partner that the district proposes to partner with or is partnering with. Describe the experience this partner has in supporting other campuses with the design and implementation of the specific ACE turnaround model. Describe, specifically, the activities that the partner will support the campus with.	Contract or MOU with third-party implementation provider	11/4/2019	2/21/2020	SE isd has been working with MAYA consulting and Best in class to support the planning for the implementation of the ACE model on their campus. If SEISD receives the continuation funding through the SAF to implement the ACE model on their elementary/jh campus they will continue to work with MAYAand BIC.

Year 1 - Planning Phase 2: Develop - Develop policies and systems for implementing ACE					
Critical Implementation Milestone	**Milestone Description**	**Acceptable Evidence**	**Start Date**	**End Date**	**Notes**
Develop campus administrator selection process	Districts should conduct a quantitative and qualitative analysis of current principals based on relative school performance vs. expected school performance. District leadership will be critical in helping to identify current leaders in the district that embody essential principal character traits. While many districts have a selection process	Administrator requirement blueprint	11/15/2019	2/28/2020	SE ISD has a signed contract with ERG to gather data amongst all adminstrators in the district. This data will be used to inform the adminstrator blueprint which will be finalized in February 2020
Develop Teacher Hiring/Selection Process	The teacher hiring process should begin with a quantitative and qualitative analysis of teacher performance across all teachers in the district. With this insight on performance, the newly selected campus principal will now have a target list for recruiting and assembling a team for the new campus. A principal will need to consider the composition not only of the overall teaching staff, but also within teams/depts/grade levels.	One-pager on programmatic elements by ACE pillar; ongoing assessment of district's ACE implementation plans	11/15/2019	spring 2020	Budget discussions are beginning, plan to gather input for small district at January and February ELA and BIC days.
Develop principal and employee compensation structure.	Provide a detailed narrative description of the employment and compensation structure of the principal that details the principal's incentive payment and the assurance that the principal will continue to receive incentive payments over the next three years of implementation. Provide a detailed description of the employment and compensation structure of the teachers on the campus that details teacher incentive payments and the assurance that teachers will continue to receive incentive payments over the next three years of implementation.	Draft line-item ACE campus budget	11/15/2019	spring 2020	Budget discussions are beginning, plan to gather input for small district at January and February ELA and BIC days.
Create a comprehensive budget plan	Districts will develop a line-item budget, including but not limited to, educator stipends, cost of extended day (transportation and enrichment programming), professional development, and social/emotional learning curriculum.	Draft line-item ACE campus budget			

Develop an overall communication plan and strategy	A successful design and rollout of the ACE initiative with strong community and stakeholder support is contingent upon a district's ability to communicate effectively about the initiative. The communication plan should communicate key messages about why ACE is being implemented, who it impacts, and how it will be implemented. Districts should complete in the fall and early	Strategic Communication Plan			see attachment for ACE outline

Year 1 - Planning Phase 3: Transition - Support transition planning for ACE model implementation					
Critical Implementation Milestone	**Milestone Description**	**Acceptable Evidence**	**Start Date**	**End Date**	**Notes**
Implement principal selection process	Select principal based on established recruiting/selection process. District should provide a narrative description of the principal's qualifications and why the district selected the principal to lead the ACE turnaround plan and the quantitative evidence that the principal has a demonstrated history of improvement in student academic growth at the campuses the principal has led or been a part of the management team at.	- Principal selected - Principal selection criteria document to outline selection process, rationale for selection, and principal resume	Spring 2020	Summer 2020	
Implement principal contract with specific academic achievement improvements	District should execute a clear contract that contains the specific expected academic achievement improvements in each of the next three school years.	-Principal contract with detailed academic achievement improvements over the next three years	Spring 2020	Summer 2020	
Implement teacher recruitment/hiring process	Hire teachers based on established recruiting/selection process. Provide a teacher roster by grade level, indicating which district the taught at in the preceding year. Provide evidence that at least 60 percent of the teachers on the roster had demonstrated instructional effectiveness during the previous school year.	Teacher hiring tracker	Spring 2020	Summer 2020	
Identify data driven instructional practices	Describe the data-driven instructional practices to be implemented on the campus. Clearly link these practices to the specific actions within the Effective Schools Framework.	School design plan			
Identify the system of observation and feedback for classroom teachers	Describe the system of observation and feedback for classroom teachers that will be implemented on the campus. Clearly link these practices to the specific actions of the Effective Schools Framework.	School design plan			
Identify the curriculum for the school	Describe the curriculum that will be used at each grade level, how that curriculum was selected, and how teachers will be professionally developed to implement the curriculum.	School design plan			

Identify the systems and practices to develop a positive school culture	Describe the systems and practices that the campus will implement to develop a positive school culture. Clearly link these practices to the specific actions of the Effective Schools Framework.	School design plan			
Identify the systems and practices to ensure highly engaged families and communities	Describe the systems and practices that the campus will implement, including specific partnerships with specific parent and community groups, to ensure highly engaged families and communities.	School design plan			
Identify extended learning opportunities	Describe the specific extended learning opportunities that will be afforded to students and how those students will be informed of those opportunities.	School design plan			
Identify student services provided before and/or after school	Describe how the campus will provide student services before or after school. Describe, in detail, what services will be provided.	School design plan			
Establish systems and capacity for formative, Effective Schools Framework-aligned progress monitoring during implementation year(s)	During the school year, the district will work with a third-party provider organization to conduct formative school visits to evaluate ACE model implementation and ESF-aligned school practices. School performance data will be tracked on either a 3-week or 6-week interim, depending on district processes, and will be compared where available, to 2018-2019 baseline data: (1) Student and staff attendance, (2) occurrences of discipline referrals, by sub population, and (3) academic interim assessments, in both K-2 and 3-8.	Progress Monitoring Plan	Spring 2020	Summer 2020	SE ISD has an agreement with ESC17 to continue to support and evaluating implementation on campus including ACE in 2020-21

Year 2 - Implementation: ACE Implementation Fidelity					
Critical Implementation Milestone	**Milestone Description**	**Acceptable Evidence**	**Start Date**	**End Date**	**Notes**
School begins new school year as ACE campus					
Establish afterschool enrichment opportunities for all interested students free of charge	These opportunities need to be open to all students, free of charge, and not solely University Scholastic League (UIL) activities.	Principal/District shared list of approved providers			
Ensure transportation services	Ensure transportation services are in place for pickup after extended hour of instruction (typically around 4pm), as well as afterschool enrichment time (typically around 6pm).	Bus schedules and routes			
Submit federal Afterschool Meals provider application for approval	Federal Afterschool Meals program allows eligible campuses to serve dinner and be reimbursed for those expenses.	Federal approval status			
Complete parent / community engagement plan	Create schedule for PTA meetings/locations and determine adult basic education (ABE) and volunteer opportunities for parents and community members	Flyers, schedules, etc.			