

Faculty Retention

Critical Initiative

Develop and implement a comprehensive coaching plan for all new teachers to provide targeted support for success.

Objective:

Provide coaching support and professional development to stabilize teaching staff.

Evidence-Based Practice Citation

Frazier, Rebecca A.. "Impact of Instructional Coaching on Teacher Competency, Job Satisfaction, and Student Growth, The." (2018).

Activity

Coaching plan for new teachers

**Person responsible:** Jennifer Barnett, Tim Gallahar

**Launch Date:** 08/09/2022

Required Resource(s):

**Financial Resource:**  
**Other Resource:** The New Art and Science of Teaching, Robert Marzano (and The Handbook)

**Source of Funding:**

Activity Measure(s)

Sharing resources from Marzano's book (Elements)

Benchmark(s)

**Benchmark:** Communication of plan to new teachers

**Date:** 08/31/2022

Faculty Retention

Critical Initiative

Provide job-embedded professional development for new teachers.

Objective:

Provide coaching support and professional development to stabilize teaching staff.

Evidence-Based Practice Citation

Frazier, Rebecca A.. “Impact of Instructional Coaching on Teacher Competency, Job Satisfaction, and Student Growth, The.” (2018).

Activity

Create staff development space for PD

Person responsible: Jennifer Barnett

Launch Date: 08/09/2022

Required Resource(s):

Financial Resource: \$4000.00

Other Resource: Project-based learning resources

Data wall of student performance

Source of Funding: Title I School-wide

Activity Measure(s)

Successful PD based on survey results

Benchmark(s)

Benchmark: 1st semester PD

Date: 12/16/2022

Benchmark: 2nd semester PD

Date: 05/19/2023

Activity

Provide job-embedded PD

<b>Person responsible:</b> Jennifer Barnett, faculty		<b>Launch Date:</b> 09/12/2022	
<b>Required Resource(s):</b>			
<b>Financial Resource:</b> \$2000.00		<b>Source of Funding:</b> Title I	
<b>Other Resource:</b> Professional development library (books, resources)			
Data wall of student achievement			
<b>Activity Measure(s)</b>		<b>Benchmark(s)</b>	
Survey results, observations, interviews		Benchmark: 1st semester PD	<b>Date:</b> 12/16/2022
		Benchmark: 2nd semester PD	<b>Date:</b> 05/25/2023

Faculty Retention

Critical Initiative

Recognize and reward teachers for consistent effort, progress, and improvement in classroom instruction, student support, and continued professional learning.

Objective:

Provide coaching support and professional development to stabilize teaching staff.

Evidence-Based Practice Citation

Andrews, Hans A.. "Supporting Quality Teachers with Recognition." Australian Journal of Teacher Education 36 (2011): 59-70.

Activity

TCCHS Thursday Treats

**Person responsible:** Jennifer Barnett, parents, community members

**Launch Date:** 08/18/2022

Required Resource(s):

**Financial Resource:**  
**Other Resource:** Involve parents and community members in monthly appreciation for faculty and staff

**Source of Funding:**

Activity Measure(s)

Positive faculty and staff response to appreciation

Benchmark(s)

**Benchmark:** Monthly treats

**Date:** 05/26/2023

High Expectations

Critical Initiative

Create teacher and student success rubrics for successful and exceptional teachers and students.

Objective:

Develop the school environment where high expectations are considered the norm for teachers and students.

Evidence-Based Practice Citation

Wolf, Kenneth and Ellen Stevens. “The Role of Rubrics in Advancing and Assessing Student Learning.” The Journal of Effective Teaching 7 (2007): 3-14.

Activity

Success Rubric creation

**Person responsible:** Jennifer Barnett,  
staff, student leaders

**Launch Date:** 08/02/2022

Required Resource(s):

**Financial Resource:** \$3000.00  
**Other Resource:** Stipends, printing  
materials and supplies

**Source of Funding:** Title I

Activity Measure(s)

Draft of student success rubrics and final  
edited version of the success rubrics

Benchmark(s)

**Benchmark:** Create rubrics      **Date:** 08/02/2022

**Benchmark:** Finalize edits to  
rubrics, printing      **Date:** 10/03/2022

High Expectations

Critical Initiative

Implement the use of the teacher and student success rubrics, focusing specifically on mindset, actions, outcomes, and reflections.

Objective:

Develop the school environment where high expectations are considered the norm for teachers and students.

Evidence-Based Practice Citation

Warren, Mark R. “Beyond the Bake Sale: A Community-Based Relational Approach to Parent Engagement in Schools.” Teachers College Record: The Voice of Scholarship in Education 111 (2009): 2209 - 2254.

Activity

Extended Day Tutoring

<b>Person responsible:</b> Jennifer Barnett, classroom teachers		<b>Launch Date:</b> 09/12/2022
<b>Required Resource(s):</b>		
<b>Financial Resource:</b> \$14400.00		<b>Source of Funding:</b> Title I
<b>Other Resource:</b>		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
Student achievement (standard tests, classwork, class tests, etc.)	<b>Benchmark:</b> October tutoring	<b>Date:</b> 11/04/2022
	<b>Benchmark:</b> November tutoring	<b>Date:</b> 11/30/2022
	<b>Benchmark:</b> Jan tutoring	<b>Date:</b> 02/03/2023
	<b>Benchmark:</b> February tutoring	<b>Date:</b> 03/03/2023
	<b>Benchmark:</b> March tutoring	<b>Date:</b> 03/31/2023
	<b>Benchmark:</b> April tutoring	<b>Date:</b> 04/28/2023
	<b>Benchmark:</b> May tutoring	<b>Date:</b> 05/25/2023

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## Activity

### Using Student Success Rubrics

<b>Person responsible:</b> TCCHS faculty and staff		<b>Launch Date:</b> 10/03/2022
<b>Required Resource(s):</b>		
<b>Financial Resource:</b> \$3000.00		<b>Source of Funding:</b> Title I
<b>Other Resource:</b> Materials and Supplies		
<b>Activity Measure(s)</b>	<b>Benchmark(s)</b>	
Student surveys on impact of success rubrics, observations, interviews, other data	Benchmark: Share Success Rubrics	<b>Date:</b> 10/03/2022
	Benchmark: Survey of rubric impact	<b>Date:</b> 02/03/2023
	Benchmark: Year end impact analysis	<b>Date:</b> 05/19/2023

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Critical Initiative

Provide extended day tutoring for students to support gains in all areas of academic achievement.

Objective:

Develop the school environment where high expectations are considered the norm for teachers and students.



Stakeholder Engagement

Critical Initiative

Conduct audit of community engagement

**Objective:**  
Provide proactive communication and strategic engagement and involvement opportunities for parents and other community members.

Evidence-Based Practice Citation

Warren, Mark R. "Beyond the Bake Sale: A Community-Based Relational Approach to Parent Engagement in Schools." Teachers College Record: The Voice of Scholarship in Education 111 (2009): 2209 - 2254.

Activity

Community Engagement Audit

**Person responsible:** Jennifer Barnett, Tim Gallahar, Tenicia Barclay

**Launch Date:** 10/03/2022

**Required Resource(s):**  
**Financial Resource:**  
**Other Resource:** Surveys, Questionnaires, Interviews

**Source of Funding:**

**Activity Measure(s)**  
Completed community involvement audit

**Benchmark(s)**  
**Benchmark:** Complete audit

**Date:** 10/28/2022

Stakeholder Engagement

Critical Initiative

Develop and implement communication and strategic engagement and involvement plan.

Objective:

Provide proactive communication and strategic engagement and involvement opportunities for parents and other community members.

Evidence-Based Practice Citation

Warren, Mark R. "Beyond the Bake Sale: A Community-Based Relational Approach to Parent Engagement in Schools." Teachers College Record: The Voice of Scholarship in Education 111 (2009): 2209 - 2254.

Activity

Develop community involvement plan

**Person responsible:** Barnett, Gallahar, Barclay, and Title I committee

**Launch Date:** 11/14/2022

Required Resource(s):

**Financial Resource:** \$500.00  
**Other Resource:**

**Source of Funding:** Title I

Activity Measure(s)

Completed revised involvement plan

Benchmark(s)

**Benchmark:** Finalize updated community involvement plan

**Date:** 01/31/2023

## Activity

Implement revised involvement plan

**Person responsible:** Barnett, Gallahar, Barclay,  
and Title I committee

**Launch Date:** 02/06/2023

**Required Resource(s):**

**Financial Resource:** \$1000.00

**Source of Funding:** Title I

**Other Resource:**

**Activity Measure(s)**

**Benchmark(s)**

Survey of parents and community  
members, feedback, other input sources

Benchmark: Analyze impact  
of new plan

**Date:** 05/25/2023