Navarro ISD Literacy Plan

This plan was developed as part of a curriculum audit. The work is based on an in-depth look at data and observations. A SWOT analysis led the committee to identify the following goals and supporting strategies.

Developers

This plan was developed by the ELA team, including Jennifer Spreen, Shelia Buchanan, Amber Williams, Jessica Limmer, Jennifer Leal, Jennifer Benner, Michele Hansen, Cessily Lester, Susan Korn, and Michelle Blount.

Beliefs

We believe ELA instruction (with the support of all content areas) is vital for: basic communication, jobs/college/career, informed and empathetic citizenry, and critical thinking

Common Commitments

We commit to: 1) focus on the end goal, 2) meet at least once a six-weeks, 3) hold each other accountable to follow through with action steps/implementation, 4) learn from each other and to be honest about our own strengths and weaknesses, and 5) to be positive and trust each other and the process.

Goal

100% of students will be CCMR by Spring 2025 based on the state/district guidelines/measurements.

Strategy #1 (Alignment):

We will adhere to the established vertical alignment plan.

Semester	Action	Responsible Party	Resources	Measurement
Early Spring 2020	Utilize TEKS Resources Vertical Alignment document	6-12 ELAR Teachers; Curriculum Administrators	TEKS Resource System; Teacher Lesson Plans	Teacher Lesson Plans and Unit/Benchmark Tests
Early Spring 2020	Analyze the vertical alignment document to ensure implementation	6-12 ELAR Teachers; Curriculum Administrators	District professional development day	All ELAR members attend meeting - Sign-in Sheet
Spring 2020	Adhere to TEKS Resource System Year at a Glance or district-approved Year at a Glance	6-12 ELAR Teachers; Curriculum Administrators	TEKS Resource System; Teacher Lesson Plans	Teacher Lesson Plans
Spring 2020	Analyze the year at a glance document to ensure vertical alignment	6-12 ELAR Teachers; Curriculum Administrators	District professional development day Pacing guide from Region 20	All ELAR members attend meeting - Sign-in Sheet
Spring 2020	Align teaching terminology to create consistency.	6-12 ELAR Teachers; Curriculum Administrators	meet to develop	All ELAR members attend meeting - Sign-in Sheet: Common Terminology Document created at meeting
Spring 2020	Adminstrator scheduled professional development days with specific, timed, teacher-created agenda items	Administrators	6-12 ELAR Teachers	calendar - days scheduled
Spring 2020	Teacher observations of different grade levels (instructional rounds)	Administrators (schedule); 6-12 ELAR (participate)	Paid Substitutes	Group Share at 6-12 ELAR PLC meeting

Fall 2020	Adhere to TEKS Resource System Year at a Glance or district-approved Year at a Glance	6-12 ELAR Teachers; Curriculum Administrators	TEKS Resource System; Teacher Lesson Plans Pacing guide from Region 20	Teacher Lesson Plans
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Spring 2021	Adhere to TEKS Resource System Year at a Glance or district-approved Year at a Glance	6-12 ELAR Teachers; Curriculum Administrators	TEKS Resource System; Teacher Lesson Plans	Teacher Lesson Plans
Spring 2021	Evaluate the year at a glance document to ensure vertical alignment	6-12 ELAR Teachers; Curriculum Administrators	District professional development day	All ELAR members attend meeting - Sign-in Sheet
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Spring 2022	Adhere to TEKS Resource System Year at a Glance or district-approved Year at a Glance	6-12 ELAR Teachers; Curriculum Administrators	TEKS Resource System; Teacher Lesson Plans	Teacher Lesson Plans
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Strategy #2 (Instruction):

We will develop a system of delivering effective instruction.

Semester	Action	Responsible Party	Resources	Measurement
spring 2020	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda

spring 2020; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
fall 2019/spring 2020	Common Terminology/Graduate to higher vocabulary; ie "AWUBUS" vs "subordinating conjunctions," "problem" vs "conflict," "resolution" vs "denouement," "thesis," ~~"protagonist=good guy, antagonist=bad guy"~~	ELAR 6-12, admin	planning time	Everyone will start using the same terms? Sign ins and others
fall 2020	ELAR 6-12 teachers decide focus for upcoming year - text selection, writing strategies, workshops	ELAR 6-12, admin	Access to Region 20, outside training, resources, subs if needed; shared google Doc	professional development attendance, purchase of curriculumn that works across grade levels, software like "Turn It In" still important to allow teacher flexibility, but similar strategies are important. Teacher-created timed agenda
Fall 2020; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
spring 2021	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
spring 2021; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
fall 2021	ELAR instructors reevaluate the text selections, alignment for coming year	ELAR 6-12, admin	Access to Region 20, outside training, resources, subs if needed	teacher-created timed agenda, professional development attendance
fall 2021	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
Fall 2021; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin minus	documentation of sign in?
spring 2022	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
spring 2022; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin minus	documentation of sign in?
fall 2022	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
fall 2022; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin minus	documentation of sign in?

fall 2022	ELAR instructors reevaluate the text selections, alignment for coming year	ELAR 6-12, admin	Access to Region 20, outside training, resources, subs if needed	professional development attendance, purchase of curriculumn that works across grade levels, software like "Turn It In" still important to allow teacher flexibility, but similar strategies are important. Teacher-created timed agenda
spring 2023	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
spring 2023; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
fall 2023	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
fall 2023; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
fall 2023	ELAR instructors reevaluate the text selections, alignment for coming year	ELAR 6-12, admin	Access to Region 20, outside training, resources, subs if needed	professional development attendance, purchase of curriculumn that works across grade levels, software like "Turn It In" still important to allow teacher flexibility, but similar strategies are important. Teacher-created timed agenda
spring 2024	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
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fall 2024	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
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spring 2025	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
spring 2025; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
fall 2025	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
fall 2024; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?
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spring 2025	Teacher-Created Timed Agenda for PLC	ELAR 6-12	shared Google Doc	Timed Agenda
spring 2025; every 6 weeks	Time to meet during inservice/half day or with a sub during regular day	Administration	time, space, potentially subs, support from admin	documentation of sign in?

Strategy #3 (Data-driven decision-making):

We will create a system of data-driven decision making.

Semester	Action	Responsible Party	Resources	Measurement
Spring 2020 continue to meet 6-12 teachers once a six weeks	ELA meeting-full day PLC covered as staff development for all strategy implementation	Administration;teachers	Time; substitutes	Curriculum alignment; fellowship and positive attitudes among ELAR team

Spring 2020	High school level- omit repetitive data gathering that takes away valuable instructional time (omit MAPS testing at high school level due to us having unit tests every six weeks with TEKS driven data)	Administration	Time;substitutes	MAPS data at the high school level is not authentic data
Spring 2020	Full day to learn how to make Eduphoria tests with TEKS incorporated and reading data-professional development from someone who has experience with creating tests and reading data	Administration;teachers	Time; substitutes	Once learned, the implementation of unit assessments across levels
Fall 2020 BOY Staff Development	Full day to learn how to make Eduphoria tests with TEKS incorporated and reading data-professional development from someone who has experience with creating tests and reading data	Administration; new teachers	Time;substitutes	Once learned, the implementation of unit assessments across levels
Fall 2020 once a six weeks	ELA meeting-full day PLC covered as staff development for all strategy implementation	Administration;teachers	Time;substitutes	available data via unit tests, Google Classroom, common writing habits of students
End of every six weeks Beginning Fall 2020	Implementation of measureable Unit Assessments every six weeks on every level	Teachers	Time; Eduphoria	Alignment of instruction and intervention to meet individual student needs
Spring 2021- every six weeks	ELA meeting-full day PLC covered as staff development for all strategy implementation	Administration;teachers	Time;substitutes	available data via unit tests, Google Classroom, common writing habits of students
Fall 2021 BOY Staff Development	Full day to learn how to make Eduphoria tests with TEKS incorporated and reading data-professional development from someone who has experience with creating tests and reading data	Administration; new teachers	Time;substitutes	Once learned, the implementation of unit assessments across levels
End of every six weeks Beginning Fall 2021	Implementation of measureable Unit Assessments every six weeks on every level	Teachers	Time; Eduphoria	Alignment of instruction and intervention to meet individual student needs
Spring 2022- every six weeks	ELA meeting-full day PLC covered as staff development for all strategy implementation	Administration;teachers	Time;substitutes	available data via unit tests, Google Classroom, common writing habits of students

Fall 2022 BOY Staff Development	Full day to learn how to make Eduphoria tests with TEKS incorporated and reading data-professional development from someone who has experience with creating tests and reading data	Administration; new teachers	Time;substitutes	Once learned, the implementation of unit assessments across levels
End of every six weeks Beginning Fall 2022	Implementation of measureable Unit Assessments every six weeks on every level	Teachers	Time; Eduphoria	Alignment of instruction and intervention to meet individual student needs
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Fall 2024 BOY Staff Development	Full day to learn how to make Eduphoria tests with TEKS incorporated and reading data-professional development from someone who has experience with creating tests and reading data	Administration; new teachers	Time;substitutes	Once learned, the implementation of unit assessments across levels
End of every six weeks Beginning Fall 2024	Implementation of measureable Unit Assessments every six weeks on every level	Teachers	Time; Eduphoria	Alignment of instruction and intervention to meet individual student needs
Spring 2025-every six weeks	ELA meeting-full day PLC covered as staff development for all strategy implementation	Administration;teachers	Time;substitutes	available data via unit tests, Google Classroom, common writing habits of students
Strategy #4 (Resources):				

	We will develop a process for identifying, selecting, and acquiring well-aligned resources.			
Semester	**Action**	**Responsible Party**	**Resources**	**Measurement**
January 2020	Vendor Meetings	9-12 ELA Teachers	Substitutes, Time	Attendance
Fall 2019	Review K-8 Text Selection	9-12 ELA Teachers	Substitutes, Time	Attendance/Working List
Spring 2020	Review of RTI Resources, Including computer based programs	Chief Instructional Officer, 6-12 ELAR Teachers	Time, Finances	EOC Scores: Fewer Retentions
Spring 2020 - one of the half days?	Compile a list of current research based RTI resources available, Including computer based programs	Chief Instructional Officer (compiles), 6-12 ELAR Teachers (evaluates)	Time	List
Spring 2020	Review of Non-Adoption Materials	6-12 ELAR Teachers	Time	List
Fall 2020	Review of Non-Adoption Materials	6-12 ELAR Teachers	Time	List
Fall 2020	Meet with Librarian to review new Open Source options	Librarian; 6-12 ELAR Teachers	Time	List
Spring 2021	PD on new textbook resources	6-12 ELAR teachers, Admin, Publisher Reps	Substitutes, Time	List
Spring 2021	Review of RTI Resources available, Including computer based programs	Chief Instructional Officer, 6-12 ELAR Teachers	Time, Finances	EOC Scores: Fewer Retentions; Updated RTI Resources List
Spring 2021	Monitor Usage of Non-Adoption Materials	6-12 ELAR Teachers	Time	List
Fall 2021	Review of Non-Adoption Materials	6-12 ELAR Teachers	Time	List
Fall 2021	Meet with Librarian to review new Open Source options	Librarian; 6-12 ELAR Teachers	Time	List
Spring 2022	Review of RTI Resources available, Including computer based programs	Chief Instructional Officer, 6-12 ELAR Teachers	Time, Finances	EOC Scores: Fewer Retentions; Updated RTI Resources List
Spring 2021	Monitor Usage of Non-Adoption Materials	6-12 ELAR Teachers	Time	List
Fall 2022	Review of Non-Adoption Materials	6-12 ELAR Teachers	Time	List
Fall 2022	Meet with Librarian to review new Open Source options	Librarian; 6-12 ELAR Teachers	Time	List
Spring 2023	Review of RTI Resources available, Including computer based programs	Chief Instructional Officer, 6-12 ELAR Teachers	Time, Finances	EOC Scores: Fewer Retentions; Updated RTI Resources List
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