

Natalia Junior High School Turn-Around Plan (TAP)



School System Information

School Name: Natalia Junior High

Interim Superintendent:

Principal: Michelle Hickman

District Coordinator of School Improvement: Amanda Lopez

Student Outcome Goals

Goal 1: By the end of the school year 2025-2026, 55% of all grades (5-8) ELA/Reading will perform at the Meets Grade Level or Above for STAAR

Goal 2: By the end of the school year 2025-2026, 35% of all grades (5-8) Math will perform at the Meets Grade Level or Above for STAAR

Goal 3: By the end of the school year 2025-2026, a goal of 62.5 component points will be met for the Academic Achievement Component of Domain III.

Goal 4: By the end of the school year 2025-2026, a goal of 62.5 component points will be met for the Growth Status Component of Domain III.

Goal 5: By the end of the school year 2025-2026, a goal of 100 component points will be met for the ELP Status Component of Domain III.

Goal 6: By the end of the school year 2025-2026, a goal of 50 component points will be met for the Student Success Status Component of Domain III.

School Improvement Strategy

Strategy: Intensive Curriculum and Instruction Improvements

Awarded Grants: Strong Foundations Implementation (SFI) Secondary Math (LASO 3), Instructional Leadership (LASO 3)

Potential Grants for SY 2026-2029: LASO 4 - LIFT with PLC Add-On support

Strategy Implementation Support: ESC Region 20

Curriculum and Instruction

2025-2026 Math and Reading Adopted Curriculum

- 5th Grade Bluebonnet Math
- 5th Grade Bluebonnet RLA
- 6-8 Bluebonnet Math
- 6-8 Amplify Texas ELAR

Math and Reading Curriculum for SY 2026-2028

- 5th Grade Bluebonnet Math
- 5th Grade Bluebonnet RLA
- 6-8 Bluebonnet Math
- 6-8 Amplify Texas ELAR

Curriculum Required Instructional Minutes (based on a five-day school week)

- 5th grade Bluebonnet Math: 450 minutes
- 5th Grade Bluebonnet RLA: 300 minutes
- 6-8 Bluebonnet Math: 225 minutes
- 6-8 Amplify Texas ELAR: 225 minutes

Current JH Master Schedule instructional minutes (based on a four-day school week)

- 5th grade Bluebonnet Math: 480 minutes
- 5th Grade Bluebonnet RLA: 480 minutes
- 6th Bluebonnet Math: 480 minutes
- 7-8 Bluebonnet Math: 220 minutes
- 6-8 Amplify Texas ELAR: 220 minutes

For 6th (RLA) and 6-8 Math additional instructional minutes are built throughout the day, twice a week.

Academic Calendar

The current 2025-2026 academic calendar contains 155 instructional days. The district will take the following steps to ensure a 165-day calendar is adopted and implemented in 2026-2027.

In early January 2026, district leadership will begin collecting stakeholder input on the 2026-2027 academic calendar. Information will be shared with stakeholders and the board of trustees regarding the impact of a less than 165 instructional day academic calendar on student outcomes. Early Spring 2026, district leadership will develop several draft calendars for the upcoming school years. While all drafts will not contain less than 165 school days of instruction they may provide a hybrid between the 4 day and 5-day school year.

Assessment Plan

Unit Assessments: All 5th grade Bluebonnet RLA Unit and Math Module embedded assessments will be used and scheduled through Eduphoria by instructional coaches and administered by teachers upon completion of unit/module. For 6-8, all Amplify Texas RLA Unit assessments and Bluebonnet Math Module embedded assessments will be scheduled through Eduphoria by instructional coaches and administered by teachers upon completion of the unit/module. An assessment calendar has been created that helps track the scope and sequence of each course. Conduct data reflection on unit and module assessments to identify TEKS that need to be re-taught.

Formative Assessments: Created a process for tracking DFAs (daily formative assessments) through exit tickets aligned to the state standards & curriculum through Eduphoria. We are using the data to inform Tier 2 interventions conducted through additional class periods “Mustang Time”, Friday school, and after school tutoring.

Other assessments: Beginning of year and middle of year diagnostic assessments using mClass (5th grade RLA), IXL (RLA & Math), and NWEA MAP growth.

PLCs

Current PLC structure has RLA and Math teachers meeting weekly by content. Additional time is available in the week to work with individual teachers on coaching and feedback. Data PLCs are conducted with the campus principal.

PLCs are organized by content level. There are two 5th grade Math teachers who PLC together, two 5th grade RLA teachers who PLC together, and two 6th grade RLA teachers who PLC together. The 6-8 Math teachers PLC together. The 7-8 RLA teachers PLC together. Additional PLCs are held once a month on Fridays.

PLCs occur weekly with some teachers meeting individually with instructional coaches. Data PLCs are once a month with the campus principal.

An RLA instructional coach meets and leads PLCs with the 5th and 6th grade RLA teams. A math instructional meets and leads PLC with the 6-8 Math teachers. The campus principal meets and leads PLC with the 7-8 RLA teachers. Additionally, product advisors from Region 20 assist in facilitating the Bluebonnet content area PLCs.

All Math and RLA teachers are required to attend PLCs. (5th - 8th grade)

In weekly PLCs, instructional coaches and product advisors utilize the Bluebonnet internalization protocol. For Amplify RLA, the product internalization protocol is used. During the once a month Fridays, the SWAP data analysis protocol will be used to reflect on data, as well as the Bluebonnet student work analysis protocol will be used.

Capacity Building

Through the Texas Instructional Leadership program (Region 20), principal managers, campus administration, and instructional coaches have received professional development on schoolwide culture/routines, and observation/feedback cycles (Get Better Faster). Processes have been developed to implement observation/feedback cycles twice a month for identified teachers. Professional development on data driven instruction will occur in the Spring.

Through the Strong Foundations Implementation grant, the principal manager, campus administration, and instructional coaches have received product training and unit/lesson internalization training.

Additionally, teachers have also received the above SFI training, Math & RLA RBIS training, and receive continued coaching in the curriculum, instructional delivery, and data analysis.

Each teacher is receiving an observation twice a month. Using the Get Better Faster scope and sequence as well as the curriculum action guides, instructional coaches and campus administration are providing feedback to the teachers within 1-3 days of the observation. Additionally, some identified teachers are receiving action steps to implement to improve their instruction. For teachers who have less than two years in their role and/or are ineffective, additional 1:1 coaching is being provided weekly and observations/feedback are conducted at least once a week.

For the Bluebonnet teachers, the Strong Foundations Implementation Look-For tool is being used. Amplify Texas RLA also has an implementation look-for tool that is utilized. Focused look-fors include but are not limited to: implementation of the curriculum components, student active participation, engaging all learners, and alignment of objectives to formative assessment.

For leadership, Region 20 and the district manager are utilizing the Principal Action Steps.

Teachers will receive capacity building support by way of training and professional development in using the Bluebonnet Learning embedded supports that support all learners, including special populations such as EB learners and Special education students.

EB strategy support is also being provided to administrators and teachers by the district EB coordinator through job embedded training.

Milestones

See Milestones timeline at end of plan document.

Performance Management

District and campus leaders will develop a TAP strategy monitoring tool by Spring 2026 and will be responsible for monitoring successful implementation. The data collected by this tool will be reviewed quarterly to ensure the milestones outlined in above plan are being met. Progress toward the milestones will be reviewed monthly by campus leadership. Successful implementation of this plan will be monitor monthly through data collection trackers, campus instructional rounds and observations; District Instructional Leadership Team observations; School Board Walks and data monitoring through MAP-Growth and Eduphoria. Milestone progress will be shared with district leadership monthly during monthly administration meetings. The milestone progress will be shared with other relevant stakeholders through campus newsletters, school board meetings, and parent engagement events. The TAP strategy benchmarks will occur every three months with district and campus leadership.

Resources

The required costs to implement this plan consists of the following:

Items	Costs	Source of Funds
Bluebonnet RLA and Math Curriculum	\$40,000	▪ State-Developed Open Education Resource Entitlement ▪ SBOE-approved Instructional Materials Entitlement
6-8 Amplify Texas ELAR	\$25,000	▪ Instructional Materials and Technology Allotment (IMTA)
Texas Instructional Leadership (TIL) program (Region 20)	\$65,000	▪ Instructional Leadership grant (LASO 3)
Strong Foundations Implementation Support (Region 20)	\$100,000	▪ Strong Foundations Implementation Grant (LASO 3)

Alternative funding if the above listed grant fund sources are not awarded to Natalia Junior High include using Title II for professional development and continued support and IMTA funding will be used to purchase all curriculum. The district hopes to apply for the LASO 4 grant to continue Region 20 support in the programs listed above. If the district is not awarded the grant, potential funding can come from Title II and/or local funds.

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TAP Milestones

Weekly - Implementation checkpoints occur weekly through implementation observations/walks and PLCs. Coaching touchpoints occur bi-weekly for Tier 2 teachers; Tier 3 teachers have a coaching touchpoint once a week. Lesson internalizations are submitted and reviewed. Capture and review formative assessment data.

November 2025

- Conduct monthly walk-throughs with fidelity observation tools and collect data on SFI Look-For teacher tracker.
- Review Observation/Feedback tracker for progress on action steps and identify areas for intervention.
- Review curriculum embedded assessment and formative assessment data to identify areas of re-teach or intervention
- Review PLC Learning walk data to review progress on lesson internalization protocols and student work analysis practices.
- Fidelity of Implementation (FOI) checkpoint with Region 20 Implementation advisor, use feedback to adjust lesson internalization focus.

January 2025

- Includes November 2025 milestones (Bullets 1-4)
- District and campus review of MOY data from NWEA MAP growth, mClass, and IXL to identify student needs and adjust accordingly (Early January).
- Review observation/feedback cycle, curriculum implementation, and assessment data to begin the staffing decision process for next school year.

March 2026

- Includes December 2025 milestones
- Begin Master schedule planning to include sufficient planning time, accelerated instruction and/or intervention time.
- Based on data collected, begin identifying staff needs and begin hiring process for next school year.

May 2026

- Includes December 2025 milestones
- Review EOY data from NWEA MAP growth, mClass, and IXL to identify student needs and begin planning for next school year.
- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust plan based on data collected.
- Review teacher observation/feedback, TTESS evaluations, and walkthrough data to plan for beginning of year in-service professional development

December 2025

- Includes November 2025 milestones (Bullets 1-4)
- Re-visit teacher tiering and re-identify any underperforming teacher for 1:1 feedback cycle.
- Review SFI Look-For teacher tracker to identify individual teacher's areas of growth and inform lesson internalization focus.
- Fidelity of Implementation (FOI) checkpoint with Region 20 product advisor: use feedback to adjust lesson internalization focus.
- Provide teacher mentorship program for teachers new to teaching (under 2 years) and any non-certified teachers.

February 2026

- Includes November 2025 milestones (Bullets 1-4)
- Develop TAP strategy tool to monitor implementation and impact of TAP strategy.

April 2026

- Includes November 2025 milestones (Bullets 1-4)
- Fidelity of Implementation (FOI) checkpoint with Region 20 Implementation advisor: use feedback to begin targeted lesson internalizations.
- Place order for Bluebonnet RLA/Math and Amplify instructional materials for the 2026-2027 school year.

June 2026

- Includes November 2025 milestones (Bullets 1-4)
- Review preliminary 2026 STAAR data to identify students for summer program and/or accelerated instruction.
- Master schedule review to ensure sufficient planning time and any accelerated instruction needs.
- Begin rollout of instructional materials received throughout the summer.
- Begin Data-driven instruction training with Region 20.

Additional milestones pertaining to data driven instruction practices will be added upon completion of Region 20 training in June.

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TAP Milestones

July 2026

- Hold onboarding professional development for Bluebonnet instructional materials with Region 20 and Amplify vendor instructional materials for new staff.
- Hold onboarding professional development for all new campus administration and instructional coaches on TIL components
- RBIS professional development for new staff.
- Refresher training for all campus administration on schoolwide culture routines with Region 20.

August 2026

- Refresher training for all campus administration and instructional coaches on the Get Better Faster model and observation/feedback cycle.

September 2026

- Includes November 2025 milestones (Bullets 1-4)
- District and campus review of BOY data from NWEA MAP growth, mClass, and IXL to identify student needs.
- Evaluate schoolwide culture routine implementation based on rubric developed during Region 20 training and adjust as needed.

October 2026

- Includes November 2025 milestones (Bullets 1-4)
- Begin data analysis protocols on unit assessments.
- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

November 2026 – June 2028 will contain many of the same milestones and cadence specified above

January 2027

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

April 2027

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

July 2027

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

October 2027

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

January 2028

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

April 2028

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.

June 2028

- TAP Strategy Benchmark: Superintendent and district/campus leadership conducts TAP review and adjust based on data collected.