DALLAS ISD CORE BELIEFS

1. MAIN PURPOSE IS TO IMPROVE STUDENT ACADEMIC ACHIEVEMENT.

2. EFFECTIVE INSTRUCTION MAKES THE MOST DIFFERENCE IN STUDENT ACADEMIC PERFORMANCE.

3. THERE IS NO EXCUSE FOR POOR QUALITY INSTRUCTION.

4. WITH OUR HELP, AT RISK STUDENTS WILL ACHIEVE AT THE SAME RATE AS NON-AT RISK STUDENTS.
• 92.6% Economically Disadvantaged
• 60.9% LEP limited English proficient
• 69.2% At Risk
• 30.0% New to the district
### PERSHING STAFF

#### CLASSROOM TEACHERS

<table>
<thead>
<tr>
<th>Support Staff</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Staff</td>
<td>8</td>
</tr>
<tr>
<td>Café Staff</td>
<td>5</td>
</tr>
<tr>
<td>Admin. Staff</td>
<td>2</td>
</tr>
<tr>
<td>Instructional Coaches</td>
<td>2</td>
</tr>
<tr>
<td>Teacher Assistants</td>
<td>9</td>
</tr>
<tr>
<td>Custodial Staff</td>
<td>3</td>
</tr>
<tr>
<td>Counselor</td>
<td>1</td>
</tr>
<tr>
<td>Administrators</td>
<td>2</td>
</tr>
</tbody>
</table>

Total: 36 classroom teachers
A Classroom Effectiveness Index, or CEI, is a value-added measure of the amount of academic progress that a teacher afforded his or her students after a year of instruction.

School Effectiveness Index, or SEI then takes individual teacher CEI’s to form a wider view of each school and ranks them in order of effectiveness. In 2014-2015 Pershing ES was ranked 1st out of 147 elementary schools in DISD and had the fifth highest in the district out of 223 schools.
Gold Ribbon designates the top schools that serve a high concentration of economically disadvantaged students.
BARRIERS / OBSTACLES

• Content scaffold
• Horizontal and Vertical alignment
• Leveraging Data
• Goal setting
• Building Strong Student Support Team
ACTION PLAN

IMPROVE QUALITY OF INSTRUCTION

- Develop a needs assessment for each action item.

- Write specific leadership actions and teacher actions for each action item (1-3 high leverage moves).

- Develop measurable results that describe success.

INCREASE STUDENT ACHIEVEMENT

CAMPUS CLIMATE AND CULTURE
IMPROVE QUALITY OF INSTRUCTION

3 YEAR PLAN

• Data Analysis – school/standards/grade level/teacher
• Differentiation Support or Professional Development
• Collaborative Planning – Alignment
• Instructional delivery – gradual release model
• Student engagement
IMPROVE QUALITY OF INSTRUCTION

3 YEAR PLAN

• Early RTI – Tier 2 and Tier 3 support (academic/social/emotional/behavioral needs)
• Common assessments – backward design
• Integrated technology
• Classroom observations with specific feedback-LO/DOL, purposeful instruction, student engagement, effective use of time.
TOOLS

### Extended Collaborative Planning

#### 2nd Marking Period

<table>
<thead>
<tr>
<th>Subject</th>
<th>Date</th>
<th>Code</th>
<th>Study Topic</th>
<th>Assessments</th>
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</thead>
<tbody>
<tr>
<td>Math</td>
<td>8/26-9/1</td>
<td>C16</td>
<td>Quadratic Equations</td>
<td>Test, Quiz</td>
</tr>
<tr>
<td>Science</td>
<td>8/26-9/1</td>
<td>C16</td>
<td>Matter</td>
<td>Lab, Test</td>
</tr>
<tr>
<td>English</td>
<td>8/26-9/1</td>
<td>C16</td>
<td>Grammar</td>
<td>Test, Quiz</td>
</tr>
</tbody>
</table>

#### Weekly Lesson Plans

- **Monday, Sept 12**
  - Math: Solving Quadratic Equations
  - Science: Properties of Matter

- **Tuesday, Sept 13**
  - English: Review of Grammar

- **Wednesday, Sept 14**
  - Math: Solving Quadratic Equations (Part II)

- **Thursday, Sept 15**
  - Science: Law of Conservation of Energy

- **Friday, Sept 16**
  - English: Practice Writing

#### Goals

- **Math**: Review and practice solving quadratic equations.
- **Science**: Explore the properties of matter.
- **English**: Improve grammar skills through practice and review.

#### Considerations

- **Math**: Focus on problem-solving strategies.
- **Science**: Hands-on experiments for a practical understanding.
- **English**: Emphasize sentence structure and clarity.
IMPROVE STUDENT ACHIEVEMENT

• Engagement – student engagement during the lesson
• Focus on small group instruction during the day
• Target T3 after-school academic tutoring
• Integrated technology – both as a learning tool and feedback tool
• Access to enrichment activities
## CLIMATE & CULTURE

### BUILDING RELATIONSHIPS

<table>
<thead>
<tr>
<th>STAFF</th>
<th>STUDENTS</th>
<th>PARENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>COLLABORATION</td>
<td>EFFECTIVE TEACHERS</td>
<td>PTO</td>
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<tr>
<td>DIFFERENTIATED</td>
<td>TIER 2-3 SUPPORTS</td>
<td>VOLUNTEER OPPORTUNITIES</td>
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<tr>
<td>PROFESSIONAL DEVELOPMENT</td>
<td>ENRICHMENT</td>
<td>CHAPERONE OPPORTUNITIES</td>
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<tr>
<td>EARNED AUTONOMY</td>
<td>CAMPUS ACTIVITIES</td>
<td>PARENT WORKSHOPS</td>
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<tr>
<td>RECOGNITION</td>
<td>EOY STUDENT SURVEYS</td>
<td>PARENT SURVEYS</td>
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<tr>
<td>TWO SURVEYS PER YEAR</td>
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ELEMENTARY TO HIGH SCHOOL CONNECTIONS

Yearly Hillcrest HS
Homecoming Parade Participants

Hillcrest HS Volunteers

Yearly Hillcrest High School Red Ribbon Pep Rally
SCHOOL WIDE ACTIVITIES

- Spelling Bee
- Career Day
- Red Ribbon Week
- Multicultural
- Fall Festival
- Stars and Stripes
K & 1st Thanksgiving

6 Week Award Assemblies

Story Book Character Day

Earth Day Contest

4th-5th College Visits
EXTRA CURRICULAR ACTIVITIES

- Boy Scouts of America
- Girl Scouts of America
- Fast & Furious (P.E Fun)
- Art Club
- Chess
- Hip Hop Dance
- Soccer Team
- Student Council
- Dallas Arboretum Science Classes
HARDWORKING AND GIVING STAFF
TERRIFIC STAFF