

**WACO INDEPENDENT SCHOOL DISTRICT  
SPECIAL MEETING  
WISD Conference Center  
115 S 5th Street  
Waco, Texas 76701**

**Tuesday, June 24, 2025 - 5:30 PM**

A Special Meeting of the Board of Trustees of Waco Independent School District will be held June 24, 2025, beginning at 5:30 PM in the WISD Conference Center, 115 S 5th Street, Waco, Texas.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice/agenda.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

**AGENDA**

1. **Call to Order**
2. **Public Comments on Agenda Items**
3. **Consider, Discuss and Take Appropriate Action Regarding the South Waco Elementary Turnaround Plan**  
**Presenter: Karmen Logan**
4. **Adjournment**

**Waco Independent School District**  
**Board of Trustee Meeting Agenda Item**

**Date:** June 24, 2025

**Contact Person:** Karmen Logan

**RE: Consider, Discuss and Take Appropriate Action Regarding the South Waco Elementary Turnaround Plan**

=====

**Background Information:**

This memo is to formally request the Board’s approval for the attached WISD South Waco Elementary School Turnaround Plan. The plan outlines the strategies and actions necessary to address the campuses continued underperformance on standardized testing, and to position the organization for sustainable success.

Due to two consecutive years of being designated with an F rating under state accountability, South Waco ES is required to develop a Turnaround Plan. The campus rating in 2019 was an F. The state held campuses harmless for 2020, 2021 and 2022. The recent release of the 2023 state accountability June 3, 2025 showed South Waco ES to be an F, requiring submission of the Turnaround plan by June 30, 2025.

**Turnaround Plan Summary:**

The attached Turnaround Plan details the key strategies and initiatives, including:

- Strategy 1: HQIM Implementation
- Strategy 2: Instructional Leadership development through TIL or other Instructional Leadership Pathway Providers

The plan includes a detailed description of the budget and staffing changes required for implementation. It also outlines the timeline, key milestones, and metrics for measuring progress.

**Stakeholder Engagement:**

The campus teachers participated in meetings on April 9, 2025 and April 23, 2025 to review two different HQIM curriculum resources for K-5 math. Bluebonnet and Kiddom curriculum resources were reviewed based on rubric from TEA. The campus rubric shows that teachers scored Bluebonnet a 22 out of 24 points and Kiddom was rated 18 out of 24 points.

**Fiscal Implications:**

The funding to implement the Turnaround Plan is included in the

attachments.

**Administrative Recommendation(s):**

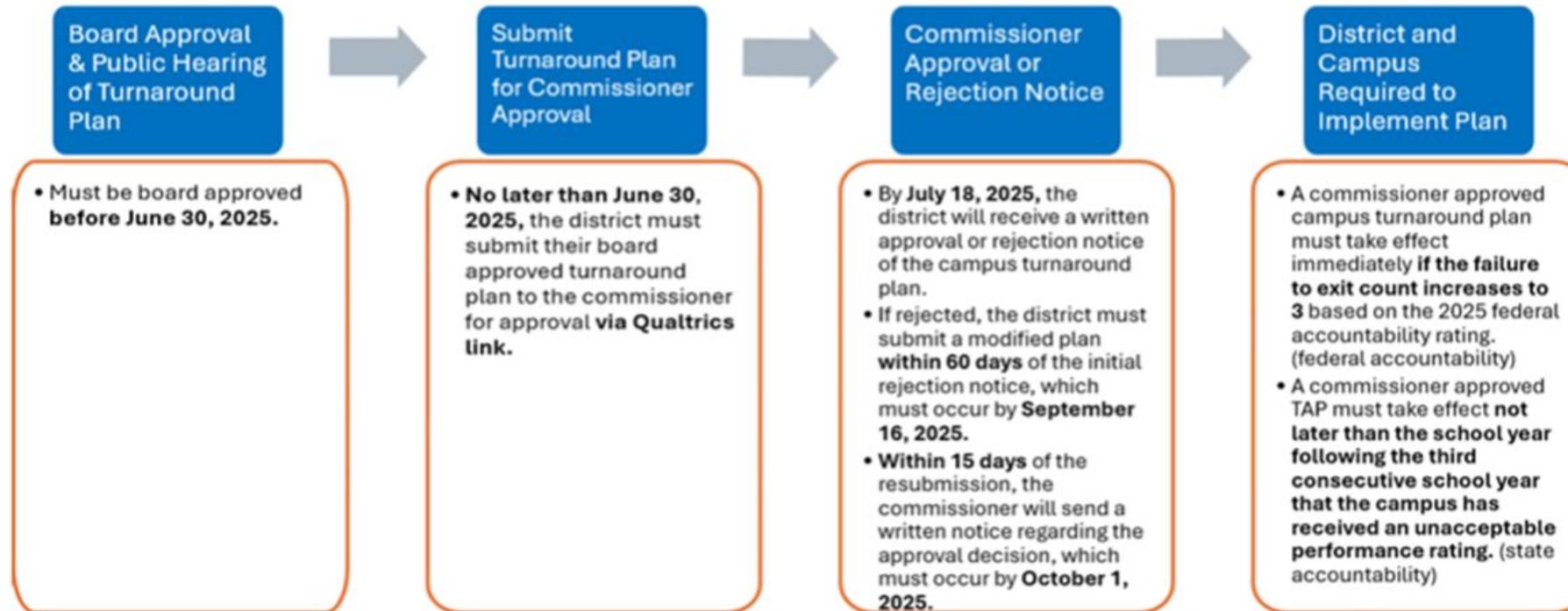
The administration recommends that the Board of Trustees approve the Turnaround Plan for South Waco Elementary

## High-Quality Curriculum Implementation and Instructional Leadership Development



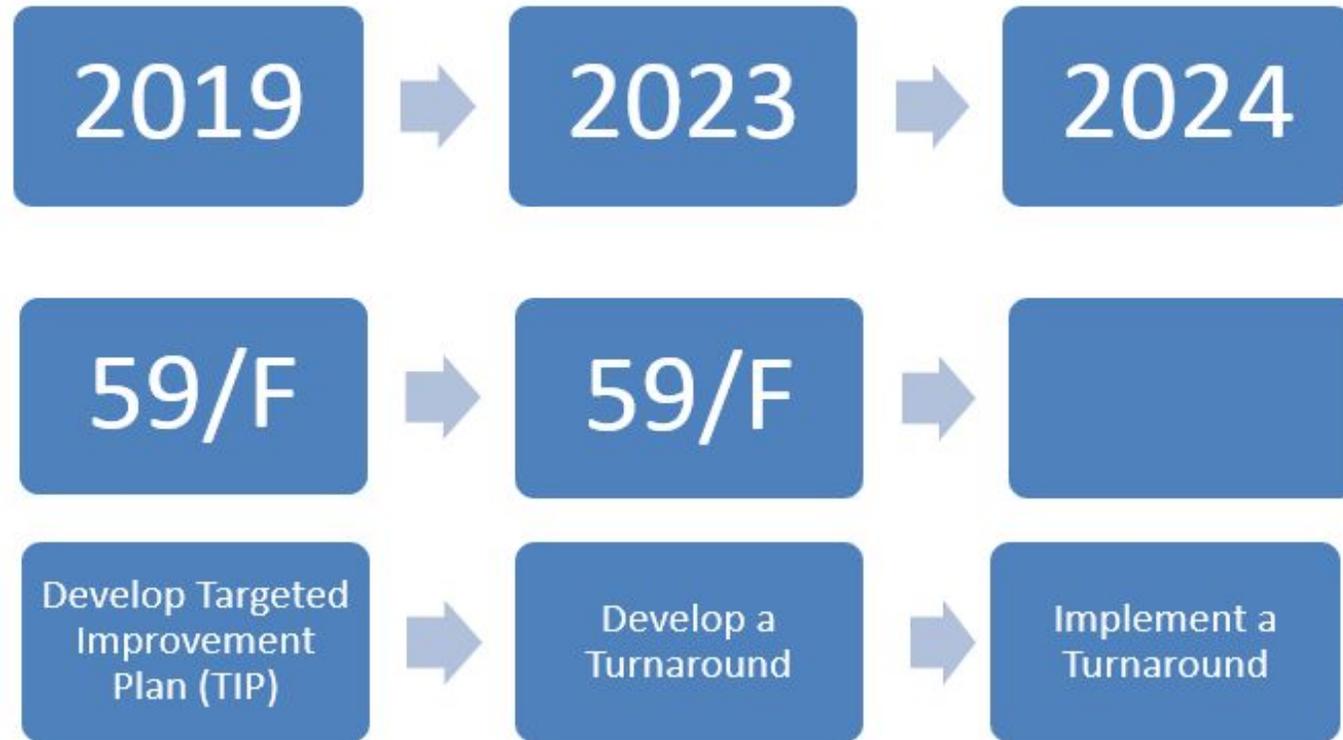
# Timeline for Turnaround Plan

## Turnaround Plan Approval Timeline: TAPS submitted by June 30, 2025



# Background

## South Waco Accountability Ratings



# Requirement Per TEA

Develop a Turnaround with Clear  
Priorities aligned to the campuses  
rating

# Requirement Per TEA

Implement Open Education Resources and State Board of Education-approved High-Quality Instructional Materials (HQIM) in core content areas. In partnership with Instruction Partners, the campus and the district will engage in instruction leadership development focused on building sustainable systems that drive student outcomes beyond the classroom.

# Requirement Per TEA

The campus ESF Diagnostic performed in fall of 2024 Academic Review indicated that 63% of RLA and 20% of Math assignments did not meet the threshold for high-quality assignments

# Next Steps

- Instructional Walks (Bi-weekly)
- Weekly PLCs with Internalization and Data Review
  - Quarterly Data Reviews and Coaching
    - Bi-weekly Instructional Rounds
    - Targeted Professional Learning

## Structure

## Frequency

## Purpose

Instructional Walks	Bi-weekly	Monitor implementation & calibrate observers
PLCs	Weekly	Deep planning, lesson internalization
Data Reviews	Quarterly	Monitor progress, guide instruction
Observation & Feedback	Weekly	Support teacher growth
Leadership Coaching	Bi-weekly	Strengthen leadership practice
Instructional Rounds	Monthly	Identify instructional patterns
PD	Quarterly + Ongoing <sub>11</sub>	Address trends & needs

# Questions?