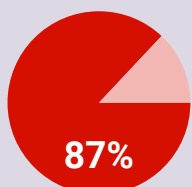




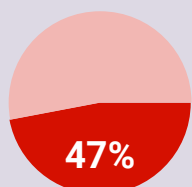
Faced with high teacher turnover and low student performance, Francone Elementary needed a bold shift. Through video coaching with Sibme, the school rebuilt trust, improved instruction, and achieved dramatic academic and behavioral gains.

## A Campus in Crisis

In the 2014–15 school year, Francone Elementary in Texas faced serious academic and behavioral challenges. 87% of students were economically disadvantaged, and the school ranked among the lowest in STAAR performance in the district. Teacher turnover reached 47%, causing ongoing classroom instability and hindering student learning.



**Economically  
Disadvantaged  
Students**



**Teacher  
Turnover Rate**

## A Coaching-Led Turnaround

To lead the turnaround, Dr. Tonya Goree introduced Sibme's coaching platform. Teachers participated in a minimum of three recorded coaching cycles. Coaches and teachers used time-stamped video notes to review lessons, reflect on practices, and receive focused feedback tied to individual growth goals. This collaborative process strengthened trust and improved instructional quality across the campus.

## Impact You Can Measure

Francone saw dramatic results. Teacher turnover dropped by 92%, creating much-needed consistency in classrooms. Behavioral referrals were reduced by 68%, and classroom disruptions decreased by 90%, creating a more focused learning environment. The school also achieved significant growth in STAAR scores, with increases of 23% in Math, 15% in Reading, 24% in Writing, and 25% in Science. These gains earned Francone three Gold Distinctions for student progress.

### The Results

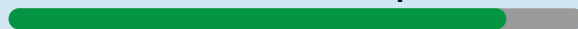
**Decrease in teacher turnover 92%**



**Decrease in behavioral referrals 68%**



**Decrease in classroom disruption 90%**



**Francone earned 3 Gold Distinctions for student progress.**



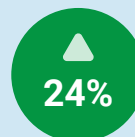
### STAAR Score Improvement



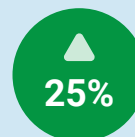
**Math**



**Reading**



**Writing**



**Science**



Francone Elementary - TX

## School Transformed

### Expanding a Culture of Growth

The transformation at Francone demonstrated the power of intentional, goal-oriented coaching. By leveraging video and feedback, Sibme helped foster a culture of continuous growth and collaboration among educators. Dr. Goree's successful implementation not only changed the trajectory of her campus but also inspired broader district adoption. Now serving as an assistant superintendent, she continues to scale the coaching model across Cy-Fair ISD, helping more schools achieve sustainable improvement.

"You can't improve if you don't know your areas of improvement — video gives you a factual look, not just your memory."

Dr. Tonya Goree