

IDEA Public Schools

IDEA Achieve College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Achieve College Preparatory is rewriting the story of the most marginalized communities by creating a positive learning environment that equips students with the academic, social and leadership that are required to succeed in college and our global society.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Jaeil Kim, Principal Giovanni Outram, Principal in Residence Jennifer Cruz, Assistant Principal of Instruction Rachel King, Assistant Principal of Operations	Jacinto Prado, Academic Counselor	Michelle Pitchforth, Special Education Jennifer Dye, Special Education TBD, Special Education RISE
Sixth Grade	Seventh Grade	Physical Education
Eryn Caffrey, ELA Belinda Wolford, Math TBD, Science Hybrid	Amanda Popov, ELA Ashley Mucha, Math Sonya Lozano, Humanities Hybrid	Tarah Jones, PE

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Consuelo Rivera, Special Education RISE	TBD, AR Zone Kasandra Caler, iLearning Hotspot	Patricia Frey, Administrative Assistant Cissy Watkins, Business Clerk Jessica Torres, SIS/Registrar Katherine Lucha, Receptionist TBD, Health Aide Katherine Tavares, Student Enrollment Coordinator
Operations Staff	Temporary Staff	
Christy Timmons, Cafeteria Manager Francis Perez, Food Service Specialist Gabrelle Martinez, Food Service Specialist Maria Jimenez, Food Service Specialist Emmanuel Salas, Facilities Manager Cynthia Lopez, Custodian Francisco Silva, Custodian Tomas Martinez, Custodian	Kortnee Raplee, Lunch Monitor	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Jaeil Kim, Principal Giovanni Outram, Principal in Residence Jennifer Cruz, Assistant Principal of Instruction Rachel King, Assistant Principal of Operations Jacinto Prado, Academic Counselor Patricia Frey, Administrative Assistant Michelle Pitchforth, Special Education	Thursday September 17, 2020	1. Parent Involvement Committee/Parent University 2. Culture
	Thursday October 8, 2020	1. Fall festival 2. Red Ribbon Week 3. Bully Prevention Month 4. Core Value Awards 5. Data Review
	Thursday November 12, 2020	1. Can drive 2. Blood drive 3. Data Review 4. Budget Review
	Thursday December 17, 2020	1. Toy Drive 2. Blanket Drive 3. Christmas celebration for students & staff 4. Data review
	Thursday February 11, 2021	1. Career week 2. Data review 3. Field Lessons
	Thursday March 4, 2021	1. Spring Fling 2. Data review 3. Campus Culture 4. Commitment to College
	Thursday April 1, 2021	1. Earth month 2. Budget review 3. Data review
	Thursday May 6, 2021	1. EOY celebrations 2. Family picnic 3. 5 de Mayo 4. Royal Reader Club AR 5. Parent Satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
164	State Compensatory	1,454,980
404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	1,689

Total

IDEA Achieve College Prep
Campus Demographics for 2019-2020

Student Populations	Number of Students	Percentage of Students
Enrollment	63	
At Risk	24	38%
SPED	9	14%
F.A.R.M.		
ELL	22	35%
Male	36	57%
Female	27	43%
Amer. Indian	0	0%
Asian	1	1%
Black	18	28%
White	5	7%
Hispanic	39	62%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Giovanni Outram</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Eryn Caffrey 2. Amanda Popov 3. Areli Jacquez 4. Michelle Pitchforth 5. Jennifer Dye 6. Sonya Lozano 7. AR Zone 8. Hybrid Science 	<p>Committee Chair(s): Jennifer Cruz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Belinda Wolford 2. Ashley Mucha 3. Kasandra Caler 4. Michelle Pitchforth 5. Jennifer Dye
Special Education	School Culture and Climate
<p>Committee Chair(s): Michelle Pitchforth</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jennifer Dye 2. SpEd RISE 3. Consuelo Rivera 4. Areli Jacquez 	<p>Committee Chair(s): Jacinto Prado</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jaeil Kim 2. Giovanni Outram 3. Jennifer Cruz 4. Eryn Caffrey 5. Amanda Popov 6. Michelle Pitchforth
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Rachel King</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Katherine Lucha 2. Jessica Torres 3. Cissy Watkins 4. Jaeil Kim 5. Jacinto Prado 6. Giovanni Outram 7. Jennifer Cruz 8. Katherine Tavares 	<p>Committee Chair(s): Jacinto Prado</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jaeil Kim 2. Giovanni Outram 3. Jennifer Cruz 4. Belinda Wolford 5. Ashley Mucha 6. Jennifer Dye

New Initiatives

- Expressive Writing
- Reading Success
- Project Showcase for Heritage/History Months
- Scheduled Handwashing Block
- Hand Sanitizing Stations

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Daily independent reading• Mastery Machine and tracker• Writing workshop• Math and Writing Boot camp• Culture Camp• Continue and practice core value training• Implement weekly staff development• Implement lesson plan (rehearsals) with core content teachers• Incorporate weekly data tracker to identify priority objectives and students• Continue tactical meetings with lead team• Continue lead team huddle in morning to identify priorities• Continue Teacher Weekly contribution• Continue GET training for teachers• STAAR Test maker | <ul style="list-style-type: none">• College Prep newsletter and Parent Weekly• After school tutoring and Saturday tutoring• Think Through Math for grade 7-8• Hybrid classes• 60/30 classroom time structure for instruction/intervention• Scholar Dollar incentive program• College Prep students of the week• West Wing• Athletic program |
|---|---|

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/3/2020	GET training, Educators Handbook, Discipline Flow Chart, and Mastery Tracking; Illuminate and teacher dashboard	TWBAT understand best practice of effective teaching and initiate our discipline management program
8/4/2020	Planning for Lesson Mastery	TWBAT understand best how to use the district resources to plan for Lesson Mastery
8/5/2020	Round 1 staff development, Culture 101, Culture minute to minute	TWBAT understand the appraisal process and understanding IDEA culture and its expectations
8/6/2020	Operational training such as 1 st day procedures, ADA, persistence, Powerschool, Powerteacher, after school pickup, etc	TWBAT all operational side of school protocols and 1 st day procedures
8/7/2020	House warming party; Team Building	TWBAT engage in team building with all staff to strengthen community
8/18/2020	Writing an Effective Exit Slip, include explanation or how questions.	TWBAT understand the components of an effective exit slip and apply that knowledge in their lesson planning.
8/25/2020	Practice and Feedback on Exit Slips, Quick Sort	TWBAT design and share their exit slips. TWBAT receive feedback from their peers on exit slips.
9/1/2020	Data Analysis and Conversations, Identify Standards In conversations, blue print	TWBAT analyze the first district assessment data and write a clear plan for reteaching objectives with large gaps.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA CP Alamo



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CAMPUS MISSION:

The cornerstone of TSTEM Academy learning at IDEA College Prep Alamo is student engagement and exposure to innovative and design in STEM-focused instruction and learning that models' real-world contexts. IDEA College Prep Alamo aims to closely align high school curriculum with admission requirements of competitive colleges and the STEM qualifications for 21st century jobs.

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Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers (SpEd / RISE)
Mayra Martinez* – Principal Jacqueline Muniz* – API Sandra Salinas – API Lee Garcia – APO	Jose Avila Janeth Puente James Martinez	Corina Johnson* Daniel Ybarra Diana Gonzalez* Jacquelin Stewart* – RISE
6 th Grade	7 th Grade	8 th Grade
Rocio Garza Claudia Garza Rolando Mireles Bernardina John Martinez	Jaime Castillo Loring Dalton* Bernardina Garcia Megan McDonough Jennifer Guajardo	Brian Gamas Anibal Ramirez Britney Garza Juan Carlos Henry Aaron Barbosa Sandra Carrizales
9 th Grade	10 th Grade	11 th Grade
Gabriel Garcia Israel Trejo Javier Mejia Maria Lily Alvarez Liliana Ezpinosa Britney Salazar	Amanda Villareal Gary Ristaino Maya De Jonge Brendan Markey Francisco Rivera Edward Chavez	Indalecio Soto Aaron Moseley Miriam Arevalo Sara Sanchez Andres Alvarez Margarita Cantu
12 th Grade	Physical Education	
Mercedes Benitez Marisol Garcia* Karla Perez Delia Garza* Gerardo Sanchez	Tony Torres Miguel Gonzalez	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Alec Silva – Co-Teacher PE Olga Martinez – Co-Teacher RISE Amber Brialess – Co-Teacher RISE Ashley Beas – Co-Teacher RISE	Amara Valdez - iLearning Hot Spot Facilitator	Debbie Salas - Administrative Assistant Nicki Reyna – Receptionist
Operations Staff	Temporary Staff	
Victoria Garza – Business Clerk Vanessa Bustamante – Sr. SIS Coordinator Priscilla Acevedo– Registrar Ignacio Martinez – Facilities Manager Vicente Martinez – Transportation Manager		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Mayra Martinez, Principal Samantha Salinas, Academic Counselor Sandra Salinas API HS Jacqueline Muniz, API MS Lee Garcia, Assistant Principal of Operations Corina Johnson, Special Education Teacher Juan Carlos Henry, 8 th Humanities Teacher TBD, Parent Representative TBD, Community Representative	August	1. Campus Priorities & Goals 2. Yearlong Calendar and Activities (Pep-Rally, B2S Dance, Senior Parent Meeting) 3. Faculty Tuesdays / Content Meetings 4. Beginning of Year Professional Development Sessions: Els, Special Pops, LPAC 5. Incorporating ACT into your class (8 th -12 th Grade) - Do Nows + Exit Tickets 6. Incorporating ACT into your class (8 th -12 th Grade) - Strands & Aligning to your objectives 7. T1 / T2 Workshops 8. Teacher Joy Factor (Teacher Appreciation) 9. Intervention, After School & Saturday School Planning 10. Parental Engagement (Els. Literacy) 11. TSTEM Update & Initiatives (TSTEM, Summer Bridge Culture Camps) 12. Culture of Achievement (Campus Literacy, AP Awareness) 13. Launch BOY Committees 14. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	September	1. Hispanic Heritage Fair Planning 2. Yearlong Calendar and Activities (College Fair, 21 st Century Showcase Fall) 3. College Field Lessons & Fundraising 4. Lead Team Training for Letters of Recommendation 5. Lead Team Review of TLORs 6. Faculty Tuesday's /Report Card Pick up/ Content Meetings. 7. Move this world curriculum PD with staff as check point for roll out. 8. Monthly committee meeting 9. Professional Development (PD) Human Resources 10. PD: Teacher Career Pathway & Goal Setting Meetings 11. PD: Parent Communication 12. After School & Saturday School Roll Out 13. Teacher Joy Factor (Teacher Appreciation)

		<ul style="list-style-type: none"> 14. Parent Engagement (Grade Level Goals Meetings, STAAR Re-Testers) 15. Culture of Achievement (Campus Literacy, AP Awareness) 16. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	October	<ul style="list-style-type: none"> 1. Yearlong Calendar and Activities (Hispanic Heritage, Perfect Attendance Social, Award Assemblies, Book Character Day, Honor Roll Breakfast Red Ribbon Week) 2. College Field Lessons & Fundraising 3. Rocktober - Teacher Appreciation 4. Faculty Tuesday / Report Card Pick Up/ Content Meetings (End of Quarter) 5. Test – Illuminate PD training 6. ACT Best Practices – Sharing Out Exemplars from campus – What makes them effective? 7. Teachers Workshop LORs _ Feedback 8. Monthly committee meeting 9. Professional Development Sessions: Els, Special Pops, LPAC cont. 10. Content Team Benchmark 11. TSI Training 12. Teacher Joy Factor (Teacher Appreciation) 13. Parent Engagement (PowerSchool, Remind App) 14. Culture of Achievement (Campus Literacy, AP Awareness) 15. STAAR Re-Testers Preparation 16. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	November	<ul style="list-style-type: none"> 1. TSTEM Updates and Initiatives 2. Yearlong Calendar and Activities (Can Food Drive, Basket Delivery, Teacher Appreciation Cards to students) 3. College Field Lessons & Fundraising 4. STAAR Preparation (Dec. Re-Testers) 5. STAAR Training 6. Senior Submissions 7. Faculty Tuesday / Report Card Pick up / Content Meetings 8. Writing TELPAs Mock 9. Listening, Speaking & Reading TELPAs Mock 10. Thanksgiving Basket Delivery and Home Visits during PD. 11. Monthly committee meeting 12. Teacher Joy Factor (Teacher Appreciation) 13. Parent Engagement

		<ul style="list-style-type: none"> 14. Culture of Achievement (Campus Literacy, AP Awareness) 15. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	December	<ul style="list-style-type: none"> 1. TSTEM Updates and Initiatives 2. Yearlong Calendar and Activities (Adopt a Griffin) 3. College Field Lessons & Fundraising 4. Faculty Tuesday / Content Meeting 5. Persistence Winter Cards during PD 6. Senior Parent Meetings w/ Decisions 7. Monthly committee Meeting 8. Data Conversations Training: MOY Semester Exam 9. Data Conversations STAAR 10. AP Testing Registration 11. Teacher Joy Factor (Teacher Appreciation) 12. Parent Engagement: MOY Semester Exams 13. Culture of Achievement (Campus Literacy, AP Awareness) 14. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	January	<ul style="list-style-type: none"> 1. Yearlong Calendar and Activities (Award Assemblies, Perfect Attendance Reward, Pancake Breakfast) 2. College Field Lessons & Fundraising 3. Faculty Tuesday / Report Card Pick Up/ Content Meeting 4. Monthly committee Meeting 5. Teacher Joy Factor (Teacher Appreciation) 6. Campus PD: Student Engagement, Tracking, OTG 7. ACT Drilling & Timing – ACT Teachers 8. State of the School: Content Teams Strategizing 9. Data Conversations AP 10. Middle of Year LPAC 11. Writing TELPAs Procedures 12. Spring: After School & Saturday School Roll Out 13. Parent Engagement: Critical Student Parent Conferences (OTG), Student Re-registration 14. Culture of Achievement (Campus Literacy, AP Awareness) 15. Culture Priorities (IDEA Alamo Handbook & Culture Rubric) Campus Re-Set return from Winter Break
	February	<ul style="list-style-type: none"> 1. Yearlong Calendar and Activities (Engineering Week) 2. College Field Lessons 3. Faculty Tuesday / Content Meeting (STAAR / AP Groupings, First Instruction, Aggressive Monitoring) 4. STAAR Test Security Training 5. Writing TELPAs Rating 6. Junior Professional Development on Financial Literacy 7. Content Teams

		8. Monthly Committee Meeting 9. Teacher Joy Factor (Teacher Appreciation) 10. Parent Engagement: 8 th Grade Parent Meeting SIS 11. Culture of Achievement (Campus Literacy, AP Awareness) 12. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	March	1. Yearlong Calendar and Activities (Persistence/ Attendance) 2. Seniors preparation College Signing Day 3. Faculty Tuesday / Content Meeting STAAR / AP Action Plans 4. Teacher Joy Factor (Teacher Appreciation) 5. Monthly Committee Meeting 6. STAAR Pep Rally 7. Parent Engagement CSAP 11 th grade 8. Culture of Achievement (Campus Literacy, AP Awareness) 9. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	April	1. Yearlong Calendar and Activities (Persistence/ Attendance) 2. CSAP 11 th grade 3. Faculty Tuesday / Content Meeting 4. Persistence EOY w/summer cards 5. Monthly Committee Meeting 6. Summer School Planning 7. STAAR Testing 8. Parent Engagement 9. Teacher Joy Factor (Teacher Appreciation) 10. ACT 21+ Juniors Recognition Dinner 11. STAAR _ AP Pep-Rally 12. Culture of Achievement (Campus Literacy, AP Awareness) 13. Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	May	1. End of Year Activity Planning 2. STAAR & AP Testing 3. Award Assemblies 4. Graduation 5. Summer School Planning 6. TSTEM Updates and Initiatives 7. Teacher Joy Factor (Teacher Appreciation) 8. Alumni Summer Activities 9. Parent Engagement

		10. Culture of Achievement (Campus Literacy, AP Awareness) 11. Culture Priorities (IDEA Alamo Handbook & Culture Rubric) 12. TSTEM Update & Initiatives (TSTEM, Summer Bridge Culture Camps)
	July	1. Move This World Curriculum PD with BOY PD with Lead Team 2. Welcome to IDEA New IDEA CP Teachers 3. Summer PD trainings for teachers (District calendar) 4. ACT Curriculum Training with ACT Teacher + RTTC Teacher 5. 6. Content Leader Action Plan 7. Content Leader ACT Strand Pullout – Content Leads work together with

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	293,624
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	26,797

Total

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	727	100%
At Risk	442	61%
SPED	31	4%
F.A.R.M.	671	92%
ELL	365	50%
Male	366	50%
Female	361	50%
Amer. Indian	0	0%
Asian	2	0.28%
Black	0	0%
White	8	1.10%
Hispanic	717	98.62%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Jacqueline Muniz Delia Garza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bernie Garcia 2. John Martinez 3. Megan McDonough 4. AJ Ramirez 5. Aaron Moseley 6. Corina Johnson 	<p>Committee Chair(s): Jose Avila</p> <ol style="list-style-type: none"> 1. Israel Trejo 2. Loring Dalton 3. Margarita Cantu 4. Maya de Jonge 5. Norma Rodriguez 6. Olga Martinez
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Mayra Martinez Andres Alvarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Amara Valdez 2. Daniel Ybarra 3. Gabriel Garcia 4. Edward Chavez 5. Gerardo Sanchez 6. Jennifer Guajardo 	<p>Committee Chair(s): Sandra Salinas Jose Antonio Torres</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alec Silva 2. Gary Ristaino 3. Sara Olivarez 4. Mercedes Benitez 5. Amber Briaies 6. Sandra Carrizales
Staff Quality, Recruitment and Retention	Family and Community Involvement

**Committee Chair(s): Janeth Puente
Rolando Mireles**

Committee Members:

1. Britney Garza
2. Aaron Barbosa
3. Liliana Espinoza
4. Karla Pina
5. Ashley Beas
6. Jacqueline Stewart

**Committee Chair(s): Samantha Salinas
Amanda Villarreal**

Committee Members:

1. Claudia Garza
2. Miguel Gonzalez
3. Juan Carlos Henry
4. Lily Alvarez
5. Indalecio Soto
6. Francisco Rivera

New Initiatives

- Campus Committees
 - Prioritize focus on Level III Performance
- AR goals aligned with MS Campus goals
- AP Campus Focus: new AP Courses to increase AP passers
 - AP Instructional Coaches meet with teachers: Focus, Investment, Goals
 - ACT connection to CSAP / College Application
- ACT Tracking & Planning
- ACT Classroom Observations by CC's, APIs & PIRs
- ACT Awareness earlier start
- ACT Culture
- ACT Cambridge teacher training
- ACT Lesson Planning
- ACT Data include in data conversations.
- Restructured Instructional Rounds
- Content Leader Restructure and Support
- Grade Team Leader Restructure and Support
- CTAG Academy for 1st and 2nd Year Teachers
- Continuous Improvement for Teachers via PD
 - Targeted Teacher development via Book Study
 - New Teacher Recognition Structures
 - Monthly Training for Teachers on SIOP Model and other ELL
 - “GET” focused observations calendar and Teacher training

- Transformational Habits training for students (RTTC)
- Develop a Bank of interventions for teachers for OTG
- Create a system of accountability for parent communication for OTG
- Persistence Yearly Focus
 - Create a Parent Volunteer program BOY
 - Create a Parent Booklet to promote ICPA and maintain persistence
 - One or more Monthly Parent Meetings or Activities to Engage Parents in our campus and educate them about our initiatives (ex. Parent Meeting, Coffee with the Principal, Report Card Pick Up Night, Etc.)
 - School Culture Investment: Parent & Student
 - Increase parent attendance for meetings
 - Persistence Monthly Benchmarks
 - Consistency of Event Flyers via Social Media platforms
 - Create a culture of teacher Investment in student persistence
 - Home Visits: Revamped
 - Share personal stories with teachers - Video Tape (Why students and their families choose ICPA)
- ELA Writing Initiative
 - Literacy Nights to promote Testing Areas and ICPA
 - Writing Portfolios ELA Content Alignment
 - Writing Conferences (feedback sessions)
 - Increase STEM Awareness for Parents & Students across campus

Continuing Initiatives

- Data Conversations
- Weekly Coaching Conversations
- 90/30 Meetings
- Computer & Spanish classes in 6th and 7th Grade
- Writing Across all classrooms
- Critical Student Intervention for students in grades 6th & 7th
 - Direct Instruction (Decoding, Expressive Writing, DISE, Rewards)
- Learning Compass Math support for 6th - 9th Math (Teacher training & student support)
 - Math Department Interactive Journal
- 9th Grade Writing Class for Critical Students
- Summer Bridge for 6 & 9 Culture Camp
- Online Learning Classes
- Targeted Interventions (Tutorials, C-TAG, Saturday School, Pull-outs)
- STAAR Test Maker
- AP teacher trainings and student awareness
- AP Lead Team Focus Early On
 - AP Tracking Early on
 - AP On Track Meeting Q1
 - Identify AP re-testers early on (1st Quarter)
 - AP Quarterly/ MOY Stepback(s) Re-visit EOY Step Back focus
 - AP Training for Lead Team Members
 - AP Scholar Recognition (Announcement at School wide Back to School

Pep-Rally, AP Scholar Wall of Honor, Exclusive Cardigan, and distinction codes at graduation)Signage to promote AP + AP Scholars (distinctions)

- Parent Meeting to focus on AP + AP Scholar distinctions (What this means for son / daughter)
- NMSI Partnership for AP: English, Math, and Science
 - Student NMSI session during school day
-

- Revamp ACT Action Plan / C-TAG Class
 - Princeton Review ACT Teacher Training and Resources for Students
 - Differentiated ACT Program based on Scores
 - Multiple Opportunities for Students to take ACT
 - Parent Education Around ACT
 - Celebrated ACT Academic Achievement
- OTG Language Shift: Instructional Coaches, Counselors & Teachers
 - On Track to Graduate Flowchart Campus Wide
 - OTG talking points during Data Conversations
- Robotics Club
- Student Organizations (NHS, Student Council, & UIL Academics)
- West Wing
- Academic Support Program
- TCSAAL Sports
- House System
- Reading & Research Center
- ICPA Persistence Yearly Plan
 - Quarterly Awards & Recognitions, Honor Roll Pancake Breakfast, etc.
 - Persistence Campus Focus (Teachers & Lead Team)
 - Persistence Purposeful Parent Meetings
 - Persistence support & start campus traditions (Alma Mater, etc...)

Staff Development

Date	Session Title/Topic	Session Objective(s)
August	Beginning of Year PD: State of the School Culture Week Culture Expectations & Discipline Management Creating a Culture of Achievement Persistence Parent Communication Lesson Planning for the New School Year Special Pops Staff Benefits & Handbook	-Staff will know final data from earlier year & learn new priorities for the school year. -Grade teams will align and prepare for culture roll out for new school year -Understand the important components of classroom management and develop a classroom management plan. -Learn how to create a culture of achievement. -Identify & practice effective communication with parents. -Write a lesson plan incorporating the KDA -Teacher will learn who their 504, SPED, and ELL students are and what services they are receiving. -Teachers will learn about the updated Benefits information to learn how to maximize their benefits. -Focus will be on child abuse reporting, bullying, and appropriate/ student staff relationship, and sexual harassment.
	Goal Setting, TCP	New & Returning teachers will be able to set goals based on TCP, student achievement data & other key metric areas to reach individual and campus goals
	Illuminate, TeachBoost	Teachers will know how to use and upload exams via TEAMS Teachers will know the purpose of teach boost and how it ties in to GET & TCP
	Extended Day Expectations	Learn what the expectations are for Saturday School.
	Strong Start Readiness	Teachers will know and understand procedures and expectations leading up to in person instruction.
	Course Collaboration #1	District Professional Development: Content Specific
September	Health & Safety Protocols: In Person Instruction	Teachers will know and understand expectations for health & safety in person protocols.
	Virtual Classroom: Teacher support	Teachers will collaborate and align with each other to support one another during their virtual classes.
	OTG & Progress Reports	Teachers will be able to know and understand purpose of OTG campus tracker. Teachers will begin implementing.
	LPAC, SPED ELs	Teacher will receive the 2 nd part of training; teachers will know who their ELs and SPED students are. Teachers will be able to know how to provide modifications and accommodations for our special pops students.
	Differentiated Instruction	Understand and practice strategies for differentiating instruction in the classroom.
	ACT Prep for 8 th -12 th	Understand the components of the ACT exam as well as develop lessons for intervention to prepare students for EPAS.
	FT GET	Review and Revisit GET Rubric focused on Row & Strand
October	Updates: Health & Safety Protocols: In Person Instruction	Teachers will know and understand expectations for health & safety in person protocols.

	Parent Communication	Teachers will work as grade teams to communicate to parents about student engagement and daily attendance.
	90/30 Meetings	Understand and practice the components of At Risk Meetings.
	ELL Strategies/ELPS	Follow Up: Understand and practice strategies to support English Language Learners in the classroom.
	Q1 Report Card Pickup	Teachers will begin to identify and begin to prepare messaging for Critical Students of concern. Prep materials for curbside Report Card pick up.
	Course Collaboration #2	District Professional Development: Content Specific
November	Listening, Speaking & Reading TELPAs Mock rating and scoring	Teachers will know and understand expectations to collect writing samples for TELPAs. Learn how to complete their TELPAs calibration.
	Writing TELPAs Mock Training	Teachers will learn how to score and code TELPAs writing samples using rubrics.
	Dec. STAAR Training	Teachers will be trained to support with STAAR Dec. testing
	On-Track	Reflect on the status of the on-track goal to graduate goal and identify strategies to support struggling students get on track.
	ELL Strategies/ELPS	Follow up: Understand and practice strategies to support English Language Learners in the classroom.
December	Revisiting School Culture	Teams will reflect on the state of culture for their grade team during the 1 st semester and create an action plan for to improve culture in January.
	Data Conversations Training: MOY Semester Exam Data Conversations STAAR / AP	Understand and know how to effectively do a deep dive with data for the whole class and for individual students (Target +^)
	OTG & Progress Reports	Teachers will be able to know and understand purpose of OTG campus tracker. Teachers will begin implementing.
January	State of the School: Content Teams Strategizing	Teachers will know the state of IDEA Alamo, MOY Exam Data, to understand the gaps and set strategies to achieve 2020 -2021 goals. Staff will create a plan to ensure EOY goals are met within grade levels and content.
	Middle of Year LPAC Writing TELPAs Procedures	Teachers will know and understand expectations to collect writing samples for official TELPAs. Learn how to complete their TELPAs calibration.
	Q2 Report Card Pickup Parent Engagement: Critical Student Parent Conferences (OTG), Student Re-registration	Teachers will identify Critical students on the radar who failed 2+ courses for the semester. Teachers will establish parent – teacher conferences to discuss OTG.
	Staff Development Cycle: Round 2 2x2 Conversations	Teachers will be able to articulate the importance of Round 2: 2x2 conversations to reflect and plan to end the year strong.
	Course Collaboration #3	District Professional Development: Content Specific
February	Tracking Student Progress	Develop tracking systems to use in class.

	ELL Strategies/ELPS	Follow up: Understand and practice strategies to support English Language Learners in the classroom.
	Aggressive Monitoring & Priority Cold Call List	Teachers will be able to internalize and articulate the <i>steps in</i> and the <i>importance of</i> monitoring aggressively in the classroom Teachers will be able to articulate and practice “Charting the Error” technique during Guided Discourse by implementing a Priority Cold Call list.
	FT GET	Review and Revisit GET Rubric focused on Row & Strand
March	Course Collaboration #4	District Professional Development: Content Specific
	ELL Strategies/ELPS	Follow up: Understand and practice strategies to support English Language Learners in the classroom.
	STAAR Review Strategies	Develop reviews for STAAR prep.
April	FT GET	Review and Revisit GET Rubric focused on Row & Strand
	ELL Strategies/ELPS	Follow up: Understand and practice strategies to support English Language Learners in the classroom.
	College Signing Day	Teachers will know expectations and procedures for day of event

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Bluff Springs CP



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Shared
DeAnna Bruce Bradley Clark Daniel Gonzalez Rachel Seigler Francisco Mendoza	Stephanie Grizzle Stephanie Covarrubias	Bradley Chavez Justin Fisk
6 th	7 th	8 th
Kate Regan Karen Fonseca	Maya Whitehurst Gloria Miranda Daphne Sanchez	Joneice Smith Amber O'Donnell Gerrie Flores Christopher Clark
9 th	10 th	Interventionist
Amanda Castro Alyssa Ramos Carlos Llamas Shams Alkamil	Desiree Chavez LeRoy Waterman Julia Nueman Steven Wnorowski	Tamara Spears Cassandra Gonzalez
RISE	Electives	SpEd
Eric Coblens Jimmie Griffin	Thomas Kazmierczak Jordan Rollerson Kara Courville Brenda Colin Elias Escareno Zachary Torres	Nakisha Dorcius Katie Plafenier Antwenisha Walter

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers		
Gordon Statham Randi Childress Julia Garcia Ellie Loyd Tyeka Webb Chelly White		
Operations Staff	Temporary Staff	
Jessica Heckler James Schmidt Michelle Trevino Michelle Villanueva Karla Sanchez Felicia Arizpe Hernan Lujan		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	183,839
164	State Compensatory	3,570,708
404	Accelerated Reader/Math	622,708
165	State Bilingual	108,529
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	1,252
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	15,932

Total

IDEA Bluff Springs CP
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	436	100%
At Risk	219	50.2%
SPED	54	12%
F.A.R.M.	387	89%
ELL	217	50%
Male	214	49%
Female	222	51%
Amer. Indian	0	0%
Asian	6	1.38%
Black	16	3.67%
White	21	4.82%
Hispanic	386	88.53%

**As of April 2016*

Campus Committees

English Language Arts	Math
Committee Chair(s): Bradley Clark Committee Members: 1. Desiree Chavez	Committee Chair(s): Rachel Seigler Committee Members: 1. Alyssa Ramos
Science (As Applicable)	School Culture and Climate
Committee Chair(s): Rachel Seigler Committee Members: 1. Julia Neumann	Committee Chair(s): Francisco Mendoza Committee Members: 1. Stephanie Grizzle
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): DeAnna Bruce Committee Members: 1. DeAnna Bruce	Committee Chair(s): Aracely Medina Committee Members: 1. Francisco Mendoza 2. Jessica Heckler

New Initiatives	
<ul style="list-style-type: none">• One on one computers for all scholars/flipped classrooms• Meet 100% Enrollment• Add HS electives	
Continuing Initiatives	
<ul style="list-style-type: none">• “A” campus rating• 90% student persistence	

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/25/2020	Supporting Spanish speaking students	TWBAT support our ELL scholars in the classroom.
8/25/2020	Aggressive Monitoring	TWBAT aggressively monitor all scholars' work.
8/25/2020	Teaching inferencing and using text evidence	TWBAT teach inferencing skills emphasizing the use of textual evidence.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Brackenridge College Prep



2020 – 2021 Student Achievement Improvement Plan

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1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

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2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

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PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff-Brackenridge College Prep

Administrative Staff	Counseling Staff	Specialty Teachers
Zachary Stingl- Campus Principal Josiah Farley- APO Ashley Boudreaux- API Jenine Bryan- API	?- Academic Counselor Amanda Garcia- Social Worker	Chasity Balderrama- Phys. Ed. Elizabeth Erdy- Special Education Sandra Varela- Special Euducation
Sixth Grade	Seventh Grade	Eighth Grade
?- Math Richard Moreno- ELA La Tonya Chaimberlain- SS	Selene Mireles- Math Taylor IKENI- ELA Reginaldo Garcia III- Science	Sarah Andrade- Algebra Brianna Sandoval- ELA ?- Bio Summer Perkins- U.S. History Jennifer Ramos- Spanish
9 th Grade		
Paul Wojcik- Geometry Ramos- AP Spanish ? -Biology Mossimo Litandro- AP Human Geography Corrie Rosen -AP English 1		

Para-Professionals Campus Staff		
Co-Teachers	Elective Facilitators	Clerical/Technical
Jasmin McDonald- CSI ?- CSI ?-CSI ?-Intervention ?- Intervention	Roberto Cepeda- AR ?- Hotspot	Julianna Martinez- AA Danvis Bryan- Testing Coordinator
Operations Staff		
Christina Gonzales- Receptionist Nadine Castilleja- Business Clerk Jerica Salinas- SIS clerk Josiah Farley- APO Pablo Muniz- FM		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Zachary Stingl – Principal ? – Academic Counselor Josiah Farley – APO Ashley Boudreaux- API CP Jenine Bryan- API CP Moreno, Richard- 6 th Grade Team Leader Selene Mireles- 7 th Grade Team Leader Brianna Sandoval- 8 th Grade Team Leader Paul Wojcik- 9 th Grade Team Leader Amanda Garcia- Social Worker	Tuesday September 1, 2020	1. Parent Communication, rubric competition norms, campus safety protocols, clubs/groups, field lesson planning, Parent Camp, Showcase
	Tuesday October 6, 2020	1. Fall Festival/Halloween Dance, Parent Camp, field lesson/fundraising, rubric competition
	Tuesday November 3, 2020	1. Parent Camp, Thanksgiving Packet, PTG, Smile Club planning, rubric competition
	Tuesday December 1, 2020	1. Parent Camp, Showcase Event, Smile Club planning, rubric competition
	Tuesday February 2, 2021	1. Parent Camp, Town Hall Meeting/Family Assembly, Smile club planning, rubric competition
	Tuesday March 2, 2021	1. Parent Camp, Tutoring/sat school, smile club planning, field lesson/fundraising, rubric competition
	Tuesday April 6, 2021	1. Parent Camp, tutoring/sat school, Field lesson/fundraising, rubric competition
	Tuesday May 4, 2021	1. Parent Camp, tutoring/sat school, Spring Fling, field lesson/fundraising, rubric competition
	Tuesday September 1, 2020	2. Parent Camp, tutoring/sat school, field lesson/fundraising, awards ceremony, Retention committee requirements, rubric competition
	Tuesday October 6, 2020	3. Assessment reflections, Retention Committee Meeting, rubric competition reflections

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	-
163	State Special Education	158,332
164	State Compensatory	2,916,634
404	Accelerated Reader/Math	508,642
165	State Bilingual	88,649
411	Technology Allotment	
192	Technology Sp. Fund	-

Funding Sources - Federal

204	Title IV Drug Free School	-
211	Title I Regular	9,968
212	Title I Migrant	-
224	IDEA-B Formula	-
255	Title II, Part A, Classroom Size Red./Eisenhower	-
262	Title II, Part D, Technology	-
263	Title III – Bilingual	6,975

Total

Brackenridge CP
Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	249	
At Risk	51	20.48
SPED	20	8.03
F.A.R.M.	214	85.94
ELL	51	20.48
Male	121	48.59
Female	128	51.41
Amer. Indian	0	0
Asian	0	0
Black	11	4.42
White	17	6.83
Hispanic	218	87.55

Campus Committees

English Language Arts- Brack Buddies	Emergency Preparedness Committee
Committee Chair(s): Jenine Bryan Committee Members: <ol style="list-style-type: none"> 1. Briana Sandovol 2. Corey Rosen 	Committee Chair(s): Pablo Muniz Committee Members: <ol style="list-style-type: none"> 1. Josiah Farley 2. Connie Blaylock
Science/Social Studies- Outdoor Learning	School Culture and Climate
Committee Chair(s): Alyssa Solano Committee Members: <ol style="list-style-type: none"> 1. Taylor Ikeni 2. Latonya Chamberlain 3. 9th Vacancy 	Committee Chair(s): Amanda Garcia Committee Members: <ol style="list-style-type: none"> 1. Sarah Andrade 2. Zachary Stingl 3. Ashley Boudraux
Field Lesson and Fundraising Committee	*PSP Committee (Student & Adult Facing)
Committee Chair(s): Nadine Castilleja Committee Members: <ol style="list-style-type: none"> 1. Moreno, Richard 2. Mireles, Selene 3. Sandovol, Brianna 	Committee Chair(s): Amanda Garcia Committee Members: <ol style="list-style-type: none"> 1. Selene Mireles 2. Summer Perkins 3. Reginaldo Garcia III

New Initiatives

- Whole Campus Training Program (academy & College Prep)
- GTL Bootcamp
- Team Building Initiative
- Weekly Teacher Appreciation Program
- Whole School Behavior Tracking Procedures
- BIGs and LITTLES
- High School Cram Circles
- Community Outreach Program (Volunteer Hours)
- Technology Integration push (technology in each course)

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Weekly Grade Updates (wall tracker)• GTL Bootcamp• Whole School Behavior Tracking Procedures• Monthly Round-Up• Update/maintain Facebook• Coffee talks with Principal• Longhorn School Store• Weekly Staff Development• Daily ET Classroom Wall Tracker• Admin Campus Culture Walks• Admin Campus Instructional Walks | <ul style="list-style-type: none">• Athletic Program• West Wing• STAAR Test Maker• Culture Camp• Math/ELA Boot camps• Tactical Meetings• Strategy Meetings• Team Building Step backs (quarterly)• Tutoring |
|---|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
Bi weekly	Teach Like A Champion “Building Character and Trust”	TWBAT use Teach Like A Champion techniques to build character and trust amongst their students.
Bi weekly	Backwards Planning	TWBAT look at two – three test to plan lessons, activities and homework
Bi weekly	CPS	Reporting student abuse with CPS
Bi weekly	Knowledge or Skills	TWBAT use student work to identify knowledge or skill gaps and create next steps based on outcome
Bi weekly	Teach Like A Champion “High Behavioral Expectations”	TWBAT use Teach Like A Champion techniques to revise expectations to align with grade-level & school
Bi weekly	State of the School – “One Month In”	TWBAT complete an Outcome Causes and Solution (OCS) for their grade-level
Bi weekly	Practice and Feedback on Exit Slips, Quick Check	TWBAT design and share their exit slips. TWBAT receive feedback from their peers on exit slips.
Bi weekly	Practice and Feedback on Exit Slips, Quick Check	TWBAT design and share their exit slips. TWBAT receive feedback from their peers on exit slips.
Bi weekly	Teach Like A Champion “Systems and Routines”	TWBAT use Teach Like A Champion techniques to create systems and routines that add to an efficient and effective classroom culture
Bi weekly	Morning Meetings/Circles	TWBAT revisit morning meeting scope and sequence. TWBAT scope out the next 2 months and prep materials
Bi weekly	SMART Goals and Trackers	TWBAT revisit SMART goals and share best trackers in maintaining student mastery trackers.
Bi weekly	Teach Like A Champion “Building Character and Trust”	TWBAT use Teach Like A Champion techniques to build character and trust amongst their students.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA College Prep Brownsville

2020 – 2021 Student Achievement Improvement Plan



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CAMPUS MISSION:

IDEA College Prep Brownsville prepares students from underserved communities for success in college and beyond. We are committed to ensuring that all students reach their potential of becoming socially responsible, intellectually courageous citizens of the world by upholding our core values and offering a rigorous and engaging academic program.

DISTRICT GOALS 2020 - 2021:

1	Projected Date of Final Determination	Measure	2018-19 Org Result	2019-20 Goal	2019-20 Forecast	2020-21 Proposed Goal
2	Students Graduate College Ready					
3	10/1/2020	% of Graduates Matriculate to a College or University	100%	100%	100%	100%
4	10/1/2020	% of Graduates Matriculate to a Tier I/II College or University	19%	25%	24%	25%
5		% of Seniors Accepted to a College or University	100%	100%	100%	100%
6	8/1/2020	% of Seniors Named AP/IB Scholars	26% 18%	30% 25%	20% TBD	30% 25%
7	n/a	Earned State Rating/Internal District Rating	Texas: B Louisiana: C	A	n/a	A
1	Projected Date of Final Determination	Measure	2018-19 Org Result	2019-20 Goal	2019-20 Forecast	2020-21 Proposed Goal
8		% Basic % Mastery % Advanced on LEAP or Similar Internal Assessment	47% 14% <1%	82% 44% 11%	n/a	82% 44% 11%
9		% Approaches % Meets % Masters on STAAR/EOC or Similar Internal Assessment	83% 52% 26%	90% 60% 30%	n/a	90% 60% 30%
10		% of PreK-2nd Grade Students End the Year On/Above Grade Level in Reading Math (Year 1 Campuses)	R-69%/L-86%/M-99%	80% 80% 80%	65% (as of March 6)	80% 90%
11		% of 2nd Grade Students End Year On/Above Grade Level in Reading (Year 2 Campuses)	87%	90%	73% (as of March 6)	90%
12	6/1/2020	% of Students in CSI Achieve 2 Years Growth in Reading Math (measured by Ren STAR)	47% 62%	50% 60%	41% 52% (as of MOY)	50% 60%
13	10/1/2020	Average ACT Score (Class of 2021)	20.86 (Class of 2019)	21	20.42	21

1	Projected Date of Final Determination	Measure	2018-19 Org Result	2019-20 Goal	2019-20 Forecast	2020-21 Proposed Goal
14		% 4 % 6 Year College Graduation	22% 52%	25% 55%	25% 45%	25% 55%
15	Build a Strong & Sustainable Organization					
16		% Teacher Retention % Employee Retention	83% 83%	85% 85%	86% 85%	85% 85%
17		80% Composite Score on GPTW	78%	80%	80% achieved	80%
18		% Average Daily Attendance # Average Daily Attendance	97.58% 40,164	97.50% 48,836	97.6% 51410	97.50 % 62,185
19		% Student Persistence	85.38%	90%	BD, first week of school	90%
1	Projected Date of Final Determination	Measure	2018-19 Org Result	2019-20 Goal	2019-20 Forecast	2020-21 Proposed Goal
20	6/30/2020	Operating Income	\$89MM	\$110.5MM	\$116MM April YTD	\$134MM
21	08/2020	FIRST Rating	A	A	A	A
22	Achieve Mission at Scale					
23		% of Students with Low Socioeconomic Status	89%	80%	86%	80%
24	8/1/2020	Enrollment	52,675	63,780	63,780	80,352
25		Schools in Operation	96	120	120	152
1	Projected Date of Final Determination	Measure	2018-19 Org Result	2019-20 Goal	2019-20 Forecast	2020-21 Proposed Goal
26	7/1/2020	Total Funds Raised (Millions)	\$189 MM	\$70MM	\$111M	\$44MM+

Campus Goals

#	Campus Goals
1	100% of graduates matriculate to college
2	25% of students matriculate to Tier 1/2/Ivy colleges
3	100% of graduates accepted to college
4	30% of graduates AP Scholars / 25% IB Diploma
5	Campus "A" Rating
6	90% Approaches / 60% Meets / 30% Masters on STAAR/EOC
7	50% of students in CSI achieve 2.0 years of growth in Reading/Math (measured by EOY RenSTAR)
8	Average ACT for Class of 2019 = 21
9	25% 4-year / 50% 6-year college graduation
10	85% employee retention (all staff)
11	97.5% ADA (Average Daily Attendance)
12	90% Student Persistence

[illegible]

Staffing Model 2020 - 2021											
	Math	ELA	Science	Humanities	SPED	SPED RISE	Spanish	Art / Micro	TOK	Team Leader	Grade Level Admin
6th Grade	Oziel Garcia (4)	Rubenia Escalante	Gerardo Alfaro (1)	Norma Rico ()	Griselda Calxito	JasonMendoza	Alejandra Barrientos ()			Oziel Garcia	Rachel Brown
7th Grade	Monika Garcia	Evelyn Gonzales			Sonia Ngo					Evelyn Gonzales	Rachel Brown
8th Grade	Karla Lopez	Karla Carpio	Karina Marquez ()	Yliana Guzman (4)	Sonio Ngo		Haymee Trevino			Yliana Guzman	Rachel Brown
9th Grade	Antonio Rodriguez	Eduardo Hernandez	Antonio Pena ()	Daniel Perales (1)	Rhemmie Rodriguez			JoAnn Moseley-Micro (1)		David Gillespie	Jorge Mejia
10th Grade	Alma Reyna	Ryan Santa Ana	Vianney Castillo	Diana Castro ()	Rhemmie Rodriguez	Linda McArdle	Carmen Sarabia (4)	Melissa Vega Art I/II (1)		Diana Castro Garza	Abigail Molina
11th Grade (IB)	Benjamin Garcia	Dourene Fourar	Gerardo Cuevas	Vacancy	Magdalena San Roman		Nubia Nava ()	Anna Rookstoll IB Art	Denise . Vaughn ()	Denise Vaughn	Abigail Molina
12th Grade (IB)	Daiyce Ovando	Andres Altamirano	Mariaolga Floyd ()	Ashely Gutierrez ()	Magdalena San Roman					Daiyce Ovando	Marco C. Lopez
Content Lead	Alma Reyna		Mariaolga Floyd	Naniel Perales	Magdalena San Roman		Carmen Sarabia ()				

Physical Education	Road to thru College	Co - teachers	Counselors	Assistant Principal of Instruction	Intervention	Internation Baccalaureate Coordinator	Principal in Residence	Assistant Principal of Operations
Darren Mendiola (4)	June Aguilera	Tita Teran	DCC Lynda Soto	Rachel Brown	Melissa Garcia	Abigail Molina		Carlos Montero
Allison Hernandez (3)	Rey Cantu	Rosaura Behnke	Yazmin Hernandez	Abigail Molina				
		Yanira J. Padilla	Jose Arambul	Jorge Mejia				
			Norma Jimenez	Norma Jimenez				
	David Gillespie (3)		SEL Coordinator Monika Longoria					
	David Gillespie (3)							

Lead Team	Role
Marco Lopez	Principal
Rachel Brown	API
Jorge Mejia	API
Abigail Molina	API of IB
Lynda Soto	DCC
Yazmin Hernandez	CC
Joe Arambul	CC
Norma Jimenez	AC
Monika Longoria	SELC
Carlos Montero	APO
Norma Schmucker	Admin Asst

Grade Level Team Leaders						
6th	7th	8th	9th	10th	11th	12th
Oziel Garcia	Evelyn Gonzales	Yliana Guzman	David Gillespie	Diana Castro	Denise Vaughn	Daiyce Ovando

Content Leaders					
Math	ELA	Science	Humanities	SPED	Spanish
Alma Reyna	Ryan Santa Ana	Maria O. Floyd	Daniel Perales	Maggie S. Roman	Maria Sarabia

Operations Staff			
Child Nutrition Program	Transportation	Facilities	Front Office
Barrientos, Jesus	Aguilar, Juan	Gonzalez, Jose	Aguilar, Matthew
Casanova, Yvette	Castillo, Daniel	Lopez, Nora	Alvear, Veronica
Castillo, Fernando II	Castillo, Sergio	Ramirez, Celestino	Cervantez, Jasmine
Diaz, Carlota Catalina	Claudio, Xavier	Rangel, Celia	Herrera, Yolanda
Garcia, Martha	Delgado, Efren	Rocha, Maria	Padilla, Andrea
Garcia, Yolanda	Lopez, Josefina	Uribe, Clementina	Ramirez, Juan
Gonzalez, Sergio	Lozano, Antonio	Vela, Juan Carlos	
Lozano, Ana	Martinez, Guillermo		
Martinez, Olga	Parga, Juan		
Padilla, Karina	Perez, Gerardo		
Pineda Samantha	Ramirez, Gerardo		
Saldana, Felipe	Rojas, Jose		
Urena, Fernando	Santibanez, Noe		
	Vaquez, Jesus		
	Vega Frias, Eder		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Marco Lopez (Principal, Administration)	August / Fall 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Culture
Norma Jimenez-Cerda (Academic Counselor, Administration)	September / Fall 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% / hybrid - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Red Ribbon Week 5. Bully Prevention Month 6. Core Value Awards 7. Data Review
Rachel Brown (Assistant Principal of Instruction, Administration)		
Abigail Molina (Assistant Principal of Instruction, IB Coordinator, Administration)	October / 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% / hybrid - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Can drive 5. Holiday Celebrations 6. Blood drive 7. Data Review 8. Field Lessons
Jorge Mejia (Assistant Principal of Instruction, Administration)		
Oziel Garcia (6 th Grade Team Leader)	November / December / Fall 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% / hybrid - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Toy Drive 5. Holiday Celebrations 6. Blanket Drive 7. Christmas celebration for students & staff 8. Data review
Evelyn Gonzalez (7 th Grade Team Leader)		
Yliana Guzman (8 th Grade Team Leader)		
David Gillespie (9 th Grade Team Leader)		
Diana Castro - Garza (10 th Grade Team Leader)	January / Spring 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% / hybrid - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Career week 5. Data review 6. Aim for Success 7. Academic Outlook
Denise Vaughn (11 th Grade Team Leader)		
Daiyce Ovando (12 th Grade Team Leader)		

	February / Spring 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% / hybrid - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Spring Fling 5. Data review 6. Campus Culture 7. Commitment to College
	March / Spring 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% / hybrid - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. Graduation 5. Matriculation 6. Earth month 7. Budget review 8. Data review
	April / May / Spring 2020	<ol style="list-style-type: none"> 1. COVID – 19 Updates 2. Online 100% - classes 3. Safety / Operations / Classrooms / COVID 10 updates 4. EOY celebrations 5. Awards Ceremonies 6. Graduation 7. Matriculation 8. Summer Melt Events 9. Family picnic 10. 5 de Mayo 11. Millionaire club AR 12. Parent Satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Code	Funding Sources - Local	
	Funding Sources - State	
161	State Gifted and Talented	\$ -
163	State SPED	\$ 254,708.00
164	State Compensatory	\$ 4,691,977.00
404	Accelerated Reader / Math	\$ 818,250.00
165	State Bilingual	\$ 142,609.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -
	Funding Sources - Federal	
204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 115,008.00
212	Title I Migrant	\$ -
224	IDEA - B Formula	\$ -
255	Title II, Part A, Classroom Size Red. / Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III - Bilingual	\$ 13,802.00
	Total	\$ 6,036,354.00

FULL ACCT	ACCT DESCRIPTION	NY_REVISD_BUD	NY_REMAIN_BUD
4312-6002-000-2012-11-24-RGVR-DISC-0000-	Wages-Support Personnel	\$ 50,125.45	\$ 50,125.45
4312-6002-000-2012-11-24-RGVR-DISC-TUTR-	Wages-Support Personnel	\$ -	\$ -
4312-6005-000-2012-11-11-RGVR-DISC-0000-	Wages-Extra Duty Teach/Prof	\$ 10,080.00	\$ 10,080.00
4312-6006-000-2012-23-99-RGVR-DISC-0000-	Wages-Extra Duty/OT-Support	\$ 16,500.00	\$ 16,500.00
4312-6006-000-2012-52-99-RGVR-DISC-0000-	Wages-Extra Duty/OT-Support	\$ -	\$ -
4312-6020-000-2012-36-91-RGVR-DISC-0000-	Employee Stipends	\$ 30,000.00	\$ 30,000.00
4312-6050-000-2012-11-11-RGVR-DISC-0000-	Social Security and Medicare	\$ 4,394.88	\$ 4,394.88
4312-6050-000-2012-11-24-RGVR-DISC-0000-	Social Security and Medicare	\$ 6,989.68	\$ 6,989.68
4312-6050-000-2012-23-99-RGVR-DISC-0000-	Social Security and Medicare	\$ 3,924.00	\$ 3,924.00
4312-6050-000-2012-36-91-RGVR-DISC-0000-	Social Security and Medicare	\$ 3,270.00	\$ 3,270.00
4312-6050-000-2012-52-99-RGVR-DISC-0000-	Social Security and Medicare	\$ 3,270.00	\$ 3,270.00
4312-6140-000-2012-11-11-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 5,500.00	\$ 5,100.00
4312-6140-000-2012-23-99-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 13,277.00	\$ 12,823.00
4312-6140-000-2012-23-99-RGVR-DISC-INTB-	Miscellaneous Contracted Serv	\$ -	\$ -
4312-6140-000-2012-31-99-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 1,750.00	\$ 1,750.00
4312-6140-000-2012-36-91-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 25,000.00	\$ 23,958.00
4312-6140-000-2012-52-99-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 30,000.00	\$ 30,000.00
4312-6140-000-2012-61-99-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 15,000.00	\$ 15,000.00
4312-6140-CST-2012-11-11-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 45,000.00	\$ 45,000.00
4312-6140-OVR-2012-11-11-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 5,000.00	\$ 5,000.00
4312-6140-SIG-2012-51-99-RGVR-DISC-0000-	Miscellaneous Contracted Serv	\$ 5,000.00	\$ 5,000.00
4312-6150-000-2012-23-99-RGVR-DISC-0000-	Staff Tuition Fees-Higher Educ	\$ 3,000.00	\$ 3,000.00
4312-6151-000-2012-13-11-RGVR-DISC-0000-	Education Service Center Srvc	\$ 5,000.00	\$ 5,000.00
4312-6153-000-2012-11-11-RGVR-DISC-0000-	Student Tuition-Other than Pub	\$ 5,000.00	\$ 5,000.00
4312-6200-000-2012-11-11-RGVR-DISC-0000-	Contracted Maintenance and Rep	\$ 6,512.65	\$ 5,000.00
4312-6200-000-2012-36-91-RGVR-DISC-0000-	Contracted Maintenance and Rep	\$ -	\$ -
4312-6200-000-2012-51-99-RGVR-DISC-0000-	Contracted Maintenance and Rep	\$ 40,536.00	\$ 15,102.00
4312-6240-000-2012-11-11-RGVR-DISC-0000-	Rentals-One Time	\$ 5,000.00	\$ 5,000.00
4312-6240-000-2012-31-99-RGVR-DISC-0000-	Rentals-One Time	\$ 3,528.00	\$ 3,528.00
4312-6240-000-2012-36-91-RGVR-DISC-0000-	Rentals-One Time	\$ 500.00	\$ 500.00
4312-6241-000-2012-11-11-RGVR-DISC-0000-	Rentals-Operating Leases-Term	\$ 30,000.00	\$ 30,000.00
4312-6241-000-2012-23-99-RGVR-DISC-0000-	Rentals-Operating Leases-Term	\$ 2,320.00	\$ 2,124.48

4312-6310-000-2012-11-11-RGVR-DISC-0000-	General Supplies	\$ 46,716.25	\$ 45,757.84
4312-6310-000-2012-11-11-RGVR-DISC-INTB-	General Supplies	\$ 2,000.00	\$ 2,000.00
4312-6310-000-2012-11-23-RGVR-DISC-0000-	General Supplies	\$ 5,000.00	\$ 5,000.00
4312-6310-000-2012-12-11-RGVR-DISC-0000-	General Supplies	\$ 6,000.00	\$ 6,000.00
4312-6310-000-2012-23-99-RGVR-DISC-0000-	General Supplies	\$ 5,000.00	\$ 4,955.86
4312-6310-000-2012-23-99-RGVR-DISC-APOP-	General Supplies	\$ -	\$ -
4312-6310-000-2012-31-99-RGVR-DISC-0000-	General Supplies	\$ -	\$ -
4312-6310-000-2012-33-99-RGVR-DISC-0000-	General Supplies	\$ 500.00	\$ 500.00
4312-6310-000-2012-36-91-RGVR-DISC-0000-	General Supplies	\$ 10,000.00	\$ 7,612.56
4312-6310-000-2012-36-99-RGVR-DISC-0000-	General Supplies	\$ -	\$ -
4312-6310-000-2012-52-99-RGVR-DISC-0000-	General Supplies	\$ -	\$ -
4312-6310-000-2012-61-99-RGVR-DISC-0000-	General Supplies	\$ 7,500.00	\$ 7,500.00
4312-6310-CSW-2012-11-11-RGVR-DISC-0000-	General Supplies	\$ 15,157.08	\$ 951.08
4312-6310-CSW-2012-11-23-RGVR-DISC-0000-	General Supplies	\$ 2,500.00	\$ 2,500.00
4312-6310-CSW-2012-23-99-RGVR-DISC-0000-	General Supplies	\$ 5,000.00	\$ 5,000.00
4312-6310-CSW-2012-31-99-RGVR-DISC-0000-	General Supplies	\$ 3,000.00	\$ 3,000.00
4312-6310-FRN-2012-23-99-RGVR-DISC-0000-	General Supplies	\$ 5,000.00	\$ 5,000.00
4312-6311-000-2012-51-99-RGVR-DISC-0000-	Supplies for Maintenance Opera	\$ 5,000.00	\$ 5,000.00
4312-6312-000-2012-36-91-RGVR-DISC-0000-	Supp and Matl-\$1,000 to \$4,999	\$ 5,000.00	\$ 5,000.00
4312-6312-HDW-2012-11-11-RGVR-DISC-0000-	Supp and Matl-\$1,000 to \$4,999	\$ 10,000.00	\$ 10,000.00
4312-6312-HDW-2012-23-99-RGVR-DISC-0000-	Supp and Matl-\$1,000 to \$4,999	\$ 11,500.00	\$ 11,500.00
4312-6320-000-2012-31-99-RGVR-DISC-0000-	Testing Materials	\$ 5,000.00	\$ 5,000.00
4312-6330-000-2012-11-11-RGVR-DISC-0000-	Textbooks	\$ 5,000.00	\$ 5,000.00
4312-6331-000-2012-11-11-RGVR-DISC-0000-	Reading Material	\$ 10,000.00	\$ 10,000.00
4312-6331-000-2012-11-11-RGVR-DISC-INTB-	Reading Material	\$ 3,277.67	\$ 3,277.67
4312-6331-000-2012-11-23-RGVR-DISC-0000-	Reading Material	\$ 7,500.00	\$ 7,500.00
4312-6331-000-2012-12-11-RGVR-DISC-0000-	Reading Material	\$ 16,600.00	\$ 16,600.00
4312-6331-000-2012-23-99-RGVR-DISC-0000-	Reading Material	\$ 5,000.00	\$ 5,000.00
4312-6400-000-2012-13-11-RGVR-DISC-0000-	Travel and Subsistence-Employe	\$ -	\$ -
4312-6400-000-2012-23-99-RGVR-DISC-0000-	Travel and Subsistence-Employe	\$ -	\$ -
4312-6400-000-2012-31-99-RGVR-DISC-0000-	Travel and Subsistence-Employe	\$ -	\$ -
4312-6400-000-2012-36-91-RGVR-DISC-0000-	Travel and Subsistence-Employe	\$ -	\$ -
4312-6400-000-2012-36-99-RGVR-DISC-0000-	Travel and Subsistence-Employe	\$ -	\$ -
4312-6400-MLR-2012-23-99-RGVR-DISC-0000-	Travel and Subsistence-Employe	\$ -	\$ -
4312-6401-000-2012-11-11-RGVR-DISC-0000-	Travel and Subsistence-Student	\$ 6,722.33	\$ 6,722.33
4312-6401-000-2012-36-91-RGVR-DISC-0000-	Travel and Subsistence-Student	\$ -	\$ -

4312-6401-000-2012-36-99-RGVR-DISC-0000-	Travel and Subsistence-Student	\$ -	\$ -
4312-6401-IDB-2012-11-11-RGVR-DISC-0000-	Travel and Subsistence-Student	\$ -	\$ -
4312-6401-IDB-2012-36-91-RGVR-DISC-0000-	Travel and Subsistence-Student	\$ -	\$ -
4312-6401-IDB-2012-36-99-RGVR-DISC-0000-	Travel and Subsistence-Student	\$ -	\$ -
4312-6510-000-2012-11-11-RGVR-DISC-0000-	Miscellaneous	\$ 5,000.00	\$ 5,000.00
4312-6510-000-2012-13-11-RGVR-DISC-0000-	Miscellaneous	\$ 5,000.00	\$ 2,300.00
4312-6510-000-2012-23-99-RGVR-DISC-0000-	Miscellaneous	\$ 5,000.00	\$ 5,000.00
4312-6510-000-2012-31-99-RGVR-DISC-0000-	Miscellaneous	\$ 1,000.00	\$ 1,000.00
4312-6510-000-2012-36-91-RGVR-DISC-0000-	Miscellaneous	\$ -	\$ -
4312-6510-FOD-2012-11-23-RGVR-DISC-0000-	Miscellaneous	\$ -	\$ -
4312-6510-FOD-2012-13-11-RGVR-DISC-0000-	Miscellaneous	\$ -	\$ -
4312-6510-FOD-2012-23-99-RGVR-DISC-0000-	Miscellaneous	\$ -	\$ -
4312-6510-FOD-2012-61-99-RGVR-DISC-0000-	Miscellaneous	\$ -	\$ -
4312-6520-000-2012-11-11-RGVR-DISC-INTB-	Dues	\$ 11,650.00	\$ 11,650.00
4312-6520-000-2012-23-99-RGVR-DISC-0000-	Dues	\$ 200.00	\$ 200.00
4312-6520-000-2012-36-91-RGVR-DISC-0000-	Dues	\$ 10,000.00	\$ 10,000.00
4312-6520-000-2012-36-99-RGVR-DISC-0000-	Dues	\$ 1,000.00	\$ 1,000.00
	TOTAL	\$ 618,300.99	\$ 568,966.83

IDEA College Prep Brownsville

Campus Demographics

Student Populations	Total Enrollment of Middle School Students	Total Enrollment of High School Students	Campus Total Enrollment	Percentages from Total Enrollment
Enrollment	384	407	791	100%
At Risk	157	181	338	43%
SPED	24	35	59	7%
Free and Reduced Lunch	147	160	307	39%
ELLs	161	194	355	45%
Male	201	213	414	52%
Female	183	194	377	48%
American Indian	0	0	0	0%
Asian	1	4	5	1%
Black	3	0	3	0%
White	18	78	96	12%
Hispanic	278	267	545	69%
Unclassified	84	58	142	18%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Rachel Brown</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Andres Altamirano2. Ryan Santa Ana3. Rubenia Ayala4. Evelyn Gonzalez	<p>Committee Chair(s): Jorge Mejia</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Oziel Garcia2. Antonio Rodriguez3. Ben Garcia4. Karla Lopez
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Mariaolga Floyd</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Jorge Mejia2. Gerardo Alfaro3. Karina Marquez4. Antonio Pena	<p>Committee Chair(s): Norma Jimenez-Cerda</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. David Gillespie2. Monika Longoria3. June Aguilera4. Rey Cantu
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Marco C. Lopez</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Jorge Mejia2. Norma Jimenez-Cerda3. Norma Schmucker4. Monika Longoria5. Rachel Brown6. Abigail Molina7. Lynda Soto	<p>Committee Chair(s): Carlos Montero</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Norma Schmucker2. Maria C. Gonzalez-Sarabia3. Nubia Nava4. Monika Longoria5. Norma Jimenez6. Lynda Soto

New Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Imagine Learning Software program• Using MS TEAMS and all other Microsoft Programs• Using MS TEAMS for virtual environment due to COVID education modifications to the academic school year• Move this world – software for our students to aid in Social and Emotional Learning across all grade levels | <ul style="list-style-type: none">• Provide professional development for New Hires including AP Training, IB Training (Virtual)• Purchase equipment and resources for AP and IB courses – i.e. calculators, microscopes, lab equipment, art supplies |
|---|---|

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Continue with our Advanced Placement and International Baccalaureate Programs for our High Students• Sending teachers to NMSI Laying the Foundation over the summer for Professional Development (virtually)• Catalyst Program will be implemented to help with Individualized Instruction.• Virtual PD each week that meets the needs of the campus and the teachers• Math (ST Math) software for intervention programs• Catalyst Period for 8th grade built into the schedule• Continue to collaborate with KAGAN and other PDs that will help our teachers become better educators by implementing best educational practices | <ul style="list-style-type: none">• Our Problem of Practice Writing across the grade levels to ensure a more rigorous curriculum• Pre-AP and AP alignment across the grade levels in all our core content areas• Interventions: during class, afterschool, and Saturdays• PD for our teachers during Faculty PDs (Virtual)• Data Conversations on a weekly or bi-weekly basis• Instructional Debriefs on a weekly or bi-weekly basis• Vertical Alignment throughout the grade levels• PD outside of our district• Instructional coaching with on the spot coaching• Campus culture maintained• National Junior Honor Society Chapter, National Honors Society for High school, Student Government, Chess Club, Racquet Sports Club, Speech and Debate Team |
|---|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 2020	BOY Professional Development: <ul style="list-style-type: none"> • First Days of School (Virtual, Hybrid, In-Person) • First Days of School Operations Safety – COVID 19 • Goal Setting • Lesson Planning • Special Populations • Student / Teacher Goal Setting • Teach Boost • PowerSchool • Introduction to Imagine Learning • TEAMS and other MS Software Platforms • Staff Benefits 	TWBAT: <ul style="list-style-type: none"> • (Virtual) - Have clear expectations for first day procedures, ADA policy • Understand the importance of special education populations and understand accommodations • Receive updates regarding TCP, changes to the Guidepost for Excellent Teacher, and preparing for Goal Setting Conversations. • Learn about Teach boost and the purpose for supporting teaching growth • View Training modules to be able to utilize gradebook while receiving guidance • Introduce teachers to data management program for data analysis • Receive updates for staff benefits
September 2020	<ul style="list-style-type: none"> • Monitoring & Feedback Techniques During Student Practice • SPED / ELL / 504 PD • School Operations Safety – COVID 19 • Lesson Planning • Goal Setting • Teaching in a virtual environment 	<ul style="list-style-type: none"> • TWBAT receive an introduction to the new GET row and what it is and how it will impact student work.
September 2020	<ul style="list-style-type: none"> • Staff & Student Safety • School Operations Safety – COVID 19 • Lesson Planning • Teaching in a virtual environment 	<ul style="list-style-type: none"> • TWBAT focus on several important topics: child abuse reporting, bullying, appropriate student/staff relationships, and sexual harassment.
September 2020 – May 2021	<ul style="list-style-type: none"> • Teacher Team Time • School Operations Safety – COVID 19 • Teaching in a virtual environment 	<ul style="list-style-type: none"> • TWBAT set aside time throughout the school year for vertical alignment and to build a strong sense of team and family.
September 2020	<ul style="list-style-type: none"> • Update Student Trackers • School Operations Safety – COVID 19 	<ul style="list-style-type: none"> • TWBAT utilize tracking system to track student performance and set class and individual goals.

September 2020	<ul style="list-style-type: none"> Identify priority students and objectives School Operations Safety – COVID 19 Lesson planning 	<ul style="list-style-type: none"> TWBAT identify priority students and set up an intervention plan for reteach, small group instruction and remediation by scheduling tutorial sessions for students.
September 2020	<ul style="list-style-type: none"> Unit planning School Operations Safety – COVID 19 ACT / SAT test prep and review 	<ul style="list-style-type: none"> TWBAT backwards plan and understand district planning documents and curriculum to integrate resources and prepare for bi-weekly and Interim assessments.
September 2020	<ul style="list-style-type: none"> Field Lesson Planning School Operations Safety – COVID 19 	<ul style="list-style-type: none"> TWBAT connect student's goals to college and articulate how IDEA will help them go to and through college. Prepare RASI and plan grade level Field Lessons.
October 2020	<ul style="list-style-type: none"> Data Driven Decisions – OCS School Operations Safety – COVID 19 ACT Test Prep and Review 	<ul style="list-style-type: none"> TWBAT analyze student IA data in order to prioritize objectives, student tutorial groups, reteach frequency and progress towards goals.
October 2020	<ul style="list-style-type: none"> Illuminate School Operations Safety – COVID 19 	<ul style="list-style-type: none"> TWBAT utilize district program Illuminate to analyze data, generate reports, and utilize data to drive instruction.
October 2020	<ul style="list-style-type: none"> Identify Priority students School Operations Safety – COVID 19 	<ul style="list-style-type: none"> TWBAT work in grade level teams using their IA 1 data to determine which students will be attending Round 2 tutorials beginning the following week. During this time, teams will determine who, when and where students will be attending tutorials.
December 2020	<ul style="list-style-type: none"> Staff Development Cycle 2x2 Conversations School Operations Safety – COVID 19 	<ul style="list-style-type: none"> Purpose – the 2x2 conversation is an opportunity for all faculty and staff members to give each other feedback on their performance year to date. This is also an opportunity to give managers feedback on their areas of strength and growth.
February 2021	<ul style="list-style-type: none"> TELPAS School Operations Safety – COVID 19 	<ul style="list-style-type: none"> TWBAT rate students in listening, speaking, reading, and writing.
February 2021	<ul style="list-style-type: none"> TEA Accountability Ratings – Review School Operations Safety – COVID 19 	<ul style="list-style-type: none"> By the end of the session, TWBAT identify the students in their classes that fall in one of four categories using data from IA 2 in order to ensure that those students can articulate their own goals for IA 3. Teachers will also be able to identify these students and ensure that they are in the right interventions.
February 2021	<ul style="list-style-type: none"> International Baccalaureate Training School Operations Safety – COVID 19 	<ul style="list-style-type: none"> TWBAT will receive an update on where we stand on IB and other components of the IB philosophy.

February 2021	<ul style="list-style-type: none"> • TELPAS • School Operations Safety – COVID 19 • IA / Summative assessments • Data Analysis 	<ul style="list-style-type: none"> • TWBAT rate TELPAS Calibration session and meet as a grade level team to rate the ELL students on three of the four proficiencies: Writing , Listening & Speaking
March 2021	<ul style="list-style-type: none"> • STAAR / EOC Training • School Operations Safety – COVID 19 • Data Analysis • Student data tracking / mastery machine / review outlines countdown till assessments 	<ul style="list-style-type: none"> • TWBAT administer STAAR/EOC test according to TEA regulations.
April / May 2021	<ul style="list-style-type: none"> • AP / IB Prep and review • STAAR Prep and review • 	

Teachers will attend the staff development (in person or virtually depending current COVID-19 orders) listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Burke College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Through family partnership, IDEA Burke prepares 100% of our scholars for college and productive citizenship through fostering confident, hardworking, risk takers that take pride in everything they do.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Ramon Gutierrez- Principal Belinda Medica-Assistant Principal	Heather Cortinas- Academic Counselor	Itzel Zepeda- Special Education
Sixth Grade	Seventh Grade	Shared Teachers
Jessica Sustaita Victoria Smedley	Lucia Murguia Caitlin Gonzalez	Nelly Leiter Andrea Gutierrez Joshua Gutierrez Nora Luna Javier Sena Sasha Mullenback
RISE Teacher	Physical Education	
Taqwa Benikaab	Ryan Lawson	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<p>Nelly Flores Arauza</p> <p>Mariah Ruiz</p>	<p>Ruth Carranza – Cafeteria Manager</p> <p>Gregory Bosmans – Facilities Manager</p> <p>Elizabeth Rollie - Nurse</p>	<p>Victoria Castillo- Administrative Assistant</p> <p>Betty Pancake - Registrar</p> <p>Guadalupe Chelms- Receptionist</p> <p>Mariah Ruiz– Business Clerk/ Testing Coor.</p>
Operations Staff	Temporary Staff	
<p>Mayra Perales – Custodian</p> <p>Fidelina Hobbs - Custodian</p> <p>Larry Salinas – Custodian</p> <p>Juana Mondragon - CNP</p> <p>Kattia Murillo - CNP</p> <p>Olga Rodriguez – CNP</p> <p>Alma Trevino – CNP</p> <p>Elvira Zuniga -CNP</p>		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Ramon Gutierrez (Principal) Tiffany Langbein (Principal) Tracy Conroy (AA) Victoria Castillo (AA) Dyshane Martin (BC/TC) Mariah Ruiz (BC/TC)	08/18	1. Monthly Calendar Review 2. PTG and OCS-ADA 3. PTG and OCS- Persistence 4. Employees of the Month: <ul style="list-style-type: none"> a. Operations b. Academy teacher c. College prep teacher
	09/15	
	10/20	
	11/17	
	12/15	
	01/19	
	02/16	
	03/23	
	04/20	
	05/18	
Sara Hendrix (Social Worker, Administration) Heather Cortinas (Academic Counselor)		
Emilie Fernandez Belinda Medina Pryscilla Olivarez (Assistant Principal of Instruction, Administration)		
Adrian Sena (Assistant Principal of Operations, Administration)		
Kate Wilkes (Principal in Residence)		
Britany Villeda (GTL, PreK) Liza Chermak (GTL, Kinder) Jenali White (GTL, 1st Grade) Cusandra Serrano (GTL, 2nd Grade) Itzel Zepeda (GTL-6 th Grade)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
164	State Compensatory	1,454,980
404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	954

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Ramon Gutierrez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Caitlin Gonzalez 2. Victoria Smedley 3. Sasha Mullenbach 	<p>Committee Chair(s): Belinda Medina</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica Sustaita 2. Lucia Murguia 3.
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Belinda Medina</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Nora Luna 	<p>Committee Chair(s): Ramon Gutierrez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Heather Cortinas 2. Belinda Medina 3. Itzel Zepeda
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Ramon Gutierrez

Committee Members:

1. Heather Cortinas
2. Belinda Medina
3. Itzel Zepeda

Committee Chair(s): Ramon Gutierrez

Committee Members:

1. Heather Cortinas
2. Belinda Medina
3. Itzel Zepeda

Continuing Initiatives	New Initiatives
Writing in 6 th Grade	Art Class to 6 th and 7 th grade
Intervention starting by 3 rd day of school	Monthly Curriculum Nights
Novel based ELA Class	Weekly Teacher Collaboration by content

Staff Development

Date	Session Title/Topic	Session Objective(s)
08/13	What To Do Directions	Teachers will be able to set clear expectations by providing What To Do directions.
08/27	Whole Class Reset	Teachers will be able to plan and practice a whole class reset by... □ Reflecting on why the procedure has broken down □ Revising the procedure if needed □ Re-teaching the procedure □ Redirecting by having students Do It Again
09/10	Aggressive Monitoring-Pathways/Checkpoints	Teachers will be able to aggressively monitor the quality of student work by... Creating a monitoring pathway to see all students. Using an exemplar to plan checkpoints.
09/24	Aggressive Monitoring-Feedback/Trends	Teachers will be able to aggressively monitor and respond to gaps in student work by... Providing quick, effective feedback and Tracking responses to identify trends.
10/08	Tracking	Teachers will be able to create individual student trackers.
10/22	Reteach Guided Discourse	Teachers will be able to use Show Call to maximize accountability, normalize revision, and model exemplar work.
11/12	Reteach-Modeling	Teachers will be able to articulate and practice the most critical components of using Modeling during re-teach.
11/26	Review and Reteach	Teachers will be able to... Decide which content to review and reteach based on data. Plan an effective reteach and review.
12/10	Student Relationships	Teachers will be able to build individual student relationships by... Making daily personal connections. And Memorizing students' names and pronouncing them correctly.
01/14	Supporting Special Pops	Teachers will be able to... Add accommodations to a lesson plan. □ Create a seating chart that prioritizes support for SPED and ELL students.
01/28	Analyzing Student Work	Teachers will be able to analyze student work to identify procedural and conceptual gaps.
02/11	Joy Factor	Teachers will be able to increase joy factor by implementing Pepper, Challenge, and Surprise & Suspense.
02/25	Habits of Evidence	Teachers will be able to build Habits of Evidence by using Everybody Writes to prompt students to cite and explain key evidence.
03/11	Habits of Discussion	Teachers will be able to teach students to actively listen, agree, build off, and disagree with each other, and reinforce these habits during class discussion.
03/25	Engage all students	Teachers will be able to engage all students by implementing effective turn and talks.
04/08	State Testing Security	Teachers will be able to articulate testing
04/22	State Testing Protocols	Teachers will be able to articulate testing
05/13	Student Relationships	Teachers will be able to build individual student relationships by... Making daily personal connections and Memorizing students' names and pronouncing them correctly.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Carver College Prep



2020 - 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Preparing all students to be college ready and to become productive global citizens that will serve their surrounding communities. Carver students will come for the academics and stay for the joy.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Elective Teachers
Chang Yu, principal Shakirat Taylor, PIR Delisa Cordova, SAPI Felipe Butanda, API Denise Delgado, API Justina Gonzalez, APO	Tabitha Strong, Academic Counselor _____, Director of College Counseling Andrea Garcia-King, College Counselor Lara Miller, College Counselor Jennifer Carrejo, Social Worker	Mitchell Williams Sergio Garcia Rivas Alejandra Mayne Sherly Moreno Rose Finley Baudelia Ruiz Trevino A. Martinez Galvan Jordan Rose Finley
ELA	Math	Science
Hosanna Diaz Ericka Triana Danyelle Simmons Monica Flores Ciara Powell Kathleen Martin Jasmin Rollins Tennile Shaw Frank Westry	Cecily Reyes Ariel Aung Forisse Hardin Juan Garcia Jaewon Kim Savannah Cerna Stephanie Keys	Sandra Pinedo Javier Tovar Luis Vasquez Tiffany Garcia Alejandro Aleman Garrett Foster Kathleen Wisemoore
Social Studies	SPED	Interventionist
Brittany Hibbert Randall Richards Kyle Forar David Ellis Stephen Martinez Crystal Martinez	Linda Chavarria Carola Castillo Alexandra Valdez Jennifer Twiss	Jeannette Montez Heather Slomchinski
Physical Education	AR and Hotspot	
Jesse Galvan, Athletic Coordinator Ashley Trevino. PE	Aide Martinez	

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Baudelia Ruiz Alison Ayala Jaewon Kim		Erica Mendez, AA
Operations Staff		
Monica Cantu, Registrar John De Leon, Facility Manager Lillian Chagoy, Receptionist		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	181,147
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	5,580

Total

Carver College Prep
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	672	100%
At Risk	90	28%
SPED	49	7%
F.A.R.M.	583	87%
ELL	76	11%
Male	333	49.6%
Female	339	50.4%
Amer. Indian	1	.15%
Asian	2	.30%
Black	92	13.69%
White	33	4.91%
Hispanic	537	79.91%

**As of April 2020*

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Chang Yu, Principal	Wednesday, August 26, 2020	COVID/Distance Learning Programming, Campus Student Culture Check, AP Bootcamp Prep, Parent Communication, Campus Safety Protocol, Clubs/groups, ACT Bootcamp, Field Lesson Planning, Staff Culture Check
Shakirat Taylor, PIR	Wednesday, September 30, 2020	COVID/Distance Learning Programming, Family Engagement, Progress Toward Goals Night, Campus Student Culture Check, Family Engagement, AP Parent Night, Staff Culture Check
Delisa Morales, Super API	Wednesday, October 28, 2020	COVID/Distance Learning Programming, Staff and Student Culture Check, Family Engagement, Progress toward goals, Thanksgiving Celebrations, Staff Culture Check
Denise Delgado, API	Wednesday, November 18, 2020	COVID/Distance Learning Programming, Family Engagement, Staff Culture Check, Mock AP/STAAR testing logistics.
Felipe Butanda, API	Wednesday, December 16, 2020	COVID/Distance Learning Programming, Family Engagement, Progress toward goals, Staff Culture Check, Progress towards goals
Justina Gonzalez, Assistant Principal of Operations	Wednesday, January 27, 2021	COVID/Distance Learning Programming, STAAR/ AP tutoring program, Family Engagement, Staff Culture Check
Tabitha Strong, Academic Counselor	Wednesday, February 24, 2021	COVID/Distance Learning Programming, STAAR/ AP Tutoring UPDATE, Family Engagement, Campus Student Culture Check, Staff Culture Check
_____, Director of College Counseling	Wednesday, March 31, 2021	COVID/Distance Learning Programming, STAAR/ AP Tutoring UPDATE, Prom, Graduation Planning, Staff Culture Check, Family Engagement
Hosanna Diaz, 6 th Grade Level Co-Chairs	Wednesday, April 28, 2021	COVID/Distance Learning Programming, STAAR/ AP Testing logistics UPDATE, Graduation Preparation, Staff Culture Check, RAMP Week preparation
Danyelle Simmons, 7 th Grade Level Chair	Wednesday, May 26, 2021	COVID/Distance Learning Programming, STAAR/AP reflections and next steps, Awards Ceremony, Graduation, Summer School Final Prep
Juan Garcia, 9 th Grade Level Chair		
Stephanie Keys, 12 th Grade Level Chair		
Parent Representative, Eleni Moncrief		

Campus Committees

Language Arts	Math
<p>Committee Chair(s): Kathleen Martin Committee Members:</p> <ol style="list-style-type: none"> 1. Hosanna Diaz 2. Danyelle Simmons 3. Ericka Triana 4. Ciara Powell 5. Monica Flores 6. Tennile Shaw 7. Jasmin Rollins 8. Frank Westry 	<p>Committee Chair(s): Cecily Reyes Committee Members:</p> <ol style="list-style-type: none"> 1. Linda Chavarria 2. Ariel Aung 3. Forisse Hardin 4. Savannah Cerna 5. Juan Garcia 6. Stephanie Keys
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Tiffany Garcia Committee Members:</p> <ol style="list-style-type: none"> 1. Sandra Pinedo 2. Javier Tovar 3. Luis Vasquez 4. Alejandro Aleman 5. Garrett Foster 	<p>Committee Chair(s): Shakirat Taylor Committee Members:</p> <ol style="list-style-type: none"> 1. Jesse Galvan 2. Tabitha Strong 3. Ashley Trevino 4. Rose Finley
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Denise Delgado Committee Members:</p> <ol style="list-style-type: none"> 1. Javier Tovar 2. Kathleen Martin 3. Kyle Forar 4. Heather Slomchinski 	<p>Committee Chair(s): Alejandra Mayne Committee Members:</p> <ol style="list-style-type: none"> 1. Mitchell Williams 2. Felipe Butanda 3. Aide Martinez 4. Sherly Moreno

Humanities	
<p>Committee Chair(s): Kyle Forar</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Randall Richards2. David Ellis3. Stephen Martinez4. Brittany Hibbert	

New Initiatives

- Weekly GTLM with administrators
- AR Challenge 6th-10th
- Monthly College Counseling Parent Meetings
- Grade Team Discipline Program
- Daily Grade Team Huddle
- Student Community Service Duty
- Staff/Employee of the Month
- Provide ongoing Staff Development for all staff
- TELPAS tutorials
- AP NMSI training for all AP teachers
- Leadership Weekly/PTG
- Carver Twitter Page

- ACT Prep Bootcamp
- AP Bootcamp
- Road to College Curriculum
- Wit & Wisdom
- Eureka Math
- AP CTL Professional Development
- Conduct a monthly book study with instructional personnel.
- Daily announcements to include Shout outs for teachers and students
- Google Classroom
- Microsoft Teams
- Staff Weekly

Continuing Initiatives

- Student of the week by grade level
- Daily independent reading
- Mastery Machine and tracker
- Writing workshop
- Math and Writing Boot camp
- Culture Camp
- Continue and practice core value training
- Implement weekly staff development
- Implement lesson plan (rehearsals) with core content teachers
- Teacher Data tracker
- Continue tactical meetings with lead team
- Continue lead team huddle in morning to identify priorities
- Continue Teacher Weekly contribution
- Continue GET training for teachers
- Athletic program
- STAAR Test maker
- High School Mentor Program

- College Prep newsletter and Parent Weekly
- After school tutoring and Saturday tutoring
- College Prep students of the week
- Showcase events for parents and staff
- Summer College Programs
- Update and maintain Facebook
- AP parent meetings and showcases
- Weekly Culture walk throughs
- Car Pooling Map
- TeachBoost for observation feedback and lesson plan feedback
- DUKE TIP- 7th
- Counseling Department Weekly Tactical Meetings
- National Junior/Honor Society
- Peer Mediation
- Remind App for communication

Staff Development

Date	Session Title/Topic	Session Objective(s)
August, 2020	Discipline Management and Consequences	Teachers will learn strategies to help manage student behavior and assert peaceful authority to maintain a focus on learning.
September, 2020	Round 1: Goal Setting	Teachers will learn how to access Round 1 in Cornerstone, complete the pre-work, and schedule Round 1 Goal setting meeting with direct manager before district deadline.
October, 2020	Assessment Data Tracking	Teachers will learn to analyze assessment data using it to drive instructional planning and remediation, and reteaching.
November, 2020	Monitoring student learning	Teachers will learn to use polling to target the error and focus the whole group discussion on students' area of struggle
December, 2020	STAAR/AP Calendaring	Teachers will use Mock AP/STAAR data to map out what standards will be taught until the day of their standardized test,
January, 2021	Round 2: 2x2	Teachers will learn how to access Round 2 in Cornerstone, complete the pre-work, and schedule 2x2 meeting before district deadline.
February, 2021	TELPAS Training	Teachers will learn TELPAS testing rollout, collection of writing samples, signing testing oaths and receive timelines for collection. Teachers will also receive rater and calibration ratings.
March, 2021	Feedback and Grading	Teachers will learn to strategies to such as aggressively monitoring to quickly identify errors in student thinking and provide feedback with grades in a timely manner.
April, 2021	STAAR Training	Teachers will receive testing security and administration training, testing dates and campus testing logistics.
May, 2021	STAAR and AP Testing Prep Training	Teachers will receive testing security and administration training, testing dates and campus testing logistics.
	Round 3: Annual Performance Review	Teachers will learn how to access APR in Cornerstone, complete the pre-work, and schedule APR meeting with direct manager before the end of school.

IDEA Public Schools

ICP Donna



2019-2020 Student Achievement Improvement Plan

DISTRICT MISSION:

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To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA College Preparatory Donna is rewriting the story of underprivileged communities by creating a positive learning environment that equips students with the academic, social and leadership skills and the international mindedness that are required to succeed in college and our global society.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

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1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Amanda Canales, Principal Maricela Gaona, PIR Dikla Medina, API & IB Coordinator Daniel Pedroza, API Elizardo Garcia, API Alberto Castillo, APO	Cecilia Medina, DCC Abigail De Ochoa, CC Yvonne Maldonado Cacere, CC Naomy Sanchez, AC	Juan Carranza, Math Interventionist & CTL
6 th Grade	7 th Grade	8 th Grade
JC Rodriguez (GTL) Olga Prado Byanca Guajardo Vanessa Fernandez	Monica Tamz, GTL Jessica Villanueva Ruben Zamorano Andrew Sierra	Atanislao Padron (GTL) Tanya Sierra (CTL) Cristela Cavazos Linda Martinez
9 th Grade	10 th Grade	11 th Grade
AC Baez (9th) (GTL) Daniella Hernandez Juan Ybarra Leo Farias Irene Casares Elizabeth Gonzalez	Charles Cardenas Norberto Trevino (GTL) Melissa Sustaita Eric Carlson Andrea Garza	Samantha Vasquez (CTL) Nicolas Arias Rodrigo Saenz GTL (Studies) Zanyace Aguinaga (CTL) Maxine Menendez Shirley Castillo CTL (HL & AB initio) Betsy Zacarias
12 th	STAMP (electives)	Special Education & RISE (Formerly known as Life Skills)
Eric Strom Ulises Manzano GTL (SL & LyL) Zachary Wise Emmanuel Culebro Margarita Perez Isaac Santiago (12th) Gerardo Martinez	Emily De Leon Anita Garay (CTL) Christian Rodriguez Beatriz Medina (GTL & CTL) Heribeto Garza Erika Martinez (CTL)	Reyna Lopez Olvera Ann Garza Jazmine Morales Claudia Solis (LS) Joanna Tamez (LS)

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Ashley Cantu (LS) Juan Flores (LS) Jose Meza Steven Lenny (SPED) Elizabeth De Leon (PE) Jay Calacay (PE)	Anna Cisneros, RRC	Esmer Cantu Jeanette Lopez Nancy Cortez Janet Garcia Elsa Hernandez
Operations Staff	Temporary Staff	
Juan Barron Esmer Gonzalez Maria De Leon Alberto Mendoza Alexia Alonso		

Site Based Decision Making Committee

Member (Title, Represent)		Meeting Dates:	Possible Agenda Items:																						
<table><tr><td>Principal</td><td>Amanda Canales</td></tr><tr><td>PIR</td><td>Maricela Gaona</td></tr><tr><td>API</td><td>Elizardo Garcia</td></tr><tr><td>API</td><td>Christina Jones</td></tr><tr><td>API - IB</td><td>Dikla Medina</td></tr><tr><td>API</td><td>Daniel Pedroza</td></tr><tr><td>APO</td><td>Alberto Castillo</td></tr><tr><td>DCC</td><td>Cecilia Medina</td></tr><tr><td>CC</td><td>Yvonne Caceres</td></tr><tr><td>CC</td><td>Abby De Ochoa</td></tr><tr><td>AC</td><td>Naomy Sanchez</td></tr></table>	Principal	Amanda Canales	PIR	Maricela Gaona	API	Elizardo Garcia	API	Christina Jones	API - IB	Dikla Medina	API	Daniel Pedroza	APO	Alberto Castillo	DCC	Cecilia Medina	CC	Yvonne Caceres	CC	Abby De Ochoa	AC	Naomy Sanchez		Friday, September 4, 2020	<ul style="list-style-type: none">• Campus Culture Update• Titan Tuesday Update• Attendance Update
	Principal	Amanda Canales																							
	PIR	Maricela Gaona																							
	API	Elizardo Garcia																							
	API	Christina Jones																							
	API - IB	Dikla Medina																							
	API	Daniel Pedroza																							
	APO	Alberto Castillo																							
	DCC	Cecilia Medina																							
	CC	Yvonne Caceres																							
	CC	Abby De Ochoa																							
AC	Naomy Sanchez																								
		Friday, October 2, 2020	<ul style="list-style-type: none">• Red Ribbon Week• PTG #1 Plan• Fundraising Update																						
		Friday, November 6, 2020	<ul style="list-style-type: none">• Canned Food Drive• Thanksgiving Luncheon• December, Holiday Party																						
		Friday, December 4, 2020	<ul style="list-style-type: none">• Campus Culture Update• IB Mocks• AR Update																						
Juan Carranza, Math Interventionist		Friday, January 8, 2021	<ul style="list-style-type: none">• MOY Step-back item (TBD)																						
JC Rodriguez (GTL)		Friday, February 5, 2021	<ul style="list-style-type: none">• ACT Update• Attendance Update• AR Update																						
Monica Tamez (GTL)																									
Atanislao Padron (GTL)																									
AC Baez (GTL)		Friday, March 5, 2021	<ul style="list-style-type: none">• Hiring Update• STAAR data review																						
Norberto Trevino (GTL)		Friday, April 2, 2021	<ul style="list-style-type: none">• EOY Awards• Summer School																						
Ulises Manzano (11th/12th) (GTL)																									
Rodrigo Saenz (GTL)		Friday, May 7, 2021	<ul style="list-style-type: none">• Summer School• EOY Step-back																						

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	230,905
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	23,126

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	784	
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math																
Committee Chair(s): Eric Strom (CTL) & Christina Jones Committee Members: <table><tr><td>Vanessa Fernandez</td></tr><tr><td>Jessica Villanueva</td></tr><tr><td>Cristela Cavazos</td></tr><tr><td>Daniella Hernandez</td></tr><tr><td>Charles Cardenas</td></tr><tr><td>Eric Strom (CTL)</td></tr><tr><td>Samantha Vasquez</td></tr><tr><td></td></tr></table>	Vanessa Fernandez	Jessica Villanueva	Cristela Cavazos	Daniella Hernandez	Charles Cardenas	Eric Strom (CTL)	Samantha Vasquez		Committee Chair(s): Elizardo Garcia & Juan Carranza Committee Members: <table><tr><td>Byanca Guajardo</td></tr><tr><td>Monica Tamez</td></tr><tr><td>Linda Martinez</td></tr><tr><td>Isidro Vargas</td></tr><tr><td>Melissa Sustaita</td></tr><tr><td>Rodrigo Saenz (Math Studies 11/12)</td></tr><tr><td>Robert Garza</td></tr><tr><td>Juan Carranza</td></tr></table>	Byanca Guajardo	Monica Tamez	Linda Martinez	Isidro Vargas	Melissa Sustaita	Rodrigo Saenz (Math Studies 11/12)	Robert Garza	Juan Carranza
Vanessa Fernandez																	
Jessica Villanueva																	
Cristela Cavazos																	
Daniella Hernandez																	
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Isidro Vargas																	
Melissa Sustaita																	
Rodrigo Saenz (Math Studies 11/12)																	
Robert Garza																	
Juan Carranza																	
Science (As Applicable)	School Culture and Climate																
Committee Chair(s): Elizardo Garcia & Tanya Sierra Committee Members: <table><tr><td>Juan Carlos Rodriguez</td></tr><tr><td>Ruben Zamorano</td></tr><tr><td>Tanya Sierra</td></tr><tr><td>Leopoldo Farias</td></tr><tr><td>Juan Ybarra (Chem)</td></tr><tr><td>Norberto Trevino (Phys)</td></tr><tr><td>Dikla Medina</td></tr></table>	Juan Carlos Rodriguez	Ruben Zamorano	Tanya Sierra	Leopoldo Farias	Juan Ybarra (Chem)	Norberto Trevino (Phys)	Dikla Medina	Committee Chair(s): Yvonne Caceres & Amanda Canales Committee Members: J.C Rodriguez Monica Tamez (GTL) Atanislao Padron (GTL) AC Baez (GTL) Norberto Trevino (GTL) Rodrigo Saenz (11th/12th) (GTL) Robert Garza Dikla Medina Christina Jones Daniel Pedroza Elizardo Garcia									
Juan Carlos Rodriguez																	
Ruben Zamorano																	
Tanya Sierra																	
Leopoldo Farias																	
Juan Ybarra (Chem)																	
Norberto Trevino (Phys)																	
Dikla Medina																	
Staff Quality, Recruitment and Retention	Family and Community Involvement																

Committee Chair(s): Amanda Canales Committee Members: <div> <div>Elizardo Garcia</div> <div>Christina Jones</div> <div>Dikla Medina</div> <div>Alberto Castillo</div> <div>Mari Gaona</div> <div>Cecilia Medina</div> <div>Abby De Ochoa</div> <div>Yvonne Caceres</div> <div>Daniel Pedroza</div> <div>Robert Garza</div> </div>	Committee Chair(s): Yvonne Caceres & Amanda Canales Committee Members: <div> <div>J.C Rodriguez</div> <div>Monica Tamez (GTL)</div> <div>Atanislao Padron (GTL)</div> <div>AC Baez (GTL)</div> <div>Norberto Trevino (GTL)</div> <div>Rodrigo Saenz (11th/12th) (GTL)</div> <div>Robert Garza</div> <div>Dikla Medina</div> <div>Christina Jones</div> <div>Daniel Pedroza</div> <div>Elizardo Garcia</div> </div>
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New Initiatives	
<ul style="list-style-type: none"> AR Challenge 6th-10th Homeroom Staff/Employee of the Month Monthly Staff gifts Monthly Staff fundraiser LPs will now include intervention plans MS Bell Schedule is now 5 periods instead of 7 to allow for more content time Content Team Leaders will conduct weekly observations and provide weekly feedback Math Interventionist Provide content specific training to all teacher leaders on a monthly basis ACT prep 6th-10th 	<ul style="list-style-type: none"> Conduct a monthly book study with lead team. This effort will be led by Amanda Canales GTLs will serve as extensions of APIs for campus culture Referral system for behavioral infractions Bi-monthly Flagship Fridays Titan Passes Quarterly Field Trips Centralize Campus Organizations Writing Portfolio Quarterly Socratic Seminars with staff over books
Continuing Initiatives	

<ul style="list-style-type: none"> • Homeroom • Attendance Challenge • Uniform Challenge • Provide ongoing Staff Development for all staff. • Monday Instructional Rounds • Bi-monthly Content Team Meetings • Bi-monthly Grade Team Meetings • Weekly 90/30 grade level meetings • IB Student of the Week • De Alba will be providing staff with Math PD • Daily announcements • Shout outs • BWA data conversations • IA Data conversations • IB Assessment audit • PWI program • Weekly GTLM with administrators 	<ul style="list-style-type: none"> • Weekly CTLM with administrators • Utilization of campus culture rubric through redesigned instructional rounds including AC
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Staff Development

Date	Topic/Type	Faciliator
8.18.20	All Staff: BOY Staff Celebration	Amanda
8.25.20	All Staff: Teacher Feature- Student Celebration	TBD
9.1.20	All Staff: Goal Setting	Daniel
9.8.20	CTM	CTLs
9.15.20	All Staff: ADA	TBD
9.22.20	GTM	GTLs
9.29.20	All Staff: Persistence	TBD
10.6.20	CTM	CTLs
10.13.20	All Staff: Teacher Feature- St Participation	TBD
10.20.20	GTM	GTLs
10.27.20	All Staff: Tracking	TBD
11.3.20	None for Voting	CTLs

11.10.20	All Staff: PTG Next Steps	TBD
11.17.20	GTM	GTLs
11.24.20	None due to break	
12.1.20	CTM	CTLs
12.8.20	All Staff: New Schedule	TBD
12.15.20	GTM	GTLs
1.5.21	All Staff: Review New Schedule	TBD
1.12.21	GTM	GTLs
1.19.21	Canceled	TBD
1.26.21	CTM	CTLs
2.2.21	All Staff: Spring Focus	TBD
2.9.21	CTM	CTLs
2.16.21	All Staff: Book Study, Book TBD	TBD
2.23.21	GTM	GTLs
3.2.21	All Staff: Teacher Feature	TBD
3.9.21	CTM	CTLs
3.16.21	All Staff: Testing Prep Review	TBD
3.23.21	GTM	GTLs
3.30.21	All Staff: Testing Prep Review	TBD
4.6.21	CTM	CTLs
4.13.21	All Staff: APR Training	TBD
4.20.21	GTM	GTLs
4.27.21	All Staff: Globa Festival	TBD
5.4.21	CTM	CTLs
5.11.21	All Staff: EOY Check list	TBD
5.18.21	GTM	GTLs
5.25.21	All Staff: State of School	TBD

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Eastside College Prep



DRAFT 1 5/29/20

2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

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DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Janie Gomez, Principal Reginald Orr, Asst. Principal of Instruction Nerina Chugani, Asst. Principal of Instruction Alan Rheel, Asst. Principal of Operations	Jennifer Reyna, Academic Counselor Leticia Sanchez, College Counselor Maliska Randle, RTTC	Selena Rodriguez Special Education Robert Sifuentes, Special Education Sabrina Paul, Special Education Tina Leonard, Special Education, Life Skills VACANT, Special Education, Life Skills Somphone Kantharoth, Education
6 th Grade	7 th Grade	8 th Grade
Benigna Schutter, ELA Pre-AP Teacher Mark Tafolla, Math Pre-AP Teacher Sierra Ladino, Social Studies Hybrid Pre-AP Teacher Abigail Perez, Hybrid Science Teacher	Matthew Tavares, ELA Pre-AP Teacher Oscar Morales, Pre-Algebra Teacher Sierra Ladino, Social Studies Hybrid Pre-AP Teacher Abigail Perez, Hybrid Science Teacher	Bryanna Butler, ELA Pre-AP Teacher Vivian Yzaguirre, Algebra I Teacher Cody Christian, Science Pre-AP Teacher Gray Scaglione, Social Studies
9 th grade	10 th grade	11 th grade
Audrey Contreras, Pre-AP Biology Teacher Jefferey Kennedy, AP Human Geography Teacher VACANT, ELA Pre-AP Teacher Victoria McCulley, Geometry Teacher	Gilbert Enriquez Trevino, ELA Pre AP Teacher Gabriel Martinez, Algebra II Pre Ap Teacher Elizabeth Plake, Chemistry Yara Hanich, AP W. History	Meghan Cude, ELA III Teacher Melissa Mendoza, Calculas Pre-AP Teacher Rafael Moya, Physics Teacher Jordan Lewandowski, AP US History Teacher
Electives/Physical Education	Foreign Language	Interventionist
Vacant, Physical Education Miosha Evans, Art I, AP Art Dustin Flores, Computer Science Alexander Post, Creative Writing Teacher	Melissa Riley, Spanish 3 and AP Spanish Wendy Hernandez, Spanish 1 and 2	Vacant, Math Interventionist Vacant, ELA Interventionist Vacant, ELA Interventionist

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Russell Carver, Special Education Life Skills co Teacher Jamal Lemons, Special Education Life Skills co Teacher Aaron Lee, Co-Teacher Geovanni Romero, Co-Teacher Israel DeLaRosa, PE Co Teacher	Latangala James, AR Zone Facilitator Richard Martinez, HotSpot	Esmeralda Garcia, Administrative Assistant Gloria Munoz, Receptionist Veronica Sena, SIS/Registrar Alfred Elizardo, Business Clerk Janet Ortiz, Health Aide
Operations Staff	Temporary Staff	
Angelica Cantu, Food Service Spec. Patricia Cuellar, Food Service Spec. Diana DeLuna, Food Service Spec. Carol Gardduno, Food Service Spec. Cecilia Gaytan, Food Service Spec. Ricardo Sanchez, CNP Assistant Manager Dolores Rodriguez, Food Service Spec. Claudia Garay, Food Service Spec. Cindy Nino, Food Service Spec. Roel Patino, Food Service Spec. Gloria Zuniga, CNP Manager Omar Rodriguez Custodian Peggy Palacios, Custodian Karen Arevalo, Custodian Naomi Palacios, Facilities Manager Ronnie Casarez, Custodian Terrence Cisneros, Custodian		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Janie Gomez, Principal Reginald Orr, Asst. Principal of Instruction Nerina Chugani, Asst. Principal of Instruction Alan Rheel, Asst. Principal of Operations	August 18, 2020	1. Campus Priority: Aggressive Monitoring: Exemplars 2. Cultural Rounds: GTL, CTL and SPED teams 3. Operations: Escalation Matrix implementation 4. Annual Calendar Review
	September 8, 2020	1. Campus Priority: Aggressive Monitoring: Scanning for Compliance 2. Tracking Culture: Rubric Implementation and ADA tracking 3. Annual Calendar Review
	October 13, 2020	1. PTG Q1 2. Campus Priority: Aggressive Monitoring: Hunting for the Gap and How & When to reteach 3. Talent Review
	November 10, 2020	1. PTG Q2 2. Middle of Year Step Back and Step Forward 3. Talent Review
	December 8, 2020	1. Ensuring Data Driven Instruction is a Reality 2. Cultural Rounds: MS 3. Drafting 18-19 budget
	January 12, 2021	1. PTG Q3 2. Cultural Rounds: HS
	February 9, 2021	1. Campus Priority: Small Group Instruction and supporting Data Driven Instruction methods
	March 9, 2021	1. Final Review Calendars 2. Planning and coordinating for EOY ceremonies- Graduation, Awards, etc.
	April 13, 2021	1. Pre-work and expectations for Step Back and Step Forward. 2. EOY logistics- Operations and Summer School
	May 11, 2021	1. Step Back and Step Forward 2. PTG 4-EOY Evaluation 3. Planning the 2018-19 year

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	226,085
164	State Compensatory	4,164,713
404	Accelerated Reader/Math	726,298
165	State Bilingual	126,583
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	293,980
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	7,856

Total

Classroom management
IDEA Eastside College Prep
 Campus Demographics*

***As of May 2020

Student Populations	Number of Students	% of Students
Enrollment	460	N/A
At Risk	113	25%
SPED	57	12%
F.A.R.M.	406	88%
ELL	103	22%
Male	219	47%
Female	204	44%
Amer. Indian	1	0%
Asian	2	0%
Black	57	12%
White	63	3%
Hispanic	152	33%
Unclassified	185	40%

Campus Committees	
English Language Arts	Math
Committee Chair(s): Ms. N. Chugani & Mrs. Gomez Committee Members: Ms. N. Chugani, Mrs. Cude, Mr. Trevino, Mr. Tavares, Mr. A Post, Ms. B. Schutter, Ms. Butler	Committee Chair(s): Mrs. Saldana Sanchez, Mrs. Gomez Committee Members: Ms. Yzaguirre, Mr. Tafolla, Mr. Morales, and Ms. Mendoza, Ms. McCulley, Mr. Martinez
Science	Humanities
Committee Chair(s): Mrs. Culver & Mrs. Gomez Committee Members: Ms. Culver, Miss Contreras, Ms. Perez, Mr. Christian, Mr. Moya, Mrs. Plake	Committee Chair(s): Mr. Orr & Mrs. Gomez Committee Members: Mr. Scaglione, Mr. Lewandowski Miss Hanich, Mrs. Ladino, Mr. Kennedy
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Mrs. Gomez Committee Members: Mr. Orr, Ms. N Chugani, and Mr. Rheel	Committee Chair(s): Mrs. Gomez Committee Members: Mr. Orr, Ms. N Chugani, and Mr. Rheel, Mrs. Randle, Mrs. Sanchez
School Culture and Climate	
Committee Chair(s): Mrs. Gomez Committee Members: Mr. Orr, Ms. N Chugani, Mr. Rheel, Mrs. Randle, Mrs. Sanchez	

New Initiatives

- Specific support to special populations by our SPED team
- New Curriculum for 6th grade in Reading and Math Curriculum
- For ELA- retesters—additional support through second English class designed solely for students taking the EOC again
- Literacy Block: Critical students will now receive up to 3 hours a day in math and ELA.
- Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning.
- Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development.
- Operating mechanisms to create a PTO to increase parent involvement
- Improve ADA with implementation of the escalation matrix
- Inclusion of GTLs and CTLs on culture and instructional walkthroughs
- SPED walkthroughs with the SPED team and administration to ensure accommodations are being made.
- DI for Intervention (Decoding, Expressive Writing, Math)
- Practical Writing for 6th and 7th grade
- 8th Grade course to boost literacy support
- Positive School Culture building through consistent and regular celebration of student success & weekly grade team and school wide assembly
- Push to begin Parent Organization to boost family and community involvement
- Literacy Initiative in Content
- Consistent LP Feedback
- IDEA Eastside “Don’t Talk About It, BE ABOUT IT” Initiative (School Culture and Motivation)
- Cultural Rounds specific to the GET Power Rows and coaching to proficient.

Continuing Initiatives

- Reasoning Minds for 6th grade math in addition to usual math class and catalyst being reserved for reading specifically
- Training and implementation of differentiated instruction (more tailored to individual teacher needs)
- Continued implementation of mastery machine.
- Continued SIOP strategies and trainings for teachers throughout the year and observation of implementation of SIOP strategies.
- Implementation of TEACHBOOST to both Coach and Develop teachers

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

FALL SEMESTER				SPRING SEMESTER			
Date	Meeting	Topic	Presenter(s)	Date	Meeting	Topic	Presenter(s)
August 5, 2020	BOY Professional Development	Course Collaboration #1	HQ	January 4, 2021	Course Collab	Content	Content Leads
August 3, 2020	BOY Professional Development	Back to School Bash	IDEA Eastside Lead Team	March 2, 2021	Professional Development	Various	Lead Team
August 4, 2020	BOY Professional Development	Various	IDEA Eastside Lead Team	January 12, 2021	IA Reflection	Staff PD	Lead Team
August 5, 2020	BOY Professional Development	Various	IDEA Eastside Lead Team	January 19, 2021	Content Team Meeting	Literacy Priority	N. Chugani / S. Tolliver / Content Leads
August 7, 2020	BOY Professional Development	Various	IDEA Eastside Lead Team	January 19, 2021	Reaching All Learners	Lit Block Reflection & Modification	N. Chugani / G. Trevino
August 10, 2020	Teacher Workday	none	none	January 26, 2021	Content Team Meeting	Literacy Priority	N. Chugani / S. Tolliver / Content Leads
August 10, 2020	FDO Debrief/Staff Development	Debrief, Feedback, Plan of Action		February 2, 2021	TELPAS	Staff PD	Letty Sanchez / Jennifer Culver
August 18, 2020	Content Team Meetings	Literacy Priority	Mrs. + Content Leaders	February 9, 2021	Content Team Meeting	Literacy Priority	N. Chugani / S. Tolliver / Content Leads
August 25, 2020	Faculty Meeting	Trackers	IDEA Eastside Lead Team	February 9, 2021	AR Initiative	AR	Latangala James
September 7, 2020	Labor Day			February 16, 2021	STAAR Review Plan Meeting	Staff PD	Letty Sanchez / Jennifer Culver
Sept. 1, 2020	AR	Accommodations/Sped Folder Review		February 23, 2021	Content Team Meeting	Staff PD	N. Chugani / S. Tolliver / Content Leads
Sept. 8, 2020	Content Team Meetings	Literacy Priority	Mrs. + Content Leaders	March 9, 2021	Spring Break	NO PD	
Sept. 15, 2020	Faculty Meeting	Literacy Priority	Mrs. + Content Leaders	March 16, 2021	Professional Development	Tracking for STAAR	Letty Sanchez / Jennifer Culver
Sept. 15, 2020	GTL Meetings	GTL Meetings: Field Lesson	Mrs. + Grade Leaders	March 23, 2021	Prepare for STAAR	Staff PD	Letty Sanchez / Jennifer Culver
October 12, 2020	Columbus Day			March 30, 2021	RTTC	Staff PD	Adam Navarro
Sept. 22, 2020	Reaching All Learners	IA Logistics	Mrs. + ELA Team	April 6, 2021	STAAR Training	Staff PD	Letty Sanchez / Jennifer Culver

Sept. 29, 2020	AR	Literacy Priority			April 13, 2021	Content Team Meeting	Staff PD	N. Chugani / S. Tolliver / Content Leads
October 6, 2020	Faculty Meeting	SPED Binder Check	/SPED Team		April 20, 2021	IA Data	Staff PD	N. Chugani / S. Tolliver / Content Leads
October 13, 2020	Content Team Meetings	Annotation Strategies Across Contents			April 20, 2021	Content Meeting	Staff PD	N. Chugani / S. Tolliver / Content Leads
October 20, 2020	Faculty Meeting	Data Desegregation	+ ELA Team		April 27, 2021	STAAR Pep Rally	Staff PD	Admin Team
November 24, 2020	Thanksgiving Break				April 6, 2021 – May 22, 2021	STAAR Week Awards Assembly Prep	Staff PD	All Staff
November 3, 2020	Content Team Meetings	Literacy Priority	+ Content Leaders		May 24-28, 2021	Last Week of School Logistics	Staff PD	GTL's / Admin
November 17, 2020	Faculty Meeting	SPED Binder Check	/SPED Team		May 25, 2021			Admin Team / Facilities
December 8, 2020	Content Team Meetings	Literacy Priority	+ Content Leaders					
December 15, 2020	Faculty Meeting	2x2 Training + Christmas Party Log	IDEA Eastside Lead Team					

IDEA Public Schools

IDEA Edgemere College Prep



2020 - 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Preparing all students to be college ready and to become productive global citizens that will serve their surrounding communities. Edgemere students will come for the academics and stay for the joy.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Elective Teachers
Rodrigo Wong, principal Troy Enriquez, PIR Jessica Jacobo, API John Marin, APO	Ricardo Magallanes, Academic Counselor	Mari Stene
ELA	Math	Science
Martha Sarinana Chetollyer Coleman Perla Lopez Tamara De La Fuente	Sheena Gomez Ana Valdez Levi Mayo	Delilah Veliz
Social Studies	SPED	Interventionist
William Murray Amanda Rodriguez	Michelle Malone Limor Chavez Kalie Quartermane Martha Hernandez	Sarah Elguea
Physical Education	AR and Hotspot	
Rudy Gallardo	Sylvia Mendez	

Para-Professionals Campus Staff

Co-Teachers	Facilitators	Clerical/Technical
Kalie Quartermane Rudy Gallardo Sylvia Mendez Tamara De La Fuente		Sylvia Macias, AA
Operations Staff		
Joann Cubillos, Registrar Fernando Tapia, Facility Manager Fabiola Rico, Receptionist Celene Munoz, Health Aide		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	118,840
164	State Compensatory	2,189,144
404	Accelerated Reader/Math	381,772
165	State Bilingual	66,537
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	29,345
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	5,066

Total

Edgemere College Prep
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	204	100%
At Risk	90	28%
SPED	22	11%
F.A.R.M.	145	71%
ELL	61	30%
Male	101	49.6%
Female	103	50.4%
Amer. Indian	0	0%
Asian	0	0%
Black	15	7%
White	11	5%
Hispanic	178	87%

**As of April 2020*

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Rodrigo Wong, Principal Troy Enriquez, PIR Delisa Morales, Super API Jessica Jacobo, API John Marin, Assistant Principal of Operations Ricardo Magallanes, Academic Counselor Sheena Gomez, 6 th Grade Level Chair Chetollyer Coleman, 7 th Grade Level Chair Misty Porte, 8 th Grade Level Chair Parent Representative	Wednesday, August 26, 2020	COVID/Distance Learning Programming, Campus Student Culture Check, AP Bootcamp Prep, Parent Communication, Campus Safety Protocol, Clubs/groups, ACT Bootcamp, Field Lesson Planning, Staff Culture Check
	Wednesday, September 30, 2020	COVID/Distance Learning Programming, Family Engagement, Progress Toward Goals Night, Campus Student Culture Check, Family Engagement, AP Parent Night, Staff Culture Check
	Wednesday, October 28, 2020	COVID/Distance Learning Programming, Staff and Student Culture Check, Family Engagement, Progress toward goals, Thanksgiving Celebrations, Staff Culture Check
	Wednesday, November 18, 2020	COVID/Distance Learning Programming, Family Engagement, Staff Culture Check, Mock AP/STAAR testing logistics.
	Wednesday, December 16, 2020	COVID/Distance Learning Programming, Family Engagement, Progress toward goals, Staff Culture Check, Progress towards goals
	Wednesday, January 27, 2021	COVID/Distance Learning Programming, STAAR/ AP tutoring program, Family Engagement, Staff Culture Check
	Wednesday, February 24, 2021	COVID/Distance Learning Programming, STAAR/ AP Tutoring UPDATE, Family Engagement, Campus Student Culture Check, Staff Culture Check
	Wednesday, March 31, 2021	COVID/Distance Learning Programming, STAAR/ AP Tutoring UPDATE, Prom, Graduation Planning, Staff Culture Check, Family Engagement
	Wednesday, April 28, 2021	COVID/Distance Learning Programming, STAAR/ AP Testing logistics UPDATE, Graduation Preparation, Staff Culture Check, RAMP Week preparation
	Wednesday, May 26, 2021	COVID/Distance Learning Programming, STAAR/AP reflections and next steps, Awards Ceremony, Graduation, Summer School Final Prep

Campus Committees

Language Arts	Math
<p>Committee Chair(s): Jessica Jacobo Committee Members:</p> <ol style="list-style-type: none"> 1. Martha Hernandez 2. Chetollyer Coleman 3. Perla Lopez 	<p>Committee Chair(s): Rodrigo Wong Committee Members:</p> <ol style="list-style-type: none"> 1. Sheena Gomez 2. Ana Valdez 3. Levi Mayo
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Rodrigo Wong Committee Members:</p> <ol style="list-style-type: none"> 1. Delilah Veliz 2. Misty Porte 	<p>Committee Chair(s): Troy Enriquez Committee Members:</p> <ol style="list-style-type: none"> 1. Sylvia Macias 2. Parent Representative 3. Sheena Gomez 4. Sarah Elguea
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Rodrigo Wong Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica Jacobo 2. Sheena Gomez 3. Sarah Elguea 	<p>Committee Chair(s): John Marin Committee Members:</p> <ol style="list-style-type: none"> 1. Parent Representative 2. Sylvia Macias 3. Sarah Elguea 4. Martha Hernandez

Humanities	
<p>Committee Chair(s): Jessica Jacobo</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Troy Enriquez2. Amanda Rodriguez3. William Murray	

New Initiatives

- Weekly GTLM with administrators
- AR Challenge 6th-8th
- Monthly College Counseling Parent Meetings
- Grade Team Discipline Program
- Daily Grade Team Huddle
- Student Community Service Duty
- Staff/Employee of the Month
- Provide ongoing Staff Development for all staff
- TELPAS tutorials
- AP NMSI training for all AP teachers
- Leadership Weekly/PTG
- Edgemere Twitter Page

- ACT Prep Bootcamp
- AP Bootcamp
- Road to College Curriculum
- Wit & Wisdom
- Eureka Math
- AP CTL Professional Development
- Conduct a monthly book study with instructional personnel.
- Daily announcements to include Shout outs for teachers and students
- Google Classroom
- Microsoft Teams
- Staff Weekly

Continuing Initiatives

- Student of the week by grade level
- Daily independent reading
- Mastery Machine and tracker
- Writing workshop
- Math and Writing Boot camp
- Culture Camp
- Continue and practice core value training
- Implement weekly staff development
- Implement lesson plan (rehearsals) with core content teachers
- Teacher Data tracker
- Continue tactical meetings with lead team
- Continue lead team huddle in morning to identify priorities
- Continue Teacher Weekly contribution
- Continue GET training for teachers
- Athletic program
- STAAR Test maker
- High School Mentor Program

- College Prep newsletter and Parent Weekly
- After school tutoring and Saturday tutoring
- College Prep students of the week
- Showcase events for parents and staff
- Summer College Programs
- Update and maintain Facebook
- AP parent meetings and showcases
- Weekly Culture walk throughs
- Car Pooling Map
- TeachBoost for observation feedback and lesson plan feedback
- DUKE TIP- 7th
- Counseling Department Weekly Tactical Meetings
- National Junior/Honor Society
- Peer Mediation
- Remind App for communication

Staff Development

Date	Session Title/Topic	Session Objective(s)
August, 2020	Discipline Management and Consequences	Teachers will learn strategies to help manage student behavior and assert peaceful authority to maintain a focus on learning.
September, 2020	Round 1: Goal Setting	Teachers will learn how to access Round 1 in Cornerstone, complete the pre-work, and schedule Round 1 Goal setting meeting with direct manager before district deadline.
October, 2020	Assessment Data Tracking	Teachers will learn to analyze assessment data using it to drive instructional planning and remediation, and reteaching.
November, 2020	Monitoring student learning	Teachers will learn to use polling to target the error and focus the whole group discussion on students' area of struggle
December, 2020	STAAR/AP Calendaring	Teachers will use Mock AP/STAAR data to map out what standards will be taught until the day of their standardized test,
January, 2021	Round 2: 2x2	Teachers will learn how to access Round 2 in Cornerstone, complete the pre-work, and schedule 2x2 meeting before district deadline.
February, 2021	TELPAS Training	Teachers will learn TELPAS testing rollout, collection of writing samples, signing testing oaths and receive timelines for collection. Teachers will also receive rater and calibration ratings.
March, 2021	Feedback and Grading	Teachers will learn to strategies to such as aggressively monitoring to quickly identify errors in student thinking and provide feedback with grades in a timely manner.
April, 2021	STAAR Training	Teachers will receive testing security and administration training, testing dates and campus testing logistics.
May, 2021	STAAR and AP Testing Prep Training	Teachers will receive testing security and administration training, testing dates and campus testing logistics.
	Round 3: Annual Performance Review	Teachers will learn how to access APR in Cornerstone, complete the pre-work, and schedule APR meeting with direct manager before the end of school.

IDEA Public Schools

IDEA College Prep Edinburg



2020 – 2021 Student Achievement Improvement Plan

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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA College Prep Edinburg is committed to offering a rigorous college preparatory education to all students ensuring they matriculate into top universities and develop into successful, productive citizens.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Ramiro Gomez Jr. - Principal Erik Humphrey - Assistant Principal of Operations Melissa Laurel - Assistant Principal of Instruction Michelle Garza - Assistant Principal of Instruction	Jennifer Martinez - Director of College Counseling Cynthia Vasquez - College Counselor Justin Garcia - College Counselor Sonia Cantu - Academic Counselor	Carlos Garza - AR Zone Teacher Lee Cremer - Math Interventionist Azucena Trevino - MS Interventionist Kim Gonzalez - RTTC III Amy Castellanos - MS Special Education Teacher Samantha Garcia - MS Special Education Teacher Maria Arrambide - HS Special Education Teacher Nicole Guerrero - RISE Unit I Alvin Garza - Computer Science Danielle Delgado - Technology Applications Jennifer Mora - RTTC II Alejandro Rodriguez - RTTC I Victoria Nava - Music Appreciation Jeannette Garcia- Art Appreciation Jackeline Castellanos - RISE Unit II
6th Grade	7th Grade	8th Grade
Maria Gomez - Math (Grade Team Leader) Magda Gonzalez - Reading Amanda Munoz - Hybrid Science Azucena Trevino- Interv.	Amaris Sanchez - Math Olivia Palacios - Reading Naomi Orozco - Hybrid Humanities Carlos Garza - (Team Leader) Judith Rosales - Writing	Jacqueline De Leon - ELA Hilda Altamirano - Alg. I (Team Leader) Monica Garza - Science Diana De Jesus - Humanities Sandra Garza - Spanish I
9th Grade	10th Grade	11th Grade
Briana Ortega - Eng. I Amanda Calderon - AP Human Geography Anthony Ortega - Geometry Kim Maqueda - Biology (Team Leader)	Jannette Aguinaga - Eng. II Iris Zamora - AP World History (Grade Team Leader) Sofia Velazquez - Alg. II Amadita Herevia - Spanish II/AP Span. Lang. Kendra Quintanilla - Chemistry	Lara Diallo - AP US History Nicole Martinez - AP Physics Julissa Rodriguez - AP Eng. Lang. (Grade Team Leader) Toribio Trujillo - Span. III/AP Span. Lit.
12th Grade	Physical Education	
Nadya Zamarripa - Pre-Cal/Cal (Grade Team Leader Linda Villarreal - Cal/AP Stats Victoria Valdez - AP Eng. Lit Mark Anzaldua - AP Microecon/AP Govt.	Aida Gonzalez - HS PE Kevin Saenz- MS PE	

*Bilingually Certified

Para-Professionals Campus Staff

Co-Teachers	Facilitators	Clerical/Technical
<p>Natalicia Hernandez - Life Skills Co-Teacher</p> <p>Kristen Moreno - Life Skills - Co-Teacher</p> <p>Ariadna Rodriguez-RISE Co-Teacher</p>	<p>Elizabeth Garza - AR Facilitator</p>	<p>Olivia De Luna - Admin. Assistant</p> <p>Alejandra D Luna - Receptionist</p> <p>Sabrina Molina - Business Clerk</p> <p>Cynthia Gallardo - Registrar</p>
Operations Staff	Temporary Staff	
<p>Rosie Salazar - Custodian</p> <p>Reyes Alvarez - Custodian</p> <p>Ruben Ortiz- Custodian</p>	<p>Relay Residents:</p> <p>Jessica Adame</p> <p>Alberto Valdez</p> <p>Josephine Soto</p> <p>Luis Closner</p>	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Ramiro Gomez Jr. (Principal, Administration)	Monday, September 7, 2020	1. Parent Communication strategies 2. Field Lessons and Fundraising 3. SMART Goals 4. Tutoring List 5. Parental Involvement
Michelle Garza (Assistant Principal of Instruction, Administration)		
Melissa Laurel (Assistant Principal of Instruction, Administration)	Monday October 12, 2020	1. Gear Up Review 2. Fall Festival Plans 3. Upcoming Benchmarks 4. Field Lesson Updates 5. Red Ribbon Week
Eric Humphrey (Assistant Principal of Operations, Administration)		
Jennifer Martinez (Director College Counseling, Administration)	Monday November 9, 2020	1. Fall Festival 2. Grades/ Progress Reports 3. Priority Student Parent Meetings 4. December Field Lessons
Cynthia Vasquez (College Counselor)	Monday December 7, 2020	1. Holiday Celebration 2. Fundraiser Updates 3. Saturday School Tutoring 4. SBAA Review
Justin Garcia (College Counselor)		
Sonia Cantu (Academic Counselor, Administration)	Monday January 11, 2021	1. Persistence Review 2. Saturday School Procedures/Expectations 3. Review First Semester Failure Rate 4. Parental Involvement Progress
Maria Gomez (Grade Level Chair, 6 th Grade)		
Carols Garza (Grade Level Chair, 7 th Grade)	Monday February 8, 2021	1. Attendance Goal 2. Culture On Campus Reset 3. Career Day 4. Progress Towards Goals 5. STAAR Plan/Mastery Machine
Hilda Altamirano (Grade Level Chair, 8 th Grade)		
Kim Maqueda (Grade Level Chair, 9 th Grade)		
Iris Zamora (Grade Level Chair, 10 th Grade)	Monday March 8, 2021	1. Spring Break Tutoring 2. STAAR Plan 3. Possible Retention Parent Meetings
Julissa Rodriguez (Grade Level Chair, 11 th Grade)	Monday April 12, 2021	1. Field Lessons Fundraising 2. Family Night 3. Master Schedule 2020-2021 School Year 4. Persistence 5. College Signing Day
Nadya Martinez (Grade Level Chair, 12 th Grade)		
Roxanne Matamoros (Parent Representative)		
	Monday May 10, 2021	

		<ol style="list-style-type: none">1. Graduation2. LPAC Meetings3. AP Exams4. EOY Celebration5. Culture Camp6. Summer School Program7. Registration of New Students
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Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	193,186
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	14,169

Total

IDEA College Prep Edinburg

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	701	100%
At Risk	270	39%
SPED	41	6%
F.A.R.M.	571	82%
ELL	203	29%
Male	346	49%
Female	355	51%
Amer. Indian	11	2%
Asian	3	.4%
Black	13	2%
White	95	14%
Hispanic	491	70%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Julissa Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Magda Gonzalez 2. Olivia Palacios 3. Judith Rosales 4. Jacqueline De Leon 5. Briana Ortega 6. Jannette Aguinaga 7. Julissa Rodriguez 8. Victoria Valdez 	<p>Committee Chair(s): Sofia Velazquez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Maria Gomez 2. Amaris Sanchez 3. Hilda Altamirano 4. Antonio Ortega 5. Sofia Velazquez 6. Nadya Martinez 7. Linda Villarreal
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Lopamudra Chakraborty</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Amanda Munoz 2. Monica Garza 3. Kim Maqueda 4. Kendra Quintanilla 5. Nicole Martinez 6. Lopamudra Chakraborty 	<p>Committee Chair(s): Melissa Laurel/Michelle Garza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Amy Castellanos 2. Alvin Garza 3. Carlos Garza 4. Aida Gonzalez 5. Jennifer Mora 6. Nicole Guerrero 7. Danielle Delgado 8. Kevin Saenz 9. Victoria Nava
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Ramiro Gomez

Committee Members:

1. Melissa Laurel
2. Michelle Garza
3. Sonia Cantu
4. Jennifer Martinez
5. Justin Garcia
6. Cynthia Vasquez
7. Olivia De Luna
8. Erik Humphrey

Committee Chair(s): Sonia Cantu/Erik Humphrey

Committee Members:

1. Brianna Ortega
2. Maria Gomez
3. Carlos Garza
4. Sandra Garza
5. Iris Zamora
6. Julissa Rodriguez
7. Nadya Martinez
8. Amadita Herevia

New Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">● Implementation of an Engineering Program (Civil Engineering & Architecture Design)● Partnership with Project Lead The Way (Support Engineering Program, Computer Science & Biomedical Sciences)● Implement Biomedical Science Pathway (Biomedical Principles, Human Body Systems, Medical Interventions)● Add Cybersecurity Course to the Computer Science Pathway● Add the 18+ Program to our curriculum for LS/Sp. Ed.● Implement New Curriculum in 6th Gr.: Eureka Math and Wit & Wisdom● Implement Reading Success in 6th grade | <ul style="list-style-type: none">● Aligning Writing across all AP Courses● Microsoft Office Excel Certifications● T-STEM Work-Based Experiences● Project-Based Learning Across Campus● Implement an effective Anatomy & Physiology Course● Implement AP Psychology● Implement AP Computer Science● Implement AP European History● Implement AP Art Drawing |
|--|--|

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">● Continue with T-STEM Designation● Continue with AP Capstone Program● Continue to implement Get Better Faster Coaching Program● Implement Accelerated Math Programs: Geometry● Adding Music and Media Communications/Art and Media Communications● Partnership with Project Lead The Way (Support Engineering Program, Biomedical Sciences and Computer Science)● Continue With Academic UIL Participation● Implement De Alba Math● Continue with Student Council (MS/HS), National Honor Society and National Junior Honor Society● Celebrate the Top Scholar Banquet● Celebrate the Student of the Month/Core Values● Celebrate Senior Banquet● Celebrate A/B Honor Roll● Continue with Athletic Competitions - UIL/Non-UIL (powerlifting, etc.)● Continue supporting Model UN, NHS, StuCo, Robotics, PAWS, Dance, Cheer, Drumline | |
|---|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
	New Teacher Institute	Introduce teachers to IDEA methodologies & IDEA culture
7/20-30/2020	New Leader Institute	Content leader or team leaders will learn how to manage other to deliver results and how to conduct team meetings throughout the school year.
8/5/20	504/RtI Training	Teachers will learn how to implement student accommodations based on academic needs. Teachers will also learn how to develop an RtI plan for students who are struggling academically.
8/05-9/2020	BOY Campus Professional Development	<ul style="list-style-type: none"> · Develop strong bonds between teachers that will translate to the classroom · Student/Parent Investment · District Core Values · Vision and Mission · SOAR, CHAMPS, Merit/Demerit System · Goal Setting · Master Schedule · Student/Teacher Handbook · Kagan Strategies
9/28/2020	Lesson Planning Setback (Objective Writing); Differentiated PD	<ul style="list-style-type: none"> · Reset Culture using CHAMPS · No Opt Out · 100% Every time · Wait Time · Cold Calling · Writing objectives using Blooms Taxonomy · ELPS Training
10/12/2020	Introduce Data Conversation/ RtI Process/ Special Pops Training	<ul style="list-style-type: none"> · Data Conversation Practice · Teacher will be guided on how to track students who are struggling using the RtI process. · Teachers will be provided with strategies to use in the classroom to ensure that we are meeting the needs of all special populations. (foldables, interactive journals, etc.)
11/9/2020	Preparing for a data conversation and a PTG	<ul style="list-style-type: none"> · PTG slide Template · Data Tracker · Data Conversation Template · Review Tutorial List · Priority Students (Special Pops)
1/11/2021	Saturday School Protocol/ Progress Towards Goals/ Content Meeting	Teacher will review students' progress towards goals using IA trackers and index II tracker which will determine rosters for Saturday school. Teacher will then

		attend breakout sessions with content leader to discuss curriculum and mastery machine.
2/8/2021	Mastery Machine	Teacher will prepare mastery machine that will be implemented 6 weeks before STAAR testing.
3/15/2021	STAAR Testing Protocol and TELPAS	Teacher will receive training on classroom setup, roster, seating arrangements, and rating procedures.
Summer TBA	NMSI Training	Teachers will receive training on AP Science, AP Math, AP Computer Science and AP ELA curriculum and implementation in the classroom.
Summer TBA	AP Institute	AP teachers will learn AP curriculum for their assigned AP course.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Elsa College Prep



2019 - 2020 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Our mission is to get 100% of our students to and through college. Therefore, we will make a significant difference in the lives of the students whom we will have the privilege of serving. We will provide them with a world class education and prepare them for college. We will instill in them a love for learning and provide them life changing experiences. We will love and care for each and everyone of them.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Tony Garza, Principal Josias Cruz Asst. Principal of Instruction Griselda Lopez, Principal in Residence Gracy Gomez Asst. Principal of Operations	Monique Zapata, Academic Counselor	Vivana Rendon (RISE) Josette Jauregui (CSI) Amber Saucedo (DI)
Sixth Grade	Seventh Grade	Co-Teachers
Angela Garza * Stephanie Soto Stefany Strickland	Amanda Velazquez Natalie Silva Norma Ojeda Jose Montoya	Cherie Vallejo Erica Casares Celinda Nevarro
Physical	Facilitators	Clerical / Technical
Andrew Diaz	Sayde Martinez (AR Zone) Stefany Strickland (iLearning Hot Spot)	Maria Celeste Vazquez, Administrative Assistant Adaleberto Mendoza, Business Clerk Evelyn Deluna, SIS/Registrar Maribel Ruiz, Receptionist Samantha ,

*Bilingually Certi

Para-Professionals Campus Staff		
Operations Staff		
Javier , Cafteria Manager Rodolfo Reyes, Facilities Manager Cindy Martinez, Campus Transportation Manager		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Tony Garza (Principal, Administration) Griselda Lopez (Principal in Residence, Administration) Monique Zapata (Academic Counselor, Administration) Josias Cruz (Assistant Principal of Instruction, Administration) Gracy Gomez (Assistant Principal of Operations, Administration) Viviana Rendon (Grade Level Chair, 6 th Grade) Amanda Velazquez (Grade Level Chair, 7 th Grade) #NAME# (Parent Representative) #NAME# (Community Representative)	Thursday September 15 2019	1. Parent Involvement Committee 2. Culture
	Thursday October 17, 2019	1. Fall festival 2. Red Ribbon Week 3. Bully Prevention Month 4. Core Value Awards 5. Hispanic Heritage Celebration
	Thursday November 12, 2019	1. Can drive 2. Data Review
	Thursday December 12, 2019	1. Toy Drive 2. Jacket Drive 3. Science Discovery Day
	Thursday February 13, 2020	1. Field Lessons
	Thursday March 6, 2017	Distance Learning
	April	Distance Learning
	May	Distance Learning

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199	General Fund	\$
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Funding Sources - State

161	State Gifted & Talented	\$
163	State Special Education	\$
164	State Compensatory	\$2,189,144
404	Accelerated Reader/Math	\$381,772
165	State Bilingual	\$ 66,537
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources - Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$39,297
212	Title I Migrant	\$
224	IDEA-B Formula	\$
255	Title II, Part A, Classroom Size Red./Eisenhower	\$
262	Title II, Part D, Technology	0
263	Title III – Bilingual	\$ 5,727

Total: \$

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	704	100%
At Risk	379	54%
SPED	34	5%
F.A.R.M.	637	90%
ELL	376	53%
Male	359	51%
Female	345	49%
Amer. Indian	0	0%
Asian	1	0%
Black	1	0%
White	3	0%
Hispanic	699	99%

*As of 10/25/2019

Campus Committees

English Language Arts		Math	
Committee Chair(s): Griselda Lopez Committee Members: <ol style="list-style-type: none"> Angela Garza Natalie Silva Amber Saucedo 		Committee Chair(s): Josias Cruz Committee Members: <ol style="list-style-type: none"> Stephanie Soto Amanda Velazquez Cherie Vallejo 	
Science & Social Studies		School Culture and Climate	
SCIENCE Committee Chair(s): Josias Cruz Committee Members: <ol style="list-style-type: none"> Stefany Strickland Pedro Reyes Erica Casares 	SOCIAL STUDIES Committee Chair(s): Griselda Lopez Committee Members: <ol style="list-style-type: none"> Norma Ojeda Jose Montoya 	Committee Chair(s): Gracy Gomez Committee Members: <ol style="list-style-type: none"> Angela Garza Josette Jauregui Viviana Rendon 	
Staff Quality, Recruitment and Retention		Family and Community Involvement	
Committee Chair(s): Tony Garza Committee Members: <ol style="list-style-type: none"> Stephanie Soto Amanda Velazquez Celinda Navarro 		Committee Chair(s): Monique Zapata Committee Members: <ol style="list-style-type: none"> Sayde Martinez Andrew Diaz 	

New Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none"> • Use Study Island and Education Galaxy for intervention to close content gaps. • More student practice time in class with aggressive monitoring • Math Content meetings • Establish a Culture of Achievement (training, practice time, motivation / GRIT) • Lesson planning sessions at the beginning of the year (KDAs & Lesosn plans) • Implement Cook-Offs or other Fun events for invest and engage parents • Implement more parent recognitions at events • Organize Core Value Award Recognitions with the entire student body • Provide cleaning supplies to teachers to keep classrooms safe • Clarify attendance process if student is doing Distance Learning • Train, implement and monitor on the use of “Caputring Kids Hearts” tactics. • Incorporate into the Interviewing Process the following two items: 1. Have them teach a real lesson to real students. 2. Ask potential staff members what their ultimate goal in education is. • Assign all new teacher hires a teacher mentor. • Train staff on how to utilize Outlook. | <ul style="list-style-type: none"> • Implement weekly /bi-weekly student grade level meetings. |
|--|---|

Continuing Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none"> • Tutorials on a weekly basis. • Parent communication for Special Pops / low data / No homework • Saturday schools for “critical” and “does not meet” students. • SGI – Small Group Intervention in class with tutors. • Super Learning camps / academies on Fridays (4-6) • SWAM – Student Work Analysis Meetings • Interventions (Start early) • Provide a Parent / Student survey for extracurricular interests • Administrators meet with GTLs (Grade Team Leaders) to review calendar on a monthly basis. Include a representative for Electives and CSI. • Inform parents consistently about uniform expectations (Via: WTI, Parent Meetings, Remind, Facebook and flyers) • Administration should act quickly on vacancies. • Inform staff of system in place to become an athletic coach or club sponsor • Implement a Behavior Management System (Train teachers on how it works) | <ul style="list-style-type: none"> • Implment a hall pass |
|--|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/11/2020	Culture Reflection / Parent Communication	TWBAT: Make adjustments to culture and know the appropriate modes of communication with parents.
8/18/2020	Teacher Radar/ Whole Class Reset/ Advancing on the Teacher Career Pathway	TWBAT: Scan the room for on-task behaviors and learn the process of TCP
8/25/2020	Write the Exemplar: Set the bar for Excellence / Round 1 Goal Setting	TWBAT: Script out the ideal written response and understand the process of the TCP.
9/1/2020	Independent Practice	TWBAT: Set up daily routines that build opportunities for students to practice independently
9/8/2020	Monitor Aggressively	TWBAT: Check students' independent work to determine whether they are learning what they are teaching
9/15/2020	Build the Momentum / Pacing / Engage All Students	TWBAT: Give students simple challenges to complete a task
9/22/2020	Habits of Evidence / Accountable Talk	TWBAT: Understand the importance of teaching students to annotate & cite key evidence in their response.
9/29/2020	Engage All Students / Whole Group CFU	TWBAT: Ensure all students practice
10/6/2020	Narrate the Positive / Individual Student Correction	TWBAT: Narrate what students do well.
10/9/2020	Revisit KDA & Lesson Planning / Data Conversation	TWBAT: Unpack and write exemplar lesson plans and to have data driven conversations based on student achievement data.
10/13/2020	Data Conversations / Re-teaching 101-Model	TWBAT: Have data driven conversations based on student achievement data and Model for the students how to think / solve / write
10/27/2020	Engage Small Group Work / Re-teaching 201-Guided Discourse	TWBAT: Maximize the learning for every student during group work and Let students unpack their own errors & build a solution.
11/10/2020	Universal & Strategic Prompts	TWBAT: Push the thinking back on the students through universal prompts that could be used at any point and to ask questions to targeted students in response to student error.
11/17/2020	Building Rigor & Literacy	TWBAT: Build rigorous lessons utilizing Literacy
1/4/2021	Chaparone Field Lesson Training	TWBAT: Know and understand expectations for Chaparone's & sponsors during field lessons.
1/12/2021	MOY LPAC Training	TWBAT: Take part in a MOY LPAC session

1/26/2021	TELPAS Calibration Training	TWBAT: Know, Understand and and be able to successfully calebrate and become a TELPAS rater.
2/9/2021	STAAR Writing Training	TWBAT: Administer the STAAR Writing Assessment
2/15/2021	STAAR Prep / Mastery Machine Training / STAAR Blitz Training	TWBAT: Develop a plan to implement STAAR Prep lessons, Mastery Machine and have a plan for STAAR Blitz.
3/23/2021	STAAR Procedures	TWBAT: Understand and follow the STAAR procedures.
4/20/2021	Teacher Leader Applications	TWBAT: Apply for Teacher Leaders.
5/18/2021	EOY Expectations	TWBAT: Understand and adhere to all the EOY expectations.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Ewing Halsell CP



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Ewing Halsell prepares students from underserved communities for the colleges of their choice.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Special Education/Intervention Teachers
William Chermak, Principal Ramses Escobedo, Assistant Principal of Instruction Kayla Ramirez, Assistant Principal of instruction Annette Hernandez-Rangel, Administrative Assistant Marcus McCarty, Assistant Principal of Operations	Claudia Gutierrez Lerma, Academic Counselor Araceli Estrada, College Counselor	Claire Pegues, 6 th /7 th Direct Instruction Melanie Kaesberg, 6 th /7 th /8 th /9 th Special Education
6 th Grade	7 th Grade	6 th & 7 th Grade
Jennifer Pantoja, Math & GTL Megan Molano, ELA	Stephanie Hernandez, Math Karina Zavala, ELA Desharae Frost, Writing	Michael Williams, PE Kristie McClelland, AR & 7 th GTL Yessenia Silva, World Cultures Alexandria Medellin, Science
9 th Grade	10 th Grade	8 th & 9 th Grade
Arled Solis, Math & GTL Alex Bergeron, ELA Jackson Boland, US History Matthew Sifuentes, Biology Sidney Lewis, PE	Janelle Solis, Geometry Bryanna Guerra, ELA David Vela, AP Human Geo Andrea Salinas, Chemistry	Grecia Ramirez, Spanish 1/2/3 Edgar Ortiz, Art 1 & 2

Para-Professionals Campus Staff		
Operations Staff	Operations Staff	Operations Staff Continued
Jillian Trejo, 6 th Hotspot	Marcus McCarty, APO Audrey Gutierrez, Receptionist EricaJean Herrera, Business Clerk Claudia Morales, Registrar Jennifer Hernandez, Health Aid Pamela Garza, Enrollment Coordinator	Javier Calderon, Facilities Manager Natele Hagee Ortiz, Cafeteria Manager Angelica Wolf, SIS

Site Based Decision Making Committee		
Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
William Chermak (Principal, Administration)	Thursday, September 10	1. ADA 2. Culture

Ramses Escobedo (Assistant Principal, Administration) Kayla Ramirez Assistant Principal, Administration) Claudia Gutierrez Lerma Academic Counselor, Counseling) Jennifer Pantoja (Grade Level Chair, 6 th) Kristie McClelland (Grade Level Chair, 7 th) Ramses Escobedo (Grade Level Chair, 8 th) Bryanna Guerra (Grade Level Chair, 9 th) Janelle Solis (Math Content Leader) Megan Molano (ELA Content Leader) Alexandria Medellin (Science Content Leader) Yessenia Silva (Humanities Content Leader)		3. Scholar Persistence 4. Campus Safety and Procedures
	Thursday, October 15	1. ADA 2. Initiatives/Continued Initiatives 3. Culture 4. First Instruction
	Thursday, November 12	1. Progress Towards Goals 2. ELL 3. SPED
	Thursday, December 10	1. Progress Towards Goals 2. ADA 3. Testing Plans 4. Staff Satisfaction/ Teacher Retention
	Thursday, January 21	1. ADA 2. Culture Reset 3. Progress Towards Goals
	Thursday, February 18	1. ADA 2. SPED 3. ELL
	Thursday, March 18	1. Progress Towards Goals 2. ADA
	Thursday, April 15	1. Progress Towards Goals 2. ADA

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	158,332
164	State Compensatory	2,916,634
404	Accelerated Reader/Math	508,642
165	State Bilingual	88,649
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	252,660
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	4,919

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	446	100%
At Risk	136	30.49%
SPED	45	10.09%
F.A.R.M.	360	80.72%
ELL	98	21.97%
Male	208	46.64%
Female	238	53.36%
Amer. Indian	0	0%
Asian	0	0%
Black	9	2.02%
White	22	4.93%
Hispanic	413	92.60

**As of January 14, 2021*

Campus Committees

English Language Arts		Math	
Committee Chair(s): Megan Molano, Content Team Leader (CTL) Committee Members: <ol style="list-style-type: none"> 1. Karina Zavala – 7 2. Alex Bergeron – 8 3. Bryanna Guerra - 9 		Committee Chair(s): Janelle Solis Committee Members: <ol style="list-style-type: none"> 1. Jennifer Pantoja – 6 2. Stephanie Hernandez – 7 3. Arled Solis - 8 	
Science	Humanities	Extensions	
Committee Chair(s): Alexandria Medellin, CTL <ol style="list-style-type: none"> 1. Matthew Sifuentes – 8 2. Andrea Salinas – 9 	Committee Chair(s): Yessenia Silva, CTL Committee Members: <ol style="list-style-type: none"> 1. Jackson Boland – 8 2. David Vela – 9 	Committee Chair(s): Claudia Gutierrez Lerma, AC Committee Members: <ol style="list-style-type: none"> 1. Claire Pegues – 6/7 2. Melanie Kaesberg – 6/7 3. Edgar Ortiz – 8/9 4. Grecia Ramirez – 8/9 5. Araceli Estrada – 9 6. Sidney Lewis – 8 7. Michael Williams – 6/7 	
School Culture and Climate	Staff Quality, Recruitment and Retention	Family and Community Involvement	
Committee Chair(s): William Chermak, Principal <ol style="list-style-type: none"> 1. Ramses Escobedo - API 2. Kayla Ramirez, API 3. Claudia Gutierrez Lerma - AC 4. Annette Hernandez Rangel - AA 5. Marcus McCarty - APO 6. Jennifer Pantoja – 6 GTL 7. Kristie McClelland – 7 GTL 8. Arled Solis – 8 GTL 9. Bryanna Guerra – 9 GTL 	Committee Chair(s): Kayla Ramirez & Ramses Escobedo, API <ol style="list-style-type: none"> 1. William Chermak - Principal 2. Claudia Gutierrez Lerma - AC 3. Annette Hernandez Rangel - AA 4. Jennifer Pantoja – 6 GTL 5. Kristie McClelland – 7 GTL 6. Arled Solis – 8 GTL 7. Bryanna Guerra – 9 GTL 8. Janelle Solis – Math CTL 9. Megan Molano – ELA CTL 10. Alexandria Medellin – Science CTL 11. Yessenia Silva – Social Studies CTL 	Committee Chair(s): Claudia Gutierrez Lerma, AC & Annette Hernandez Rangel, AA <ol style="list-style-type: none"> 1. William Chermak - Principal 2. Ramses Escobedo - API 3. Kayla Ramirez, API 4. Jennifer Pantoja – 6 GTL 5. Kristie McClelland – 7 GTL 6. Arled Solis – 8 GTL 7. Bryanna Guerra – 9 GTL 	

New Initiatives

6th - 9th

- Move this World (SEL Districtwide Curriculum)
- Pioneer After School Care
- Clubs
- Safety Protocols
- Microsoft Teams and Peardeck

Continuing Initiatives

6th - 9th

- After School Sports
- Morning Lesson Rehearsals
- Two-way communication between teachers and admin
- Teacher celebrations
- Campus events
- After-school tutorials

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/11	First Day of School Reflection	TWBAT provide feedback on the first day of school so we can continue to tighten school wide expectations.
8/25	What to Do Directions	TWBAT execute clear What to do Directions.
9/8	Procedures Save Time	TWBAT refine procedures so they are effective.
9/29	Highlights Key Points	TWBAT highlight key points and provide checks for understanding after key point.
10/13	Criteria for Success	TWBAT name the criteria for success on the exit ticket.
11/10	Monitor's Learning Throughout the Class	TWBAT monitor learning throughout the class.
12/1	Staff Feedback	TWBAT share feedback based on semester one.
12/15	Reflection on Semester Exams	TWBAT reflect on semester exam data and come up with a plan for semester two.

Upcoming Faculty Meetings to Be Named: 1/5/21, 1/19/21, 2/2/21, 2/16/21, 3/16/21, 3/30/21, 4/13/21, 4/27/21, 5/11/21, 5/25/21

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools
IDEA Frontier College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

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100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS Vision:

IDEA Frontier College Prep students are courageous and empathetic, self-driven learners who believe they have the power and responsibility to shape their community. Chargers will make connections across various disciplines, time periods, and geographies to develop their sense of self and duties as global citizens. Curiosity will drive students to flex their college-ready skills by generating solutions to complex challenges and envisioning the world as it might be. Frontier College Prep students will push each other's thinking by asking "Why?" and "So what?" and be equipped with the skills to develop claims, justify their positions, and communicate in ways that influence change and strengthen relationships. Our scholars will confidently understand how they learn best, entering college with a robust set of learning habits and resources to deploy as they challenge post-secondary coursework and careers. Chargers will venture beyond the Rio Grande Valley to engage in experiences that will challenge and fortify their sense of self and their home community, returning with a vision for paying it forward. We - students, teachers, parents, and leaders - will journey together and share our stories as we expand our Charger Team & Family with each matriculating cohort!

DISTRICT GOALS 2019-20: DISTRICT GOALS 2020-2021 Organizational Goals

Tentative draft goals for 20-21.

Measure	2018-19 Org Result	2019-20 Goal	2019-20 Forecast	2020-21 Proposed Goal
% of Graduates Matriculate to a College or University	100%	100%	100%	100%
% of Graduates Matriculate to a Tier I/II College or University	19%	25%	24%	25%
% of Seniors Accepted to a College or University	100%	100%	100%	100%
% of Seniors Named AP/IB Scholars	26% 18%	30% 25%	20% n/a	30% 25%
Earned State Rating/Internal District Rating	Texas: B Louisiana: C	A	n/a	A
% Basic % Mastery % Advanced on LEAP or Similar Internal Assessment	47% 14% <1%	82% 44% 11%	n/a	82% 14% 11%
% Approaches % Meets % Masters on STAAR/EOC or Similar Internal Assessment	83% 52% 26%	90% 60% 30%	n/a	90% 60% 30%
% of PreK-2nd Grade Students End the Year On/Above Grade Level in Reading Language Math (Year 1 Campuses)	R-69%/L-86%/M-99%	80% 80% 80%	65% (as of March 6)	80% 80% 90%

% of 2nd Grade Students End Year On/Above Grade Level in Reading (Year 2 Campuses)	87%	90%	73% (as of March 6)	90%
% of Students in CSI Achieve 2 Years Growth in Reading Math (measured by Ren STAAR)	47% 62%	50% 60%	41% 52% (as of MOY)	50% 60%
Average ACT Score (Class of 2021)	20.86 (Class of 2019)	21	20.42	21
% 4 % 6 Year College Graduation	22% 52%	25% 55%	25% 45%	25% 55%
% Teacher Retention % Employee Retention	83% 83%	85% 85%	86% 85%	85% 85%
80% Composite Score on GPTW	78%	80%	80% achieved	80%
% Average Daily Attendance # Average Daily Attendance	97.58% 40,164	97.50% 48,836	97.51%	97.50 % #**
% Student Persistence	85.38%	90%	TBD, first week of school	90%
Operating Income	\$89MM	\$110.5MM	\$116MM April YTD	\$134MM
FIRST Rating	A	A	A	A

% of Students with Low Socioeconomic Status	89%	80%	86%	80%
Enrollment	52,675	63,780		80,352
Schools in Operation	96	120	120	152
Total Funds Raised (Millions)	\$189 MM	\$70MM	\$111M	\$44MM+

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%
- 1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1I. Average ACT score (Class of 2020, September 2019): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$101M
- 2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment in August 2020: 64,455

3C. Schools in operation in August 2020: 125

3D. Total Funds Raised (millions): \$70M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Yadhira Flores (Principal) Jessica Hinojosa (Principal in Residence) Ana Villanueva (Administrative Assistant) Carlos Coronado (Assistant Principal of Instruction) Carolina Rodriguez (Assistant Principal of Instruction) Elvis Delgado (Assistant Principal of Instruction) Perla Covarrubias (Testing Coordinator)	Humberto Valdez (Director of College Counseling) Marisol Melgoza (College Counselor) Juan Gracia (College Counselor) Alma Blanco (Academic Counselor)	Belinda Carreon Ana De Leon Denis Roiz Estefany Leal
6th Grade	7th Grade	8th Grade
Cynthia Alaniz Carmen Jimenez Eduardo Martin Priscilla Guzman	Cindy Nevarez Mayra Delgado Christopher Aguilar Emmanuel Trevino	Elva Rodriguez Ashley Sierra Naville Torres-Rodriguez Jaime Gonzalez
9th Grade	10th Grade	11th Grade
Stacey Rodriguez Bianca Arizpe Jose Coronado Justin Torres	Samantha Reyes Brittany Hernandez Jaime Barrera Juan Hernandez Lorena Gonzalez	Evelyn Lara Scott Frank Daniela Salazar Manuel Rivera Kyle Neubauer JoAnn Alanis
12th Grade	Elective Teachers	Tutors

Stephanie Martin Hermelinda Kaney Carlos Castrellon Marissa Gonzalez	Alberto Alanis Jesus Figueroa Victor Leija Teresa Mendez Adriana Garza Irma Jimenez Margarita Martinez Denise Gomez Veronica Chevaili Guillermo Pelayo Emmely Olvera	Raul Elizondo Michael Mares Sabrina Salazar Irwing Leal
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*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Kevin Guillen		Vanessa Gonzalez Isis Martinez Nereida Arguelles Rivera, Cipriano
Operations Staff	Temporary Staff	
Luis Larrazolo Dolores Pena Juan Alejandro Sarmiento, Sylvia Martinez, Michael Delgado, Cesar Casas, Patricia		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Carolina Rodriguez API/ Parent/Admin Rep for 8-9th grade</p> <p>Elvis Delgado Parent/Admin Rep for 6th grade</p> <p>Jessica Hinojosa PIR/ Support all Admin Rep grade level.</p> <p>Carlos Coronado Parent/Admin Rep for 10-12th grade</p> <p>Alma Blanco Academic Counselor/ Parent/Admin Rep for 7th grade</p> <p>Marisol Melgoza College Counselor</p> <p>Eduardo Martin 6th Grade Rep</p> <p>Emmanuel Trevino 7th Grade Rep</p> <p>Navile Torres 8th Grade Rep</p> <p>Bianca Arizpe 9th Grade Rep</p> <p>Jaime Barrera 10th Grade Rep</p> <p>Kyle Neubauer 11th Grade Rep</p> <p>Stephanie Martin 12th Grade Rep</p> <p>Alberto Alanis Parent/Elective Rep</p> <p>Evelyn Lara ELA Content Rep.</p> <p>Elva Rodriguez Math Content Rep</p> <p>Ashley Sierra Science Content Rep</p> <p>Brittney Hernandez Humanities Content Rep</p> <p>Adriana Garza Spanish Content Rep</p> <p>Guillermo Pelayo AT&T Content Rep</p> <p>Belinda Carreon Special Education Rep</p> <p>Alberto Alaniz Athletics Rep</p> <p>Joanna Alanis RTTC Rep</p>	2020 Stepback Series: Part 1 July 16, 2020	OBJECTIVE: Reflect on 19-20 EOY data and effectiveness of strategies. 1.
	Stepback Series: Part 2 July 17, 2020	1. IDEA Team Player & Identify MOCHA Priority Work Plans
	Stepback Series: Part 3 July 22, 2020	1. Identify Campus Priorities and create yearlong strategies.
	Grade Team Leader meetings July 30, Aug 18, Sept 11, Sept 15, Oct 6, Oct 20, Nov 3, Nov 24, Dec 8, Jan 12, Jan 26, Feb 9, Feb 23, Mar 9, Mar 30, Apr 13, Apr 27, May 11	<p>Big Picture Objective: GTLs will develop proficiency in the School Leadership Levers (SLLs) below with campus-level training, in-the-field coaching, and ratings in TeachBoost...</p> <ul style="list-style-type: none"> o <u>2) Observation & Feedback</u> <ul style="list-style-type: none"> ▪ (A) Observe classroom instruction o <u>4) Student Culture</u> <ul style="list-style-type: none"> ▪ (D) Continually model, monitor, and manage student culture ▪ (E) Prevent & respond to student misbehavior o <u>5) Staff Culture and Development</u> <ul style="list-style-type: none"> ▪ (G) Demonstrate Emotional Intelligence ▪ (F) Build trust and team with and among those you lead o <u>6) Leading Other [Teachers]</u> <ul style="list-style-type: none"> ▪ (C) Facilitate daily huddles ▪ (D) Facilitate weekly tactical meetings o <u>7) Communication with Key Stakeholders</u> <ul style="list-style-type: none"> ▪ (C) Hold crucial (high stakes) conversations with parents and staff o <u>8) Time Management & Organization</u> <ul style="list-style-type: none"> ▪ (B) Organize time and tasks

	Content Team Leader meetings July 29, Aug 4 (BOY luncheon), Aug 18, Sept 11, Sept 15, Oct 6, Oct 20, Nov 3, Nov 24, Dec 8, Jan 12, Jan 26, Feb 9, Feb 23, Mar 9, Mar 30, Apr 13, Apr 27, May 11 May 25 (EOY luncheon)	Content Goals and Big Picture Objectives for this year: <ol style="list-style-type: none"> 100% CTLs will create a series of deliverables for a vertically aligned scope and sequence across grade levels within the content team by the end of the year: 100% of CTLs will produce or revise the following anchor charts for consistent use across all grade levels within the content team by the end of the year
	Lead Team Charge Up July 24	<ol style="list-style-type: none"> Prior to teachers and staff returning for BOY PD, the Lead Team will come together for a day of practice and calibration on school wide systems and yearly areas for team development. This day is meant to improve our capacity to work better and faster, creating a safe and consistent learning environment that produces transformational results.
	Progress towards Goals Date: TBD	<ol style="list-style-type: none"> Objective: PTGs (STAAR, Priority, Culture) <ol style="list-style-type: none"> Deep Dive on Campus Goals and Data to determine high leverage next steps to meet campus goals.
	API/PIR Quarterly Stepback	Objectives: <ol style="list-style-type: none"> Align calendar to priorities Update/create data trackers and teacher engagement plans Swap duties to match calendar needs Move teachers to new managers if needed Work time for any next steps identified in this week's

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

Campus Name: IDEA Frontier**Campus Demographics***

Student Populations	Number of Students	Percentage of Students
Enrollment	782	100%
At Risk	452	57%
SPED	40	5%
F.A.R.M.	705	89%
ELL	176	22%
Male	369	47%
Female	413	53%
Amer. Indian	<10	<1%
Asian	<10	<1%
Black	0	0%
White	17	2%
Hispanic	760	97%

**As of November 2019 accountability rating found on TEA.*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Evelyn Lara</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Cindy Alaniz 2. Cindy Nevarez 3. Navile Rodriguez 4. Stacey Rodriguez 5. Stephanie Martin 6. Lorena Gonzalez 7. Alma Blanco 8. Jessica Hinojosa 	<p>Committee Chair(s): Elva Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Priscilla Guzman 2. Christopher Aguilar 3. Jose Coronado 4. Juan Hernandez 5. Carlos Castrellon 6. Manuel Rivera 7. Carlos Coronado
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Ashely Sierra</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Mayra Delgado 2. Eduardo Martin 3. Hermelinda Kaney 4. Bianca Arizpe 5. Samantha Reyes 6. Daniela Salazar 7. Carolina Rodriguez 	<p>Committee Chair(s): Alma Blanco</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Humberto Valdez 2. Yadhira Flores 3. Jessica Hinojosa 4. Carolina Rodriguez 5. Elvis Delgado 6. Carlos Coronado
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Yadhira Flores

Committee Members:

1. Ana Villanueva
2. Luis Larrazolo

Committee Chair(s): Alma Blanco

Committee Members:

1. Luis Larrazolo
- 2.

New Initiatives

- Align curriculum to district assessments & to STAAR skills/concepts
- Incorporate IB Learner Profile from 6-12 grades.
- Writing Alignment (Conventions of the English Language)

- ACT Cross-curricular Alignment
- Literacy in Humanities with Historical Non-fiction novels
- Increase Student Joy Factor and investment via virtual and in person learning.

Continuing Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none"> ● Increase Reading and Writing literacy for all students in 6th and 7th grade ● Increase ADA and joy factor in students. ● Instructional Rounds ● Student Code of Conduct Review During Culture Camp and throughout the year. ● Specific support to special populations by our SPED team ● Improve Team & Family (Teacher retention) by increasing professional growth and joy factor. ● Literacy strategies across grade Levels and Content. ● Independent Studies in Reading Classes for High School ● 504/SPED training for staff ● Yearlong Team Meeting time built into Faculty Monday ● Campus Communication Requests/Tracker ● Discipline Folder and Tracker ● 10th Grade ACT testing ● TSI 9th-11th Testing ● SPED supplemental Aids folders ● Implementation of Aggressive Monitoring Codes for All Contents | <ul style="list-style-type: none"> ● Teacher Timeline for GET Development and Rating ● 10th grade ACT Prep class ● 11th Grade Teacher Letter of Recommendation Student Selection Meeting Rollout by September 15 ● Scholarship Workshops for 12th grade students ● Field Lessons will be completed earlier in the year during the 2020-2021 school year. (Pending due to covid-19) ● ADA challenges ● 9th Grade ACT Benchmarks ● Saturday school for ACT and Re-testers ● Each lead team member will be responsible for verifying grades for one grade level, every three weeks, to ensure 100% of students are on track to graduate. ● Saturday School will be offered during the 2020-2021 school year during the 2st semester to help struggling students earlier in the year. ● Assigned counselors to lower grade levels for additional support ● Parent Participation events during Report Card Pick up night |
|--|--|

Staff Development

FALL SEMESTER				SPRING SEMESTER				KEY
Date	Meeting	Topic	Presenter(s)	Date	Meeting	Topic	Presenter(s)	
8/3/2020	BOY Professional Development	Various	FCP Lead Team	1/4/2021	Faculty PD	SPED Accommodations & Deep Dive IEP	Bell Carreon + SPED Team	Faculty Meeting
8/4/2020	BOY Professional Development	Various	FCP Lead Team	1/12/2021	Q2 Celebration + Report Card Pickup	Report Card Pickup	All Teachers	Grade Team Meeting
8/5/2020	BOY Professional Development	Various	FCP Lead Team	1/25/2021	Faculty PD	Telpas Rater Training + Writing Sample Plan Leader Trust Surveys + New Teachers Round 2 SDC	Blanco + Flores + Delgado	1/2 Day PD
8/6/2020	BOY Professional Development	Back to School Bash	HQ	2/1/2021	Grade Team Meeting	Tactical	GTL	Teacher Workday (no PD)
8/7/2020	BOY Professional Development	Various	FCP Lead Team	2/8/2021	FLEX + Grade Team Meeting	Required: Telpas Rater Calibration for Science/Humanities teachers + GTL Meeting	Blanco + GTLS	PD on Tuesday
8/8/2020	Teacher Workday (Mandatory 8-3PM)	Classrooms ready for FDOS	None	2/15/2021	Professional Development	HQ Curriculum Update	Flores +Lead Team	
8/10/2020	Grade Team Meeting	FDOS + Tactical	GTL	2/22/2021	Grade Team Meeting	Tactical	GTL	
8/17/2020	Faculty PD	RTI Why/How/When (45 min) +ACT Logistics	Blanco + Carreon + Valdez	3/1/2021	Faculty Meeting + GTL Meeting	Required: Telpas Ratings for Science/Humanities teachers + GTL Meeting	Blanco +GTL	
8/24/2020	Grade Team Meeting	Tactical + Review Culture Expectations	GTL	3/8/2021	Faculty Meeting	STAAR Security Training	Covarrubias	
8/31/2020	Faculty PD	Update Grades, Progress Reports OTG + OTG Expectations	Gracia	3/23/2021	Q3 Celebration + Report Card Pickup	Report Card Pickup	All Teachers	ELL Literacy
9/14/2020	Grade Team Meeting	Tactical	GTLS	3/29/2021	Faculty Meeting + GTL Meeting	GTL + STAAR ELA Logistics Overview	Covarrubias + GTLS	
9/21/2020	Faculty PD	ACT Logistics Training	Covarrubias	4/5/2021	Grade Team Meeting	Tactical + OTG	GTLS	

9/28/2020	Faculty PD	Data Analysis + SWAM Conversation Review	CTLs+ Hinojosa Optional: L4,5	4/12/2021	Faculty Meeting	May STAAR/EOC Logistics Training and Logistics (6-10th + Electives)	TC	
10/5/2020	Grade Team Meeting	Leader Trust Surveys + PSAT Training (10th/11th)	GTLs + Covarrubias	4/19/2021	Faculty Meeting + Grade Team Tacticals	IB/AP Testing Logistics	TC + Coronado	
10/9/2020	Professional Development	Course Collaboration #2	HQ	4/26/2021	Grade Team Tacticals	Prepare for Awards Ceremonies + New Teachers Round 3 SDC	GTLS + E. Delgado	
10/20/2020	Q1 Celebration + Report Card Pickup	Q1 State of School; TCP Level Ups; Instructional Shout Outs;	Flores + LT + All Teachers	5/3/2021	Faculty Meeting + Grade Team Tacticals in Library	IB/AP Testing Logistics Refresher + Refresher for STAAR/EOC	TC + Coronado	
10/26/2020	Grade Team Meeting	Tactical New Staff: Seating Charts	GTL + GTA	5/10/2021	Faculty Meeting + Grade Team Tacticals in Library	IB/AP Testing Logistics Refresher + Refresher for STAAR/EOC	TC + Coronado	
11/2	All Staff Call	All Staff Call: Tom Torkelson	HQ	5/17/2021	Grade Team Meeting	Tactical +OTG	GTLS + Gracia	
11/9/2020	Grade Team Meeting	Tactical + OTG	Gracia + GTLS	5/24/2021	Faculty Meeting + Grade Team Tacticals in Library	Review EOY Check-out List for Teachers and LWOS Logistics and Expectations	Larrazolo +GTLS	
11/20/2020	1/2 Day PD	Thanksgiving Lunch + Team Builder	Flores	5/30/2021	Teacher Workday	1) EOY Teacher Awards: Paper Plates + Core Values 2) EOY Checklists &Grade Verification	Flores	Aggressive monitoring
11/30/2020	Faculty PD	IB: Role of the Extended Essay Supervisor	Coronado					Active Shooter Training
12/7/2020	Grade Team Meeting #Celebrate # Team Builder	Tactical (On campus or off)	GTL					
12/14/2020	Faculty Meeting	Winter Break Operations Check-out List + TELPAS Mock Training	Larrazolo + Blanco					

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

20-21 Content Team Leader Scope & Sequence

In service of driving campus priorities and developing teacher teams, content team leaders (CTLs) will facilitate 19 professional development sessions throughout the year for their teams. Sessions will occur on Tuesdays for 55 minutes per the calendared dates below. These sessions will be both backwards planned and data-responsive, focusing on building teacher skills to support all of our students mastering the content and skills they need to be successful in college.

Common Planning Period	Quarter 1 CTMs	Quarter 2 CTMs	Quarter 3 CTMs	Quarter 4 CTMs
RTTC - 2nd period Humanities & Science - 3rd period ELA & Math - 4th period Spanish - 5th period ATT - 7th period	Aug 4 (BOY luncheon) Aug 18 Sept 1 Sept 15 Oct 6	Oct 20 Nov 3 Nov 24 Dec 8	Jan 12 Jan 26 Feb 9 Feb 23 Mar 9	Mar 30 Apr 13 Apr 27 May 11 May 25 (EOY luncheon)

CTL Driving Goals for this year:

1. "A" Campus Rating (90/60/30 for STAAR/EOC)
2. 25% of graduates receive IB Diploma and/or 30% of Graduated Students Named AP Scholars
3. Average ACT score of 21 or higher

Content Goals and Big Picture Objectives for this year:

1. 100% CTLs will create a series of deliverables for a vertically aligned scope and sequence across grade levels within the content team by the end of the year:
3. 100% of CTLs will produce or revise the following anchor charts for consistent use across all grade levels within the content team by the end of the year

School Leadership Levers: CTLs will develop proficiency in the School Leadership Levers (SLLs) below with campus-level training, in-the-field coaching, and ratings in TeachBoost...

- o 1) Data Driven Instruction
 - (A) Make [content team] data driven decisions
 - (B) Track and manage content data
 - (D) Lead student work analysis meetings
- o 2) Observation & Feedback
 - (A) Observe classroom instruction
- o 5) Staff Culture and Development
 - (E) Lead effective professional development
 - (G) Demonstrate Emotional Intelligence
 - (F) Build trust and team with and among those you lead
- o 6) Leading other Leaders
 - (E) Facilitate Strategy Meetings
- o 7) Communication with Key Stakeholders
 - (C) Hold crucial (high stakes) conversations with parents and staff
- o 8) Time Management & Organization
 - (B) Organize time and tasks

Ramp - Up Week			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
May 26 1:15 PM - 3:00PM	Required Attendees: 20-21 CTLs CTLWBAT <ol style="list-style-type: none">1. Review CTL Driving Goals and Target SLLs2. Review CTL Scope & Sequence3. Create Content Goals and Big Picture Objectives	(1A) Make [content team] data driven decisions	None

	Start on BOY Tasks... <ul style="list-style-type: none"> Unpack Target SLLs Complete DISC Personality Testing Test Link. Create Content Goals and Big Picture Objectives Here 	(5E) Lead effective professional development	
BOY PD			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
July 29 8:00am-2:00pm	Required Attendees: 20-21 CTLs & CTAs CTLWBAT <ol style="list-style-type: none"> Review 19-20 data, 20-21 campus priorities. Reflect on leader strengths as a cohort. Review SLL self ratings Finalize Goals/BPO and create Semester 1 Scope and Sequence for CTL Meetings Calendar recurring bi-weekly meetings with your Content Team Administrator Establish Communication Systems with Content Team (send reoccurring invites, group emails) 	(1A) Make [content team] data driven decisions (5E) Lead effective professional development (5F) Build trust and team with and among those you lead	<u>Interpersonal</u> <ol style="list-style-type: none"> Self-rate on the SLLs for GTLs. DISC Personality Testing (Bring results and the Wikipedia description) <u>Deliverables</u> <ol style="list-style-type: none"> Completed Content Goals and Big Picture Objectives Semester 1 Scope and Sequence for Content Team meetings.
Quarter 1			
Aug. 26 8:00am - 12:00pm	Required Attendees: 20-21 CTLs & CTAs <ol style="list-style-type: none"> Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice. Identify the “Hochman Method” from <i>The Writing Revolution</i> and create your content writing roadmap Conduct content team observations in grades 6-12 and share feedback with your team 	(2A) Observe classroom instruction (5E) Lead effective professional development (5F) Build trust and team with and among those you lead	<ol style="list-style-type: none"> Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> Identify one quote that really stood out to you and be ready to share during discussion. Request LPs from your content this week and bring two unpacked KDAs
Sept. 23	Required Attendees: 20-21 CTLs & CTAs	(1D) Lead student work analysis meetings.	<ol style="list-style-type: none"> Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i>

12:30pm - 4:30pm	<ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. 2. Plan and practice to lead effective student work analysis meetings within your content (Unpack Exemplar) 3. Conduct content team observations in grades 6-12 and share feedback with your team 	(2A) Observe classroom instruction (5E) Lead effective professional development (5F) Build trust and team with and among those you lead.	2. Identify one quote that really stood out to you and be ready to share during discussion. For your team's SWAM bring: <ul style="list-style-type: none"> • Student Exemplar • Teacher Exemplar • Rubric For your observation bring: two completed KDA Chart for a teacher you will observe.
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Quarter 2

Date	Objective(s)	School Leadership Lever(s)	Pre-work
Oct. 21 8:00am - 12:00pm	Required Attendees: 20-21 CTLs & CTAs <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. 2. Reflect on Q1 data and prepare to analyze critical student work on Unit Exams/Module Assessments. 3. Analyze 5F (trust) survey results and determine next steps. 4. Conduct content team observations in grades 6-12 and share feedback with your team. 	(1A) Make [content team] data driven decisions (2A) Observe classroom instruction (5F) Build trust and team with and among those you lead	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion. For your observation bring: two completed KDA Chart for a teacher you will observe. Bring your Q1 content data and student work samples.
Nov 11 12:30pm - 4:30pm	Required Attendees: 20-21 CTLs & CTAs <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. 2. Reflect on BPO and Revise if needed. 3. Plan and practice to lead effective student work analysis meetings. (Unpack Exemplar) 4. Conduct content team observations in grades 6-12 and share feedback with your team. Focus on deliverables & anchor charts 	(1D) Lead student work analysis meetings (2A) Observe classroom instruction (5E) Lead effective professional development (5F) Build trust and team with and among those you lead (8B) Organize time and tasks	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion. For your observation bring: two completed KDA Chart for a teacher you will observe. For your team's SWAM bring: <ul style="list-style-type: none"> • Student Exemplar • Teacher Exemplar

			<ul style="list-style-type: none"> Rubric <p>Bring your BPO deliverables</p>
Dec 16 8:00am - 12:00pm	<p>Required Attendees: 20-21 CTLs & CTAs</p> <ol style="list-style-type: none"> Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. Update Content Data Trackers based on December Semester exams Conduct content team observations in grades 6-12 and share feedback with your team. 	<p>(1A) Make [content team] data driven decisions</p> <p>(2A) Observe classroom instruction</p>	<p>1.Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i></p> <p>2.Identify one quote that really stood out to you and be ready to share during discussion</p> <p>For your observation bring: two completed KDA Chart for a teacher you will observe..</p>
Quarter 3			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
Jan. 13 12:30pm - 4:30pm	<p>Required Attendees: 20-21 CTLs & CTAs</p> <ol style="list-style-type: none"> Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. Create/Revise Semester 2 Scope & Sequence for Content Team Meetings Calendar recurring bi-weekly meetings with your Content Team Administrator Establish Communication Systems with Content Team (send reoccurring invites, group emails) Conduct content team observations in grades 6-12 and share feedback with your team. 	<p>(2A) Observe classroom instruction</p> <p>(5E) Lead effective professional development</p> <p>(5F) Build trust and team with and among those you lead</p> <p>(8B) Organize time and tasks</p>	<p>1.Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i></p> <p>2.Identify one quote that really stood out to you and be ready to share during discussion.</p> <p>For your observation bring: two completed KDA Chart for a teacher you will observe.</p>
Feb. 17 8:00am - 12:00pm	<p>Required Attendees: 20-21 CTLs & CTAs</p> <ol style="list-style-type: none"> Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. Analyze 5F (trust) survey results and determine next steps. 	<p>(1A) Make [content team] data driven decisions</p> <p>(2A) Observe classroom instruction</p>	<p>1.Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i></p> <p>2.Identify one quote that really stood out to you and be ready to share during discussion</p> <p>For your observation bring: two completed KDA Chart for a teacher you will observe..</p>

	3. Reflect on S1 data and prepare to analyze critical student work on Semester Exams/Module Assessments. 4. Conduct content team observations in grades 6-12 and share feedback with your team.	(5E) Lead effective professional development (5F) Build trust and team with and among those you lead (8B) Organize time and tasks	
Mar 17 12:30pm - 4:30pm	Required Attendees: 20-21 CTLs & CTAs 1. Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. 2. Reflect on BPO, provide feedback on deliverables. Revise if needed. 3. Create Tutorial Scope and Sequence/Vision for your Content with Driving Goal Focus 4. Conduct content team observations in grades 6-12 and share feedback with your team. Focus on deliverables & anchor charts	(1A) Make [content team] data driven decisions (2A) Observe classroom instruction (5E) Lead effective professional development (5F) Build trust and team with and among those you lead (8B) Organize time and tasks	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion. For your observation bring: two completed KDA Chart for a teacher you will observe.
Quarter 4			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
April 14 8:00am - 12:00pm	Required Attendees: 20-21 CTLs & CTAs 1. Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. 2. Plan and practice to lead effective student work analysis meetings within your content (Unpack Exemplar) 3. Conduct content team observations in grades 6-12 and share feedback with your team.	(1D) Lead student work analysis meetings. (2A) Observe classroom instruction (5E) Lead effective professional development (5F) Build trust and team with and among those you lead.	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion. For your team's SWAM bring: <ul style="list-style-type: none"> • Student Exemplar • Teacher Exemplar • Rubric

			For your observation bring: two completed KDA Chart for a teacher you will observe.
May 5 12:30pm - 4:30pm	<p>Required Attendees: 20-21 CTLs & CTAs</p> <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice. 2. Conduct content team observations in grades 6-12 and share feedback with your team. 	(2A) Observe classroom instruction (5E) Lead effective professional development (5F) Build trust and team with and among those you lead (8B) Organize time and tasks	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion. For your observation bring: two completed KDA Chart for a teacher you will observe.
May 26 6:00pm	<p>Required Attendees: CTLs & Content Admin</p> <p>GTL/CTL Dinner (off campus)</p>	(5F) Build trust and team with and among those you lead	None

20-21 Grade Team Leader Scope & Sequence

In service of supporting a strong Culture of Achievement, Average Daily Attendance, and Student Persistence, grade team leaders (GTLs) facilitate three recurring meetings with their teams (below). Grade team meeting objectives will be both backwards planned and data-responsive, focusing on building strong teacher teams to support students meeting their academic goals. In addition, GTLs will drive the logistics and expectations for field lessons that provide students with opportunities to explore college campuses that change lives, participate in community service projects, and build cultural capital.

Driving Goals for this year:

1. 97.5% Average Daily Attendance
2. 90% Grade Level Student Persistence
3. 96% On Track to Graduate
4. 100% of FCP teachers will rate “proficient” or higher in GET Row 2E (Climate & Culture: Rules & Consequences)
5. 90% of Grade Level Students Attend Field Lesson (pending)

Big Picture Objective: GTLs will develop proficiency in the School Leadership Levers (SLLs) below with campus-level training, in-the-field coaching, and ratings in TeachBoost...

- o 2) Observation & Feedback
 - (A) Observe classroom instruction
- o 4) Student Culture
 - (D) Continually model, monitor, and manage student culture
 - (E) Prevent & respond to student misbehavior
- o 5) Staff Culture and Development
 - (G) Demonstrate Emotional Intelligence
 - (F) Build trust and team with and among those you lead
- o 6) Leading Other [Teachers]
 - (C) Facilitate daily huddles
 - (D) Facilitate weekly tactical meetings
- o 7) Communication with Key Stakeholders
 - (C) Hold crucial (high stakes) conversations with parents and staff
- o 8) Time Management & Organization
 - (B) Organize time and tasks

Type of Meeting	Frequency	Objectives
Morning Huddle	Daily (7:15 - 7:25AM)	Keep team in the loop by updating the information below in the shared Outlook Invite: <ul style="list-style-type: none">• Homework (calibrate minutes: 10 x grade)• Announcements• Follow-up from yesterday's next steps• Team Focus (one focus for the team!)• SPED Focus
Weekly Lunch	Once a week - TBD by GTLs	Informal opportunity to build interpersonal relationships (#Trust) and to provide a space for upwards feedback.

Grade Team Meetings	18 times during Faculty Monday PD (6th - 12th) Weekly for 6th & 7th	Facilitate a tactical meeting to drive towards team goals: <ul style="list-style-type: none"> • Share priorities and data updates • Share JOY! • Propose and tackle tactical items (Including discussing struggling students) • Schedule strategy meetings as needed • Collect feedback from the team • MS GTM will focus on OTG/CR Meetings/Parent Meetings
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Team & Family Meetings...

GTLs will also drive several parent meetings this year to ensure we are keeping our parents in the loop and celebrating achievements!

Type of Meeting	Frequency	Objectives
Meet the Teacher	Friday, Aug. 7 5:30PM - 6:30PM	<ul style="list-style-type: none"> • CLASSROOM TEACHERS: Welcome families to the new school year with a meet and greet (NO presentations) • Additional Academic and Extracurricular Program Owners: Booths/Tables set up outside for FYI + Q&A • Lead Team and Ops Team: Booths/Tables set up outside for FYI + Q&A
Field Lesson Info Sessions	Scheduled per Grade Team 5:30PM - 6:30PM	<ul style="list-style-type: none"> • Share at-a-glance itinerary of the trip • Share fundraising opportunities • Share payment logistics
Report Card Pick-up Night	Tuesdays, 5:30 - 6:30 PM Q1: Oct. 20 Q2: Jan. 20 Q3: April 6 Q4: Mailed Home	<ul style="list-style-type: none"> • Parents pick up student report cards • Students share progress with parents towards individual goals • Parents have quick 3 minute conferences with teachers • Parents sign up for "Escuela para Padres" sessions • FYI + Q&A Stations from Leaders, Ops, and Academic/Extracurricular Programs
EOY Awards Ceremony <i>5:30 - 7:00 PM in the FCP Gym, with the exception of the Senior Banquet</i>	May 25: 6/7 Awards May 26: 8th Ceremony May 27: 9/10/11th Awards	<ul style="list-style-type: none"> • Celebrate student performance: <ul style="list-style-type: none"> • AR/Hotspot • Core Value Awards • Perfect Attendance • Course Awards • Ensure all students leave with at least one award (Superlatives)

	Senior Banquet (6-7:30): TBD	
Pep Rallies <i>Led by Charger Crew</i>	Aug. 14 Dec. 11 Feb. 12 Apr. 1 May 7	<ul style="list-style-type: none"> Recognize student athletes Recognize student achievement in competitions Share progress towards student-centered goals Honor quarterly academic achievement Honor quarterly character strength awards Participate in grade level competitions Display school spirit and pride :)
Student Team Meetings	Aug. 28 Sept. 18 Oct. 8 Nov. 20 Jan. 15 Feb. 25 (Career Day/Charro Days) Mar. 11 Apr. 23 May 21 (Charger Wars)	<ul style="list-style-type: none"> Celebrate student performance: <ul style="list-style-type: none"> Core Values Character Strengths Academic Data Participate in team building and reflection opportunities to build character strengths

Ramp - Up Week			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
May 27 1:15 PM - 3:00PM	<p>Required Attendees: 20-21 GTLs</p> <p>GTLWBAT</p> <ol style="list-style-type: none"> Review GTL goals & Big Picture Objective (Target SLLs) Review GTL Scope & Sequence, Recurring Meetings + Parent Meetings. Review FCP Culture Vision & Rubric + School-wide Behavior Management System <p>Start on BOY Tasks...</p> <ul style="list-style-type: none"> Unpack Target SLLs Complete DISC Personality Testing Test Link. Create Grade Team Vision Revise Consequence Ladder for your Building here. 	(4D) Continually model, monitor, and manage student culture (8B) Organize time and tasks	None

BOY PD

July 30 8:00AM - 2:00 PM	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> Review 19-20 data, 20-21 campus priorities. Reflect on leader strengths as a cohort. Review operating mechanisms: Morning Huddle, Tactical Meeting, Student Team Meetings <ol style="list-style-type: none"> Review Consequence Ladder for your building and receive feedback <ol style="list-style-type: none"> Create a shared Assessment Calendar Practice responding to misbehavior: What goes to Who? + Redirections <ol style="list-style-type: none"> Prepare to facilitate getting teams ready for Culture Camp during BOY PD 	(4D) Continually model, monitor, and manage student culture (4E) Prevent & respond to student misbehavior (6C) Facilitate daily huddles (6D) Facilitate weekly tactical meetings (8B) Organize time and tasks	Interpersonal <ol style="list-style-type: none"> Self-rate on the SLLs for GTLs. DISC Personality Testing (Bring results and the Wikipedia description) Deliverables Using our campus Culture Vision/Rubrics as a guide... <ol style="list-style-type: none"> Vision for your grade team, incorporating at least one of the character strengths. Work with your GTA and GTLs in your building (G/C/D) to draft a shared Consequence Ladder here. Email Assessment Calendar to AC to post on Parent Weekly.
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Quarter 1

Date	Objective(s)	School Leadership Lever(s)	Pre-work
Aug. 26 12:30 pm - 4:30 pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice. Conduct Walkthroughs and send teams feedback for: ADA Homeroom Tracker, Campus Policies & Procedures & IB Learner Profile . Create an action plan towards Advanced on SLL 8B-Organize Time and Task Revise Student Team Meeting Agendas - review criteria for success/ rubric Identify and complete Field Lesson next steps. Field Lesson 	(2A) Observe classroom instruction (4D) Continually model, monitor, and manage student culture (4E) Prevent & respond to student misbehavior (5G) Demonstrate Emotional Intelligence (8B) Organize time and tasks	<ol style="list-style-type: none"> Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> Identify one quote that really stood out to you and be ready to share during discussion. Unpack GET 2C Unpack SLL 8B
Sept. 23 8:00am - 12:00pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice. Identify what to do before an accountability crucial conversation. 	(2A) Observe classroom instruction (4D) Continually model, monitor, and manage student culture	<ol style="list-style-type: none"> Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> Identify one quote that really stood out to you and be ready to share during discussion. Read pages 15 - 46 in <i>Crucial Accountability</i>.

	<ol style="list-style-type: none"> 3. Create an action plan towards Advanced on SLLs 6C & 6D and towards Proficient on SLL 4D & . 4. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures and IB Learner Profile. 5. Identify and complete Field Lesson next steps. 	(6C) Facilitate Daily Morning Huddles (6D) Facilitate Weekly Tacticals (7C) Hold crucial (high stakes) conversations with parents and staff (8B) Organize time and tasks	
Quarter 2			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
Oct. 21 12:30 pm - 4:30 pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Create an action plan towards getting all students On-Track for Graduation. 3. Analyze 5F (trust) survey results and determine next steps. 4. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 5. Identify and complete Field Lesson next steps. 	(2A) Observe classroom instruction (5F) Build trust and team with and among those you lead (8B) Organize time and tasks	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion.
Nov 11 8:00am - 12:00pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Review Tiered Offenses & Revise building consequence ladders and accountability system. 3. Create an action plan towards Advanced on SLLs 4D & 4E. 4. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 5. Revise Student Team Meeting Agendas - review criteria for success/ rubric 6. Identify and complete Field Lesson next steps. 	(2A) Observe classroom instruction (4D) Continually model, monitor, and manage student culture (4E) Prevent & respond to student misbehavior (5G) Demonstrate Emotional Intelligence	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion.
Dec 16 12:30 pm - 4:30 pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 3. Plan January culture resets. 	(2A) Observe classroom instruction (4D) Continually model, monitor, and manage student culture (4E) Prevent & respond to student misbehavior	1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion.

	4. Refresh Outlook Invites for Morning Huddles & Grade Team Tacticals	(6C) Facilitate Daily Morning Huddles (6D) Facilitate Weekly Tacticals (8B) Organize time and tasks	
Quarter 3			
Date	Objective(s)	School Leadership Lever(s)	Pre-work
Jan. 13 8:00am - 12:00pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Participate in an OCS analysis of Q2 ADA, OTG, and Student Persistence data & identify next steps 3. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 4. Revise Student Team Meeting Agendas - review criteria for success/ rubric 5. Identify and complete Field Lesson next steps. 	(2A) Observe classroom instruction (4D) Continually model, monitor, and manage student culture (8B) Organize time and tasks	1.Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2.Identify one quote that really stood out to you and be ready to share during discussion.
Feb. 17 12:30 pm - 4:30 pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 3. Flex Objective 4. Flex Objective 	(2A) Observe classroom instruction	1.Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2.Identify one quote that really stood out to you and be ready to share during discussion.
Mar 17 8:00am - 12:00pm	Required Attendees: GTLs & Building Admins <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Create an action plan towards getting all students On-Track for Graduation. 3. Analyze 5F (trust) survey results and determine next steps. 4. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 	(2A) Observe classroom instruction (5F) Build trust and team with and among those you lead (8B) Organize time and tasks	1.Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2.Identify one quote that really stood out to you and be ready to share during discussion.
Quarter 4			
Date	Objective(s)	School Leadership Lever(s)	Pre-work

April 14 12:30 pm - 4:30 pm	<p>Required Attendees: GTLs & Building Admins</p> <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Backwards plan Q4 using the school, district, and assessment calendars. 3. Participate in an OCS analysis of Q3 ADA, OTG, and Student Persistence data & identify next steps 4. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 	<p>(2A) Observe classroom instruction (8B) Organize time and tasks</p>	<p>1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion.</p>
May 5 8:00am - 12:00pm	<p>Required Attendees: GTLs & Building Admins</p> <ol style="list-style-type: none"> 1. Identify 1-2 key takeaways from the reading and next steps to put key takeaways into practice 2. Review homeroom rosters for the 21-22 school year 3. Revise Grade Level Awards Assembly Script 4. Reflect on 20-21 Field Lesson 5. Conduct Walkthroughs and send teams feedback for: Campus-wide Policies and Procedures. 	<p>(2A) Observe classroom instruction (5F) Build trust and team with and among those you lead (8B) Organize time and tasks</p>	<p>1. Read pages ... in <i>Onward: Cultivating Emotional Resilience in Educators</i> 2. Identify one quote that really stood out to you and be ready to share during discussion. 3. Create HR Rosters for 21-22</p>
May 26 6:00pm	<p>Required Attendees: GTLs & Building Admins GTL/CTL Dinner (off campus)</p>	<p>(5F) Build trust and team with and among those you lead</p>	<p>None</p>

IDEA Public Schools

IDEA Health Professions – College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Public Schools prepares students from under-served communities for success in college and citizenship. To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

IDEA Health Professions prepares students to become socially responsible, intellectually courageous students of health and beyond.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
William Corbit – Assistant Principal of Instruction Cameron Cook – Principal	Stephanie Salas – Academic Counselor	Elizabeth Sagebiel – SPED RISE Teacher Chance Tomey -SPED RISE Co-Teacher James Tyler – RISE Teacher Tamara Will – ELA Interventionist Vanessa Winston – SPED TEacher
6 th Grade	7 th Grade	8 th Grade
Karen Jasso – ELA Frances Wells – Math Asia Waits – Science Amy Tejada – Public Health	N/A	N/A
9 th Grade	10 th Grade	11 th Grade
N/A	N/A	N/A
12 th Grade	Physical Education	
N/A	Leslie Gonzalez – PE and Individualized Learning	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
	Jade Broaders – After School Coordinator Samantha Sanchez – Testing Coordinator Giovanni Ramirez – Student Enrollment Coordinator Cynthia Martin-Carnline – School Monitor	Katareena Diaz – Admin Assistant Fernando Ordonez – Receptionist Carrie Gutierrez – SIS Coordinator
Operations Staff	Temporary Staff	
Rick Ramos – Assistant Principal of Operations Leticia Bocanegra – Facilities Manager Dustin Alejo – CNP Manager Roland Najera – Grant Manager Ivan Tirado – Business Clerk		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Cameron Cook (Principal, Administration)	Thursday, August 27, 2020	Systems and Procedures
	Thursday, September 24, 2020	Student Incentives/DOJO Den
	Thursday, October 29, 2020	Behavior Management/RTI Plans
	Thursday, December 3, 2020	Mock Semester Exam Administration
	Thursday, January 28, 2021	STAAR Success, backwards planning from Mock STAAR
	Thursday, February 25, 2021	STAAR Success
	Thursday, March 25, 2021	Student Persistence
	Thursday, April 29, 2021	Persistence, Continued Virtual Learning
	Thursday, May 27, 2021	Persistence, Welcome To IDEA Virtual Presentation, Registration
Adrianna Jackson (Assistant Principal of Instruction, K-2)		
William Corbit (Assistant Principal of Instruction, 5 th grade)		
Katherine Sully (Assistant Principal of Instruction, K-2, 5 th grade)		
Stephanie Salas (Academic Counselor, 6 th grade)		
Kendra Castillo (Academic Counselor, 5 th grade)		
Crystal Randolph (Teacher, 5 th grade team leader)		
Frances Wells (Teacher, 6 th grade team leader)		
Ana Renteria (Teacher, 1 st grade)		
Eva Natal (Teacher, 1 st grade)		
Jesus Villegas (Teacher, 2 nd grade)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
164	State Compensatory	1,454,980
404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	2,496

Total

IDEA Health Professions

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	97	
At Risk	36	37%
SPED	10	10%
F.A.R.M.	88	91%
ELL	34	35%
Male	47	48%
Female	50	52%
Amer. Indian	0	0%
Asian	0	0%
Black	26	27%
White	3	3%
Hispanic	68	70%

**As of May 2020*

Campus Committees

English Language Arts	Math
Committee Chair(s): William Corbit Committee Members: <ol style="list-style-type: none">1. Cameron Cook2. Karen Jasso	Committee Chair(s): Frances Wells Committee Members: <ol style="list-style-type: none">1. William Corbit2. Cameron Cook
Science (As Applicable)	School Culture and Climate
Committee Chair(s): Stephanie Salas Committee Members: <ol style="list-style-type: none">1. Asia Waits2. Cameron Cook	Committee Chair(s): Cameron Cook Committee Members: <ol style="list-style-type: none">1. Stephanie Salas2. William Corbit
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Cameron Cook Committee Members: <ol style="list-style-type: none">1. Stephanie Salas2. Katareena Diaz3. William Corbit	Committee Chair(s): Stephanie Salas Committee Members: <ol style="list-style-type: none">1. Cameron Cook2. Rick Ramos

New Initiatives

6th Grade:

Academic:

- Eureka Math and Wit & Wisdom programs
- Direct Instruction Program for struggling students
- Weekly LP feedback to teachers
- Imagine Learning - individualized ELA program
- Accelerated Reading – individualized ELA program
- Weekly Professional Development sessions for teachers
- Weekly Teacher Newsletter
- Quarterly Report Card Pickup Nights
- Online Microsoft Teams Learning Platform (during Covid-19)
- New Teacher Institute (at start of the year)
- Health Electives
- ST Math – individualized Math Program
- MyOn – Individualized reading program
- Saturday Schools
- Tutorials (after school)

Staff and Student Culture:

- Diversity, Equity, and Inclusion Professional Development Series
- Monthly Staff Team-builders
- Quarterly Progress Towards Goals meetings with staff (2x2 feedback process)
- Weekly DI Teacher Training
- Summer Trainings for DI Teachers
- Incentive programs: Fun Fridays
- Direct Instruction Program for struggling students
- Afterschool clubs and extracurricular activities

Continuing Initiatives

Academic:

- Eureka Math and Wit & Wisdom programs
- Direct Instruction Program for struggling students
- Weekly LP feedback to teachers via TeachBoost
- Imagine Learning - individualized ELA program
- Accelerated Reading – individualized ELA program
- Weekly Professional Development sessions for teachers
- Weekly Teacher Newsletter (Centaur Chronicle)
- Quarterly Report Card Pickup Nights
- Online Microsoft Teams Learning Platform (during Covid-19)
- New Teacher Institute (at start of the year)
- Project Lead The Way
- DreamBox – individualized Math Program
- MyOn – Individualized reading program
- Saturday Schools
- Tutorials (after school)
- IXL (online program)

Staff and Student Culture:

- Diversity, Equity, and Inclusion Professional Development Series
- Monthly Staff Team-builders
- Quarterly Progress Towards Goals meetings with staff (2x2 feedback process)
- Weekly DI Teacher Training
- Summer Trainings for DI Teachers
- Incentive programs: Fun Fridays, Dojo Den, Centaur Cart

Staff Development

Month	Week	Date	Topic	Owner	Additional Items
August	Week 1		BOY PD	Lead Team	
	Week 2	8/12	FDOS Debrief	Cook	
	Week 3	8/19	Ops Particulars	Cook	
	Week 4	8/25	Teambuilding/Safe Space 1	Wells	Round 1: Goal Setting (Video) Kat owns. GPTW Internal Survey
September	Week 1	9/1	Literacy 1	Cameron	
	Week 2	9/8	DEI 1	Randolph	
	Week 3	9/15	Content Teams 1	ELA/Int.: Jasso Math: Wells Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	SWAM Focus/ Q1 Grades
	Week 4	9/22	Teambuilding/Safe Space 2	Jasso	GPTW Internal Survey
	Bonus Week	9/29	TELPAS	Salas	
October	Week 1	10/6	Literacy 2	Cook	
	Week 2	10/13	DEI 2	Disney	Assessment Data Dive (Video) Jasso Owns
	Week 3	10/20	Content Teams 2	ELA/Int.: Jasso Math: Wells Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	
	Week 4	10/27	TELPAS/Semester Exams	Wells	
November	Week 1	11/3	Election Day No PD		
	Week 2	11/10	DEI 3	Winston	2x2 Window (video) Kat Owns.

	Week 3	11/17	TELPAS Grading	Jasso	GPTW Internal Survey
	Week 4	11/24	Thanksgiving		
December	Week 1	12/1	DEI 4	Daydrah	Testing Training (Video)
	Week 2	12/8	Content Teams 3	ELA/Int.: Jasso Math: Wells Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	
	Week 3	12/15	Teambuilding/Safe Space 5		GPTW Internal Survey
January	Week 1	1/5	Literacy 5	Cook	
	Week 2	1/12	DEI 5	Daydrah	
	Week 3	1/19	Content Teams 4	ELA/Int.: Jasso Math: Wells Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	
	Week 4	1/26	Teambuilding/Safe Space 6	Jasso	GPTW Internal Survey
February	Week 1	2/2	Literacy 6	Cameron	
	Week 2	2/9	DEI 6	Daydrah	
	Week 3	2/16	Content Teams 5	ELA/Int.: Jasso Math: Wells Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	
	Week 4	2/23	TELPAS Training	Salas	GPTW Internal Survey
	Week 1	3/2	Teambuilding/Safe Space 7	Martinez	
	Week 2	3/9	Content Teams 6	Rotation DEI Team	GPTW Internal Survey
	Week 3	3/16	Spring Break		
	Week 4	3/23	STAAR Training	ELA/Int.: Jasso Math: Wells	

				Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	
April	Week 1	4/6	Literacy 7	Cook	
	Week 2	4/13	DEI 7	Daydrah	
	Week 3	4/20	Content Teams 7	ELA/Int.: Jasso Math: Wells Science: Salas Health: Disney SPED: Groth Elect: (Work Time)	
	Week 4	4/27	Teambuilding/Safe Space 8	Randolph	GPTW Internal Survey Video: Annual Performance Review. Kat.
May	Week 1	5/4	Literacy 8	Cook	
	Week 2	5/11	DEI 8	Daydrah	Video: Checkout process. Kat
	Week 3	5/18	Content Teams 8	ELA/Int./AR: Jasso Math: Wells Science/Health: Salas SPED/PE:	
	Week 4	5/25	Teambuilding/Safe Space 9	Jasso	

**IDEA Public Schools
Ingram Hills College Prep**



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Ingram Hills provides an exceptional educational experience to scholars of all backgrounds and prepares 100% of its scholars with the knowledge, skills, and habits to attend and graduate from a 4-year university.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
<ul style="list-style-type: none"> • Jeffrey Rothschild-Principal • Daisy Edrisi-Assistant Principal of Instruction • Raquel Villafranco- Administrative Assistant 	<ul style="list-style-type: none"> • Michelle Perales- Academic Counselor • Maribel Montiel-Social Worker 	<ul style="list-style-type: none"> • Ashley Spain-SpED RISE Teacher • Carolina Garcia- SpEd Teacher • Destiny Riano-SpEd Teacher • Jordan Huber-SpEd Teacher • Samuel Garcia-Reading Interventionist • Jaafar Mouhamad-Math Interventionist
Sixth Grade	Seventh Grade	8 th Grade
<ul style="list-style-type: none"> • Justine Aquino (Math) • Chynna Cuellar (ELA) 	<ul style="list-style-type: none"> • David Escalante (Math) • Maghally Davila (ELA) 	<ul style="list-style-type: none"> • Julia Mora-Algebra 1 • Donald Aime- ELA • Sara Grossie-Biology • Liliana Lozano-Humanities • Spanish-Cynthia Lugo
Hybrid	Elective Teachers	
<ul style="list-style-type: none"> • Joe Morga (Humanities) • John Garza (Science) 	<ul style="list-style-type: none"> • Saul Martell (PE) 	

Para-Professionals Campus Staff		
Co-Teachers	Clerical/Technical	
<ul style="list-style-type: none"> • Priscilla Lopez • Sabrina Mancha • Lauren Trevino • David Fleurant • Sandra Christian 	<ul style="list-style-type: none"> • Maria Moya- Receptionist • R D Morales- Business Clerk 	
Operations Staff	Ops Support Staff	Ops Support Staff
<ul style="list-style-type: none"> • Joe Morales- Cafeteria Manager • Keon Craven –Cafeteria Assistant Manager • Henry Morales- Custodian • Janel Hernandez Baiza- Custodian • David Gonzales- Custodian • Darrian Lipsey-Custodian • Guadalupe Mata- FSS • Cecilia Cervantes- FSS • Delia Martinez- FSS • Maria Ortiz de Almaguer- FSS 		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<ul style="list-style-type: none"> • Jeffrey Rothschild-Principal • Daisy Edrisi-Assistant Principal of Instruction • Michelle Perales-Academic Counselor • Maribel Montiel-Social Worker • Chynna Cuellar -GTL, 6th • Maghally Davila-GTL, 7th • Sara Grossie-GTL, 8th • Destiny Riano-GTL, SpEd • Saul Martell-CTL, Electives 	July 10	1. Grade Level Leadership Roles and Responsibilities 2. 2020-2021 Driving Goals 3. Calendar of Activities 4. Planning for BOY PD 1. Strategies for Persistence and Attendance
	August 2	1. GTL Priorities and Responsibilities
	August 6	1. Meet the Teacher Night 1. BOY PD for Teachers
	August 26	1. Culture Evaluation of Grade Levels 2. STAAR Parent Meeting 3 rd Grade 1. Faculty PD-Doing Whatever It Takes to Keep our Families
	September 27	1. Field Lesson Planning 2. Fall Festival 1. Culture Evaluation of Grade Levels
	October 11	1. Progress Towards Goals
	November 14	1. Culture Evaluation of Grade Levels
	December 9	1. Q2 Report Card Night 2. Tutorial Plan for Quarter 3 3. Field Lessons 1. Culture Evaluation of Grade Levels
	January 21	1. 2020-2021 Budget 2. Progress Towards Goals 2 1. Culture Evaluation of Grade Levels
	February 21	1. Budget Priorities 2020-2021 2. Culture Evaluation of Grade Levels 1. Q3 Report Card Night
	March 10	1. Tutorial Plan for Quarter 4
	April 16	1. Begin Plan for Summer School 2. EOY Award Ceremonies 1. Culture Evaluation of Grade Levels
	May 14	1. End-of-year Celebrations 2. Field Day 3. Summer Student Persistence Plan 1. Adjust Summer School Plan

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	118,84
164	State Compensatory	2,189,144
404	Accelerated Reader/Math	381,772
165	State Bilingual	66,537
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	626
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	3,230

Total

IDEA Ingram Hills College Prep
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2019*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Daisy Edrisi Committee Members:</p> <ol style="list-style-type: none"> 1. Destiny Riano 2. David Fleurant 3. Jeffrey Rothschild 4. Michelle Perales 	<p>Committee Chair(s): Jeffrey Rothschild Committee Members:</p> <ol style="list-style-type: none"> 1. David Escalante 2. Sara Grossie 3. Daisy Edrisi 4. Michelle Perales
Science	Humanities
<p>Committee Chair(s): Daisy Edrisi Committee Members:</p> <ol style="list-style-type: none"> 1. Justine Aquino 2. Jeffrey Rothschild 3. Michelle Perales 	<p>Committee Chair(s): Daisy Edrisi Committee Members:</p> <ol style="list-style-type: none"> 1. Jose Morga 2. Jeffrey Rothschild 3. Michelle Perales
School Culture and Climate	Staff Quality, Recruitment and Retention
<p>Committee Chair(s): Michelle Perales Committee Members:</p> <ol style="list-style-type: none"> 1. Raquel Villafranco 2. Jeffrey Rothschild 3. Daisy Edrisi 4. Destiny Riano 5. Sara Grossie 	<p>Committee Chair(s): Jeffrey Rothschild Committee Members:</p> <ol style="list-style-type: none"> 1. Raquel Villafranco 2. Michelle Perales 3. Daisy Edrisi 4. Sara Grossie 5. Destiny Riano

Family and Community Involvement	
<p>Committee Chair(s): Michelle Perales</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Raquel Villafranco2. Jeffrey Rothschild3. Daisy Edrisi4. Destiny Riano5. Sara Grossie	

New Initiatives	
<ul style="list-style-type: none">• Literacy Trainings-Reading Reconsidered• Wit and Wisdom Curriculum for 6th-7th grade levels• Parent Trainings to understand state assessments—STAAR• Develop the instructional leaders' capacity of literacy strategies to support the English Language Arts department.• 	

Continuing Initiatives	
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- Wit and Wisdom curriculum for 6th grade
- Track and monitor students progress on state standards
- Parent involvement through fall and winter activities
- Expressive Writing in intervention classes to support English Language Learners

- Lead team will continue to use a week to hold parent meetings to inform all parents on the requirements of STAAR assessments required for the grade level of their child.
- Wit and Wisdom trainings will be given to new and existing ELA teachers to support their development.
- Mastery trackers will continue to be use to monitor students' progress on TEKS standards to identify gaps and remediate students' learning.
- Campus will continue to support parents and students with Field Lesson fundraising through Fall and Winter festival.
- Continue using Expressive Writing as an instructional tool to get ELLs to understand and practice key skills.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

FALL SEMESTER			
Date	Meeting	Topic	Presenter(s)
8/5/2019	BOY Professional Development	Various	Lead Team
8/6/2019	BOY Professional Development	Various	Lead Team
8/7/2019	BOY Professional Development	Various	Lead Team
8/8/2019	BOY Professional Development	Various Various & MS Meet the Teacher	HQ
8/9/2019	BOY Professional Development	Course Collaboration #1& Back to School Bash	Lead Team
8/12/2019	Keeping our Families/ Staff Benefits	Family Engagement & Building Relationships	Lead Team
8/13/2019	Advancing on TCP/TeacheBoost	TCP Placement + Teachboost Log-in	Lead Team
8/12/2019	Teacher Goals	Setting Teacher Goals	Lead Team
8/19/2019	Content Meeting	Culture of Achievement	Lead Team
8/26/2019	Content Meeting	Unpacking Unit Plan	Lead Team
9/9/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
9/16/2019	Content Meeting	Lesson Vision	Lead Team
9/20/2019	1/2 Day PD	Various	Lead Team
9/23/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
9/30/2019	Content Meeting	Instruction Clarity	Lead Team
10/7/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
10/11/2019	Professional Development	Course Collaboration #2	Lead Team
10/21/2019	Content Meeting	Student Practice	Lead Team

10/28/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
11/4/2019	Content Meeting	Monitor Student Learning	Lead Team
11/11/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
11/18/2019	Content Meeting	Monitor Student Learning #2	Lead Team
11/22/2019	1/2 Day PD	Various	Lead Team
12/2/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
12/9/2019	Content Meeting	Responds to Gaps in Student Learning	Lead Team
12/16/2019	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team

SPRING SEMESTER			
Date	Meeting	Topic	Presenter(s)
1/6/2020	Professional Development	Course Collaboration #3	Lead Team
1/13/2020	Content Meeting	Responds to Gaps in Student Learning	Lead Team
1/27/2020	TELPAS	TELPAS Writing PD	Lead Team
2/3/2020	Content Meeting	Remediation & Re-teaching	Lead Team
2/10/2020	TELPAS	Calibration #1	Lead Team
2/17/2020	TELPAS	Calibration #2	Lead Team
2/24/2020	Professional Development	ELA Course Collaboration	Lead Team
3/2/2020	STAAR/EOC	STAAR/EOC Security Training	Lead Team
3/9/2020	Content Meeting	Remediation & Re-teaching #2	Lead Team
3/27/2020	Professional Development	Course Collaboration #4	Lead Team
3/30/2020	Content Meeting	Mastery Machine	Lead Team
4/6/2020	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team

4/13/2020	Content Meeting	Mastery Machine #2	Lead Team
4/20/2020	AP Testing Training	AP Testing Procedures & Logistics	Lead Team
4/27/2020	Content Meeting	Last Push	Lead Team
5/4/2020	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
5/11/2020	Content Meeting	Content Stepback	Lead Team
5/18/2020	Faculty Meeting	Reaching all Leaders: SPED + EL	Lead Team
5/30/2020	Teacher Workday	EOY Checklist	Lead Team

IDEA Public Schools
IDEA Judson College Prep



2020 - 2021 Student Achievement Improvement Plan

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100% EVERYDAY, I will go all in, losses will not slow me down, each lesson is a win.

I will SWEAT THE SMALL STUFF, with attention on each trait,

Even if its miniscule, it can make me great...GO JAGUARS!

DISTRICT GOALS 2020-21:

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1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

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1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

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2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

IDEA Public Schools

2020-21 Org. Priorities

1. **Academics:** Our keen focus on rigorous academics and high expectations for student learning cannot change, whether students will be learning in our classrooms, in a virtual environment, or in a hybrid environment. We will continue to push our students to close achievement gaps now more than ever. As schools continue to evolve to meet the needs of the 21st century workforce, IDEA Public Schools is strengthening our commitment to support students on the path to and through college by providing technology to all enrolled scholars. This includes a personal computer at no cost to families. We believe that a computer in every child's hands will greatly enrich the student learning experience while at IDEA and throughout the future.
2. **Financial Stewardship:** Ensuring that we can continue to provide access and opportunity to our students require us to be diligent financial stewards despite this period of financial uncertainty. To meet this moment, we have undertaken significant changes in organizational wide policy. We are committed to being laser-focused on ensuring every resource is funneled toward student achievement in the most innovative, effective, efficient, and responsible ways.
3. **Safe & Joyful Schools:** Our schools will ensure that our new and current students and staff are safe each day while nurturing and fostering a culture of joy, reassurance and achievement using our IDEA Core Culture Tents. Students will want to attend school daily, participate in activities, and return year over year.
4. **Building our Internal Talent Pipeline:** All managers prioritize the coaching and development of their direct reports to help them succeed in their roles, while preparing them to assume greater responsibilities in the future. Leaders utilize our cycle of goal setting, ongoing feedback, and performance reviews, while encouraging our staff to consider IDEA as a long-term home where they can grow in their careers. In doing so, leaders help to ensure employee engagement, retention, and advancement.

2020 – 2021 Professional Campus Staff		
Administrative Staff	Counseling Staff	Office/Clerical/Technical
Joaquin Hernandez – Principal	Iris Pakebusch – College Counselor	Shawnesy Stelzig – Administrative Assistant
Tiffany Odom – Lead API	Kristine Cantu – Academic Counselor	Thomas Wood - APO
Melissa Franklin - API	Eddie Ramirez – Social Emotional Counselor	Amanda Garcia – Business Clerk
Damont Jones - API		Marian Gonzalez – Receptionist
		Nancy Guerrero – Registrar
		Mercedes Zuniga – Enrollment Coordinator
		Hailey Lanagan – Testing Coordinator
		Custodial (4) and Cafeteria (12) Staff
Staff by Departments		
English Language Arts – Reading Writing	Mathematics	Science
6 – Lauren Doyle ®	6 – Erica Garcia	67 – Shannon Aguilar
7 – Racheal Henline ®	6 – Stephen Larson	Biology – Robert Eguia
7 – Maurice Felder (W)	7 – Adrian Milan	Chemistry – Daniela Jauregui
8 – Drew Johnson ®	Algebra I – Marcus Steves	AP Biology – William Liu
8 – Jennifer Tate (W)	Geometry – Garnet Coleman	
9 – Tevin Henry	Algebra II – John Kruciak	
10 – Francisco Solorzano	HS Math Intervention – David Cadena	
History	Special Education	Electives & Specials
67 – William T Thompson	MS – Treva Benson	MS PE – Kevin Doelling
8 US History – Aquanetta Thompson	MS – Sara Zavorka	iLearning – Jesse Torres Jr
AP Human Geography – Ricardo Lobo	MS – April Winkler ©	HS PE – William Bolvin
AP World History – Dominck Bruso	HS – John Wolf	Art – Simone Schiffmacher
	HS – Sylvia Engel	Technology – TBD
	HS – Martha Valenzuela	Spanish – Oscar Guerrero Piza
	HS – Sonya Haywood ©	RTTC – John Limon

Paraprofessionals Staff		
Co-teachers	Facilitators	Clerical/Technical

Operations	Temporary Staff	

Campus Budget Summary: The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	193,839
164	State Compensatory	3,570,708
404	Accelerated Reader/Math	622,708
165	State Bilingual	108,529
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	5,937
212	Title I Migrant	

224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	7,562

IDEA Judson CP

Campus Demographics (for the 2019 – 2020 school year) *

Student Populations	Number of Students	Percentage of Students
Enrollment	453	100%
At Risk (CSI)	124	27.37%
Special Education	56	12.36%
Free & Reduced Meals	321	70.86%
English Language Learners	103	22.74%
Male	255	56.29%
Female	198	43.71%
American Indian	1	00.22%
Asian	10	02.21%
Black	43	09.49%
White	61	13.47%
Hispanic	317	69.98%

- As of May 30, 2020

School Site Committees	
Site Based Decision Making Committee	Adult Culture Committee
Odom	Ramirez
Jones (Admin or designee)	Eguia (Admin or designee)
Garcia (teacher)	Henline (teacher)
Tate (teacher)	Jauregui (teacher)
A Thompson	
Parent Booster Committee	Student Culture Committee
Pakebusch	Franklin
(Admin or designee)	Thompson (Admin or designee)
Aguilar (teacher)	Valenzuela (teacher)
Ms. (parent)	Alfredo Rivera (student)
	Brandon Manson (student)
	Ms. Discua (parent)

Site Based Decision Making Committee		
Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Chair Member 1 (Admin or designee) Member 2 (teacher) Member 3 (teacher) Additional Member	First Wednesday of month 6:00 PM	1. Field lesson(s)
		1. Fall festival
		1. Winter formal
		1. Field lesson(s)
		1. New school year prep
		1. Spring dance
		1. Summer school

2020 – 2021 Staff Development Timeline <<DRAFT>>		
Date	Session Title Topic	Session Objectives
7/20-7/21	VAK training-teacher training	Successfully implement all formats of learning in lessons to ensure that lessons are both rigorous and engaging while supporting the in school, virtual, or hybrid model
7/22 – 7/23	Crisis Management – Teacher Training	Preparation for incidents and issues that will arise in the current state of health conditions in the school
7/27 – 7/31	New Teacher Institute	
8/3 – 8/10	BOY PD	
August 8	Parent Expectations for Virtual Learning	Review expectations for attendance, training on platforms, expectations for students, schedules
August 18	PD	Review how GET/CMC will be used during observations and new method for tracking progress and growth through implementation of rubrics
August 25	PD	Illuminate/Teachboost training
September 1	PD	Teacher goal setting by grade level
September 8	PD	Differentiated based on highest area of need (sessions include Nearpod training, classroom management, and VAK lesson planning)
September 15	PD	Empathy Training
September 22	PD	Campus review of current progress with virtual/hybrid/in the building model, celebrate growth and progress for teachers that have completed all levels on one of the GET rubrics/CMC
September 29	PD	Differentiated based on highest area of need (sessions include Nearpod training, classroom management, and VAK lesson planning)
October 6		
October 13		
October 20		
October 27		

November 3		
November 10		
November 17		
November 24		
December 1		
December 8		
December 15		
December 22		

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

Initiatives - New	Initiatives – Continuing
100% Virtual Academy	Eureka Math – 6th and 7 th
	Wit and Wisdom – 6th through 8 th
	STEM Catalyst Class for 6 th Grade
	Partnership with Microsoft (ICS)
	Springboard-9 th and 10 th

IDEA Public Schools

IDEA Kyle College Prep



IDEA
Public Schools

2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA Kyle CP we believe every student wants and has the ability to be successful. We will strive for our scholars to make a positive impact in their community through excellence in thought and action. At Kyle we instill in our students the expectation that they will go to college and graduate within four years.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Denise Abellano (Principal) Jolynne Muniz (APO) Kiwonda Riley (API) Rayla Hartnett (Administrative Assistant)	Candace Razo (AC)	Sara McEachern (Sped) April Allen (SPED) Cari Gise (ART) Amanda Douglas (Band) Kayla Moreno (Rise Co) Kara Johnston (Rise Co) Arantxa Avila (Hotspot) Kelly Lochman (Intervention)
Physical Education	6 th Grade	7 th Grade
Nohemi Rojas (Athletic Coordinator)	T. Billups (ELA) R. Garza (Math) T. Brown (science) B. Castillo (history)	S. Worlds (math) B. Davis (reading) R. Harthcock (writing) T. Brown (Science) B. Castillo (history)
8 th Grade		
Anne Hinton (math) Sean Gil (Science) Lauren Runnels (ELA) Amanda Chatman (History) Linda Quinones (Spanish)		

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Cari Gise (ART) Amanda Douglas (Band) Arantxa Avila (Hotspot) Kayla Moreno (RISE) Kara Johnston (RISE)		Lesley Vargas (Receptionist) Jennifer Hernandez (Business Clerk)
Operations Staff	Temporary Staff	
<ul style="list-style-type: none"> • Arlette Figueroa - Registrar • Rebecca Sanchez- Health Aide • Pearl Ruiz- Cafeteria Manager • Alfred Grant- Facilities Manager • Elisa Tovar– Asst. Cafeteria Manager • Mario Lucio- Lunch Monitor • Marisela Prieto – custodian • Marilu Marchan – custodian 		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Denise Abellano, Principal Jolynne Muniz, APO Kiwonda Riley, API Candace Razo, AC	July 15 th , 2020	<ol style="list-style-type: none"> 1. Grade Level Leadership Roles & Responsibilities 2. 2019-2020 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp
	August 7, 2020	<ol style="list-style-type: none"> 1. GTL Priorities and Responsibilities
	August 3-6	<ol style="list-style-type: none"> 1. BOY PD for teachers 2. Meet the teacher Night (August 7th)
	August 8-12	<ol style="list-style-type: none"> 1. Campus Priorities: Culture (GET 2B and 2C) and Exemplars 2. Daily culture rounds 3. Annual Calendar Review
	September 10-14	<ol style="list-style-type: none"> 1. Campus Priority; Tracking 2. Fall Festival 3. Culture Rubric-Priority Area
	September 17 th	<ol style="list-style-type: none"> 1. Just a G
	October 16 th	<ol style="list-style-type: none"> 1. Talent Review 2. PTG Q1 3. Campus Priority
	November 13	<ol style="list-style-type: none"> 1. PTG Q2 2. Culture Rubric- Priority Area
	December 11	<ol style="list-style-type: none"> 1. Q2 Report Card Night 2. Culture Rubric-Priority Area
	January 22	<ol style="list-style-type: none"> 1. PTG Q3 2. Curriculum Night 3. 2020-2021 Budget 4. Culture Rubric-Priority Area
	February 19	<ol style="list-style-type: none"> 1. Budget Priorities 2020-2021 2. Spring Dance 3. Culture Rubric-Priority Area
	March 12 th	<ol style="list-style-type: none"> 2. Q3 Report Card Night 3. Culture Rubric –Priority Area
	April 16 th	<ol style="list-style-type: none"> 4. EOY Award Ceremonies 5. Culture Rubric-Priority Area
	May 14 th	<ol style="list-style-type: none"> 1. End-of-year Celebration 2. Field Day 3. Summer Student Persistence Plan 6. Summer Barbecue

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	118,840
164	State Compensatory	2,189,144
404	Accelerated Reader/Math	381,772
165	State Bilingual	66,537
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	105,204
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	4,111

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	232	100%
At Risk	26	11%
SPED	32	14%
F.A.R.M.		
ELL	3	1%
Male	115	50%
Female	117	50%
Amer. Indian	0	0%
Asian	2	1%
Black	13	6%
White	35	15%
Hispanic	174	75%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Kiwonda Riley</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. T. Billups 2. B. Davis 3. R. Hartcock 4. L. Runnels 	<p>Committee Chair(s): D. Abellano</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. R. Garza 2. S. worlds 3. A. Hinton 4. K. Lochman
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): D. Abellano</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. T. Brown 2. S. Gil 	<p>Committee Chair(s): D. Abellano</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Candace Razo 2. Kiwonda Riley 3. Amanda Chatman 4. Sydnee Worlds 5. Timaka Brown
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): D. Abellano</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jolynne Muniz 2. Kiwonda Riley 3. Candace Razo 4. Amanda Chatman 5. Sydnee Worlds 6. Timaka Brown 	<p>Committee Chair(s): C. Razo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Denise Abellano 2. Kiwonda Riley 3. Jolynne Muniz 4. S. Mceachern

New Initiatives

- Specific support to special populations by our SPED team
- SPED team will co-teach with current teachers
- Double Down: Critical students will now receive up to 3 hours a day in Math and ELA.
- Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning.
- Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development.
- Include GTL's during instructional and culture walkthroughs
- DI for Intervention (Decoding & Corrective Math)
- Increase Parent Involvement and community by hosting quarterly parent socials
- Consistent LP Feedback
- Cultural Rounds specific to the GET Power Rows and coaching to proficient.
- Enrichment program, during the day, for middle school (Band and Art)

Continuing Initiatives

- Continuing Curriculum (Wit and Wisdom, CSI reading)
- Use of mastery machine during STAAR season
- Rigorous and strategic tutoring before STAAR season
- Implementation of TEACHBOOST to both Coach and Develop teachers
- Continue lead team morning huddles
- GET rubric scope and sequence for new teachers.
- SLL scope and sequence for leader development
- Positive recognition program for Academic Growth

Staff Development

Date	Session Title/Topic	Session Objective(s)
July 24 – August 1	New Teacher Institute	Introduce new to IDEA teachers to IDEA culture and academic approach
8/10	Goal Setting	Staff will start off the beginning of the year and every professional relationship with a clear understanding of their goals and how they plan to meet and/or achieve them.
8/27	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
9/3	Individual Student Trackers	Teachers will learn how to create BWA and unit exam trackers and also create individual student trackers
9/10	Grade Team Strategy Meeting: Curriculum Night	The staff, by grade level, strategize and plan sessions for Curriculum Night.
9/17	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends. Each grade level will plan for the Fall Festival, one of our Parent Engagement events.
9/24	SIOP Strategy	The Kyle CP staff will review the safety criteria for the different actions staff take during the various school drills.
10/1	Crafting Exemplars	TWBAT practice creating exemplars for daily practice and assessments given to students and receive feedback
10/8	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
10/15	Leader Trust Surveys	TWBAT survey and give feedback to CP leaders.
10/22	Q1 PTG & TCP Recognitions	The CP staff will review current progress to goals. The staff will be recognized for their TCP placement.
10/29	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/5	Thanksgiving Dinner & Teambuilding	The Kyle CP staff will build community and celebrate Team and Family.
11/12	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/19	2 x2 Conversation	TWBAT learn about the 2x2 process and
12/3	Grade Team Strategy Meeting -Winter Dance	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends. The staff will help plan winter dance.
12/10	Grade Team Strategy Meeting - Culture Camp/Data regroupings	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.

12/24	Winter PD	Winter Break
12/31	Winter PD	Winter Break
1/7	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
1/14	Active Shooter/ELPS	TWBAT practice lockdown procedures
1/21	Report Card Night	TWBAT update parents on student progress
2/18	ELL Calibration	TWBAT rate TELPAS in practice rounds and calibrate
3/3	STAAR	All staff will be trained on STAAR protocol and how to prevent irregularities
3/31	Report Card Night	TWBAT update parents on student progress
4/14	High Quality Questioning	TWBAT incorporate high quality questioning into their reviews for STAAR
5/5	GTL Tactical: Awards	Grade teams will collaborate in order to designate student awards for the year
5/26	EOY PTG	Staff will conduct a PTG of yearly operating mechanisms in order to make adjustments for the following year.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Los Encinos CP



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

The Los Encinos believes wholeheartedly in three pillars: **The strength of character (Grit), TRUST, and College Readiness.** IDEA Los Encinos is committed to the South McAllen community by building strong relationships with organization to ensure we invest ALL stakeholders into building 100% graduate who is proud to have been from South McAllen and THE IDEA Los Encinos..... **Vaqueros UP!** Our mission is to prepare 100% of students to take them to and through college.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

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1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Raj Desai- Principal Eva Cerda- Assistant Principal of Instruction Brett Stidham- Principal In Residence Denisse Vargas- Assistant Principal of Operations	Juan Carlos Garcia- Academic Counselor	Crystal Ybarra Sierra- Rise Unit Teacher Kelly Jones- Interventionist Gabriela Sanchez- Special Education Teacher
6 th	7 th	
David Coddington- Math Vanessa Avendano- ELA Teacher Manuel Vera- Science Teacher	Michael Garcia- Math Teacher Jessica Garcia- ELA Teacher Victoria Requenez- Social Studies Teacher Manuel Vera- Science Teacher	
Physical Education		
Moses Stokes- Physical Education Teacher		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
	Vacancy- AR/Hotspot Facilitator	Macario Hidrogo- Administrative Assistant
Operations Staff	Temporary Staff	
Angelica Cardoso- Business Clerk		
Joana Robles- SIS Coordinator		
Melchor Chavez- Facilities Manager		
Antonio Gamez- Transportation Manager		
Annette Martinez- Receptionist		
Yajaira Ramos- Café Manager		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Raj Desai –Principal Administrative Juan Carlos Garcia-Academic Counselor Administrative Denisse Vargas Assistant Principal of Operations Administrative Teachers: Vanessa Avendano-Grade Level Team Leader 6th Grade Michael Garcia- Grade Team Leader 7th Grade	September 21 st , 2020	<ul style="list-style-type: none"> - Independence Day - Granola w/ Grandparents - Campus Safety Month - Family Events
	October 19 th , 2020	<ul style="list-style-type: none"> - Columbus Day - Halloween - Bullying Prevention Month - Boss's Day - Red Ribbon Week - Family Event - Q1 Awards
	November 9 th , 2020	<ul style="list-style-type: none"> - Fall Festival - Thanksgiving Luncheon (Parents and Staff) - Diabetes Awareness Month - Veteran's Day - Food Drive - Family Event
	December 7 th , 2020	<ul style="list-style-type: none"> - Christmas Programming - Adopt a Vaquero - Super Recruitment - Toy Drive - Book Fair - Family Event
	January 11 th , 2021	<ul style="list-style-type: none"> - MLK Day - Q2 Awards Assembly
	February 9 th , 2021	<ul style="list-style-type: none"> - Special Olympics - Valentine's Day/ Gram - Super Recruitment - Black History Month - President's Day - Flag Day - Lottery
	March 8 th , 2021	<ul style="list-style-type: none"> - Dr. Suess' Day - Q3 Awards - Spring Break Incentives (ADA) - Health Fair - Spring Fling - Family Event

	April 13 th , 2021	<ul style="list-style-type: none">- Autism Awareness month- Family Event- Earth Day- Easter
	May 10 th , 2021	<p>Field Lesson Memorial Day EOY Awards Teacher Appreciation Week Family Event Cino de Mayo Mother's Day</p>

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

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Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
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404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	6,240

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
Committee Chair(s): Vanessa Avendano Committee Members: 1. Jessica Garcia	Committee Chair(s): Michael Garcia Committee Members: 1. David Coddington
Science (As Applicable)	School Culture and Climate
Committee Chair(s): Manuel Vera Committee Members: 1. Vacancy	Committee Chair(s): Brett Stidham Committee Members: 1. Kelly Jones 2. Crystal Sierra
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Eva Cerda Committee Members: 1. Gabriela Sanchez	Committee Chair(s): JC Garcia Committee Members: 1. Victoria RequenezHigh

New Initiatives

- High Expectations for all
- Communication through TEAMS
- AR/HotSpot planned time
- Lesson Planning- focus on Teacher/Student exemplar
- Behavior Flow Chart
- Operating Mechanisms for communication

- Monthly Stepbacks to ensure we are improving
- All leaders have clear communication
- Book in hand all times
- Go Green initiative from the beginning

Continuing Initiatives

- Exit tickets, assessments, and end of modules were used to identify learning gaps
- Events such as tests, family involvement and accomplishments were communicated through various platforms
- Each position plays a vital role in achieving everybody's success
- Individual growth goals trackers were provided to student and parents to track them academically

- Respect and recognize each other's responsibilities
- Kickboard Implementation
- Build on Lesson planning

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 17, 2020	Grading Policy at IDEA	TWBAT to learn about grading policies to be able to apply on their gradebooks
August 24, 2020	Illuminate Training	TWBAT to learn how to create and use reports to review data
August 31, 2020	IEP Training / Internalization	TWBAT to read and internalize IEP's to ensure all sped students receive appropriate accommodations
September 7, 2020	Advancing on TCP Teacher Goal Setting	TWBAT set their 5 goals that will drive their instruction and actions
September 14, 2020	Individual student trackers towards A rating	TWBAT learn the importance if individually tracking for growth goals and how to present it to students and keep them accountable to upkeep them
September 21, 2020	3A Unpacking Resources and Lead4ward Guides	TWBAT further unpack standards by utilizing Lead4ward Field Guides to apply in the creation of lesson plans
September 28, 2020	Accountable Talk	TWBAT learn about the benefits of accountable talk and will practice its implementation to apply in the classroom
October 5, 2020	Reteaching 101: Modeling	TWBAT to learn about this reteach approach and engage in hands on practice to receive feedback and plan to apply in the classroom
October 12, 2020	Leading communication procedures Child abuse and bullying	TWBAT to learn signs of child abuse and how to properly report to ensure child's safety
October 19, 2020	Reteaching 101: Guided Discourse	TWBAT to learn about this reteach approach and engage in hands on practice to receive feedback and plan to apply in the classroom
October 26, 2020	RTI Training Overview and TIER I	TWBAT to understand the importance of RTI and the initial TIER to refer students identified as needing extra support
November 2, 2020	RTI Training Overview and TIER II and III	TWBAT to understand the importance of RTI and TIER II and III to refer students identified as needing extra support
November 9, 2020	Aggressive Monitoring: Seating Charts and pathways	TWBAT to understand the importance of strategic seating charts to have affective pathways to provide with feedback.

November 16, 2020	Aggressive Monitoring: Laps and tracking	TWBAT to learn how to create questions for maps and effective trackers to identify most common misconception and reteach on the spot.
December 7, 2020	Semester Exam Logistics	TWBAT about logistics of giving the SE that will prepare them for state exam to avoid any irregularities.
December 14, 2020	Data conversations based on semester exam data using Illuminate	TWBAT to analyze data to identify individual and group trends, and plan how/when to reteach those skills.
December 21, 2020	Create tutorial and remediation groups	TWBAT to work together to create tutorial and remediation needs based on most recent data
January 11, 2021	Trackers for mastery based in SE data	TWBAT to learn how to create trackers based in standards on SE.
January 11, 2021	Lesson Planning workshop	TWBAT work on lesson plans that are responsive to most recent data and reflect changes that will have an impact on the data
January 18, 2021	TELPAS training	TWBAT to learn about TELPAS and how we will assess our students for proper placement in the program if they need support
January 25, 2021	Lesson Planning workshop	TWBAT work on lesson plans that are responsive to most recent data and reflect changes that will have an impact on the data
February 1, 2021	2X2 Training	TWBAT to learn the second part of the SDC cycle and how this will impact their development and growth at IDEA
February 8, 2021	TELPAS Basic Training and TELPAS Calibration	TWBAT to receive and complete the basic training for TWBAT and calibration
March 1, 2021	TEPAS Verifying and finalizing	TWBAT verify and finalize TELPAS
March 8, 2021	Step back	TWBAT to have a PTG and work as a group to determine course of action for identified areas of concern
March 15, 2021	Mock Exam Logistics	TWBAT about logistics of giving the Mock that will prepare them for state exam to avoid any irregularities.
March 29, 2021	Tracking towards mastery based in mock exam data	TWBAT to learn how to create trackers based in standards on Mock

April 5, 2021	Reteaching plan based in mock exam data	TWBAT to work on the detailed reteaching plan for identified gaps in Mock exam data
April 12, 2021	Trackers towards the A	TWBAT understand how the A rating is determined by the state and based on this create a list of students that need to be specifically supported to reach their goals and how they will be individualized instruction for these students
April 19, 2021	Meeting to discuss tracker, advancement, and possible course of action	TWBAT meet and present their trackers and engage in mini OCS
April 26, 2021	Meeting to discuss tracker, advancement, and possible course of action	TWBAT meet and present their trackers and engage in mini OCS
May 2021	Summer School planning	TWBAT identify students that will need additional support in the summer and start planning for the structure of summer school scope and sequence

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Mays CP



2020 – 2021 Student Achievement Improvement Plan

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DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Special Education/Intervention Teachers
Lucas Oliveira, ICP Mays Principal Keyondra White, ICP API Eliza Harris, ICP API	Monica Neuberger, ICP AC H. Veronica Duenas, ICP CC Ivette Trinidad, ICP SW	Sofia Reyes Anthony Sanchez Rachelle Carmack Gina Beltran Daniel Sanchez Viviana Villalon Leticia Ledesma
6 th Grade	7 th Grade	8 th Grade
Sarah Khan Krysta Lopez Martin Gonzalez Raymond Vega	Cynthia Garza Susan Ardila Krysta Lopez Raymond Vega	Brooke Leonard Krystal Evans Alejandra Cuellar Johnny Ramirez
9 th Grade	10 th Grade	Electives
Tamar Dsouza Ariel Reyes Collin Roark Robert Watkins	Viviana Gamboa Randy Gonzalez Lynn Oefinger Joshua Hernandez	Lee Garcia Carolina Trevino Sarah Costello Tyler Garcia Lynn Oefinger
Physical Education		
Susan Burger Lora Medina		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Takeeta Mosley, HotSpot AR Zone, VACANT Ernesto Narvaiz Brenda Williams-Perry Lorraine Cambell Vanessa Dunson		Lena Lopez ICP AA
Operations Staff	Temporary Staff	
Brian Carmack, (APO) Michelle Carranza, Receptionist Gloria Hernandez, BC Registrar, VACANT Health Aide, VACANT Michelle Gomez, EC Andres Rocha, (FM) Richard Garcia Martin Arce Maidoly Hidalgo Shawn Adams Valerie Andrews Lee Hocking (CNP) Rudy Trevino Valeria Fabela Berenic Arteaga Zorida Ramirez Jessica Jimenez Maria Calderon		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Lucas Oliveira (Principal, Administration)	Monday August 24, 2020	1. ADA 2. Culture 3. Scholar Persistence 4. Campus Safety and Procedures
Eliza Harris (Assistant Principal, Administration)		
Keyondra White Assistant Principal, Administration)	Monday September 21, 2020	1. ADA 2. Initiatives/ Continued Initiatives 3. Culture 4. First Instruction
Brian Carmak (Assistant Principal of Operations, Operations)		
Monica Neuberger Academic Counselor, Counseling)	Monday October 26, 2020	1. Progress Towards Goals 2. ELL 3. SPED
Hilda Duenas (College Counselor, Counseling)		
Leticia Ledesma (Sped coordinator, SPED)	Monday November 30, 2020	1. Progress Towards Goals 2. ADA 3. Testing Plans 4. Staff Satisfaction/ Teacher Retention
Sarah Khan (Grade Level Chair, 6 th)	Monday January 11, 2020	1. ADA 2. Culture Reset 3. Progress Towards Goals
Cynthia Garza (Grade Level Chair, 7 th)		
Alejandra Cuellar (Grade Level Chair, 8 th)	Monday February 22, 2020	1. ADA 2. SPED 3. ELL
Ariel Reyes (Grade Level Chair, 9 th)		
Viviana Gamboa (Grade Level Chair, 10 th)	Monday March 29, 2020	1. Progress Towards Goals 2. ADA
	Monday May 17, 2020	1. Progress Towards Goals 2. ADA

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Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	193,839
164	State Compensatory	3,570,708
404	Accelerated Reader/Math	622,708
165	State Bilingual	108,529
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	70,098
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	4,111

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Eliza Harris, API</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sarah Khan- 6 2.Cynthia Garza – 7 3.Rachelle Carmack – 9 4.Krystal Evans –8 5.Collin Roarke -9 	<p>Committee Chair(s): Keyondra White, API</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1.Lucas Oliveira – Principal 2.Martin Gonzalez 3.Susan Ardila 4.Brooke Leonard 5.Daniel Sanchez
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Keyondra White, API</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Michelle Kruk – API 2.Krysta Lopez – 6 3.Alejandra Cuellar – 8 4. Ariel Reyes – 9 5. Lynn Oefinger - 10 	<p>Committee Chair(s): Monica Neuberger, AC</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Veronica Duenas – CC 2.Brian Carmack – APO 3.Keyondra White – API 4. Eliza Harris – API 5. Lucas Oliveira - Principal
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Lena Lopez, Admin Assistant
Committee Members:

1. Gloria Hernandez – BC
2. Brian Carmack – APO
3. Monica Neuberger – AC
4. Michelle Gomez – Registration
5. Joshua Hernandez – AP World

Committee Chair(s): Monica Neuberger, AC
Committee Members:

1. Veronica Duenas – CC
2. Gina Beltran – AR
3. Susan Burger – PE
4. Lora Medina – PE
5. Robert Watkins – AP Human Geo

New Initiatives

8th - 10th

- SEL Districtwide Curriculum
- 21st Century Funding
- Capturing Kids' Hearts
- Peer-to-Peer support
- PAL (Peer Assistance and Leadership)
- Transformative Field Lessons
- C3

6th - 7th

Continuing Initiatives

8th-10th

- 2+1 Behavior Hierarchy
- Behavior Trackers
- Morning lesson rehearsals
- Two-way communication between teachers and admin
- Teacher celebrations
- Parent support committee
- STAAR Prep – Mastery Machine
- Campus events
- Enrichment to close academic gaps/increase rigor
- After-school tutorials
- Extracurricular programs
-

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/18	Review 360/ Merrit Demerit system.	MWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
9/1	Faculty	MWBAT become proficient on Lesson Planning Vision: Specific, Measurable, Realistic, Ambitious, Time-bound Objectives Aligned lesson assessments Content Specific Key Points
9/15	WTDD's & CFU's	MWBAT execute clear WTDD's and CFU's
9/29	Aggressive Monitoring	MWBAT monitor student work in the moment to identify gaps / trends
10/13	Gateway 5	MWBAT execute school data tracking vision
11/3	Faculty	MWBAT reflect and improve their practice on "Power Rows" in the Guidepost for Excellent Teacher Training
11/17	Staff Feedback	MWBAT provide admin feedback on structures and procedures to continue for second semester
12/2	Semester Exam Expectations	MWBAT execute semester exam plan

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA McAllen College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA McAllen, our team and family are committed to preparing 100% of students to and through college to be life-long learners and leaders in the community.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

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3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Roberto Garza, Principal Travis Lester, PIR Vacant , IB Coordinator Maria Passero, Assistant Principal of Instruction Esmeralda Hernandez, Assistant Principal of Instruction Ashley Francis, Assistant Principal of Operations Marco Castillo, Director of College Counselors Liz Villarreal, Administrative Assistant	Eleana Diaz, Social Emotional Counselor Melinda Villarreal, College Counselor Ricardo Benitez, College Counselor Jennifer Killebrew, Academic Counselor	Maria Davila, SpEd Aleyda Tijerina, Intervention Bernardo Chapa, SpEd Guadalupe Cordero, SpEd Vacant, ACT/TSI Intervention David Gonzalez, HotSpot Magaly Gomez, Accelerated Reading Vacant, RTTC
6 th Grade	7 th Grade	8 th Grade
Roxanna Escobedo Natasha Villarreal Rey Martinez	Evelyn Camacho Skyla Zamora Laura Gonzalez	Cristina Del Toro Melissa Vera Valeria Del Bosque Diana Chavez Jorge Medina
9 th Grade	10 th Grade	11 th /12 th Grade
Nadina Barreiro Allan Ortiz Myriam Garza Raul Mejia Sarah Perez Alma Alaniz	Victoria Barrera Arturo Leon Carlos Enriquez Tomas Cantu Jorge Garza Luz Gutierrez	Irfan Rana Katrina Ramirez Ariel Torres Jonathan Godinez Marisol Patino Caleb Swaringen Gabriel Reichman Rene Molina Rosa Martinez Christopher Stubbs Andrea Lozano
Physical Education	Electives	
Roy Arce, P.E. Marco Cantu, P.E.	Hocabeth Gomez Edgar Rodriguez Adan Villanueva Fany Mares	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Tutors: Ysabel Hinojosa Mariela Cedeillo		Sarah Hernandez, Business Clerk Maricela Sanchez, Receptionist Abigail Sanchez, OPS Specialist
Operations Staff	Temporary Staff	
Ashley Francis, APO Maria Diaz, CNP Manager Jesus Rocha, Transportation Manager Adolfo Longoria, Facilities Manager Iris Garza, Nurse Mariza Cantu, SIS/Registrar Cynthia Mercado, SIS/Registrar		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Joan Alvarez (Principal, Administration)	Monday September 16, 2020	1. School Safety 2. Matriculation 3. Operating Mechanisms 4. Budget 5. Initiatives 6. Continued Initiatives 7. Culture 8. Parental Involvement
Ashley Francis (Assistant Principal of Operations – Administration)		
Jennifer Killebrew (Academic Counselor – Counseling)		
Eleana Diaz (Social Emotional Counselor – Counseling)	Monday October 28, 2020	1. Progress Toward Goals 2. School Safety 3. ELL 4. SpEd 5. College Going Culture 6. First Instruction 7. Cultural Celebrations 8. Organizational Health
Caleb Swaringen (IB TOK Teacher & Leader – Teacher)		
Cristina Del Toro (TSI/ACT Interventionist – Teacher)		
Isabel Davila (SpEd Teacher – Teacher)	Monday January 20, 2021	1. Culture Reset 2. EOY Exams 3. Graduation 4. College Going Culture 5. University Field Lessons 6. Campus Safety Protocols 7. Testing Plans
Virginia Hernandez Lopez & Elsa Castillo (Parent Representatives)		
Andrea Rodriguez (Community Representative)	Monday March 30, 2021	1. State Testing 2. AP/IB/ACT Status 3. Progress Toward Goals 4. Teacher Retention 5. Budget Review 6. Commitment to College 7. Royal Reader Status 8. EOY Celebration(s) 9. Parent Satisfaction 10. Staff Satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	328,264
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	20,483

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Victoria Barrera</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Aleyda Tijerina 2. Laura Gonzalez 3. Melissa Vera 4. Katrina Ramirez 5. Raul Mejia 6. Rene Molina 7. Alyssa Vela 	<p>Committee Chair(s): Mirza Baruch</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Cristina Del Toro 2. Roxanna Escobedo 3. Isabel Davila 4. Guadalupe Cordero 5. Sarah Perez 6. Alejandra Passero 7. Gabe Reichman 8. Irfan Rana
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Valeria Del Bosque</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Arturo Leon 2. Alma Alaniz 3. Evelyn Camacho 4. Ariel Torres 5. Rosa Martinez 6. Travis Lester 7. Allan Ortiz 	<p>Committee Chair(s): Sylvia Camacho – Lisa Salinas – Rita Caltabiano-Carrillo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rey Martinez 2. Cristina Del Toro 3. Katrina Ramirez 4. Jennifer Killebrew 5. Alejandra Passero 6. Caleb Swaringen 7. Joan Alvarez

Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Joan Alvarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Travis Lester 2. Esmeralda Hernandez 3. Liz Villarreal 4. Marco Castillo 5. Roberto Garza 6. Jennifer Killebrew 7. Caleb Swaringen 	<p>Committee Chair(s): Eleana Diaz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jennifer Killebrew 2. Aleyda Tijerina 3. Diana Chavez 4. Edgar Rodriguez 5. Christopher Stubbs 6. Nadina Barreiro 7. Carlos Enriquez 8. Alejandra Breeden 9. Ricardo Benitez

New Initiatives	
<ul style="list-style-type: none"> • Monthly Pulse Checks • New Teacher Institute Support • Mentoring Program • Professional Development for New Teachers is Continuous • Time to Process One Pagers • Life Work Balances Reminders / Strategies • Team Building • One On One Meetings with Manager on Life Work Balance • Time Management • Advanced Communication • more science labs and demos • -more project based learning • -clear expectations for students • -support critical students from start of year • -more engaging strategies to engage students • -space for labs • -pacing of Ias • -scope and sequence for basic science concepts • -interdisciplinary science teaching" 	<ul style="list-style-type: none"> -We can't observe one another -Implement more small groups -More organized notebooks -More parent contact -More manipulatives -working collaboratively more frequently -monthly team meetings to discuss gaps and strats between grade levels -diagnostic pretest from day one -more meetings with content leader -more time spent developing AP World History content with students -the flow of the content -communication with my department -add vendors for more resources -guidance from my department head -One-Pager/Trainings on holding students accountable. -Reoccurring grade team meetings to identify RTI/critical students earlier in the year. -PD on tracking students

Continuing Initiatives

- Maintained open communication with peers
- daily assessment
- tracking
- closing gaps
- exposure to IB format questions
- high rigor content
- knowledge on high yield topics
- student report
- rigor consistency
- structured schedule
- webinars are always a place to share resources and ideas
- implementation of word wall and vocabulary
- push for more open ended work in science
- application and problem-solving skills via science fair
- free response questions to improve critical thinking
- preserve time of all science organizations
- Small group
- Interactive notebooks
- One on one feedback
- Teachers receptive to feedback
- Guided notes for students
- Modeling exemplars
- Taking practice exams
- Saturday camps and tutorials

- Saturday tutorials
- study blitz
- daily weekly writing prompts
- Daily objectives
- Course collaboration
- Planning
- Full class periods
- Independent reading and writing
- Purposeful and efficient meetings
- Weekly coaching convos with glows and grows
- Socratic seminars
- Debates
- the flow of the content
- Ownership of content learning
- writing practice for students (OER)
- Prereading before class
- Sylvan tutoring was effective at supporting critical students
- Purposeful tutoring/Saturday school sessions
- Strong achievement and growth in special populations
- High amount of daily independent practice in all classrooms.
- differentiated support in preparing for STAAR/EOC
- Admin support for accountability
- Admin support for results
- Rigorous expectations for students and teachers
- Collaboration amongst teachers

Professional Development Scope and Sequence

Date	Session Title	Objective
August	Safety and Wellness, RTI/SPED/EL/504, Social Emotional support for students, Virtual Learning Expectations, Persistence Strategies	Teachers will be able to articulate and execute all parts of the IDEA Strong Start guidelines in order to keep our students safe and learning. Teachers will become proficient with virtual learning software and plan out their academic day using the campus schedule.
September	Strong Systems and Procedures. Culture of Achievement: Establishing strong culture in your classroom	Teachers will be able to articulate the pieces of effective procedures and create those needed for their class in 4-5 steps Teachers will be able to model effective culture after studying an exemplar and watching a model
October	Culture of Achievement: Verifying Every Classroom, Every Class	Teachers will be able to compare work to the bar of excellence, receiving feedback on what they can improve
November	Lesson Planning	Teachers will be able to create effective objectives, do nows, gp, ip, exit tickets and plan for how to monitor throughout the lesson
December	Clarity of Instruction	Teachers will be able to study best practices for instruction from Teach like a champion and apply them in their own class
January	Data Driven Decision Making: Closing the Gap MOY LPAC Training	Teachers will be able to use assessment data to provide reteach, choose the most effective method and choose the right students
February	Effective Remediation Aggressive Monitoring Quality Feedback	Teachers will be able to plan out how they will close the gap using effective remediation strategies, a plan for aggressive monitoring and quality feedback
March	Testing Training	Teachers will be trained in best practices for testing STAAR, AP, and IB.
April	Effective Remediation Aggressive Monitoring Quality Feedback	Teachers will be able to revisit and perfect their plan for closing the gap
May	Effective Engagement	Teachers will be able to engage students in interesting lessons using strategies provided by the campus.

IDEA Public Schools

IDEA Mesa Hills CP



2020 - 2021 Student Achievement Improvement Plan

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

We believe that meeting the academic, physical, and social needs of all scholars will allow them to become well-rounded, self-directed, lifelong learners and pave the road to college. The school community will support the success of our scholars by focusing on relational capacity (the level of trust and safety between student and teacher). We will collaborate to promote relevant and engaging learning experiences.

- **DISTRICT GOALS 2020-21:**

-

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-

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- 3C. Schools in operation: 152
- 3D. Total Funds Raised (millions): \$51M

-

Professional Campus Staff		
Administrative Staff	Counseling Staff	Elective Teachers
Nayeli Velasquez, principal Manuel Atencio, asst. principal of operations	Cynthia Conley	Gerardo Valdez
ELA	Math	Science
Angelique Gomez(6) Jill FergusonShaner (7)	Myra Lujan (6) Marisa Negrete (7)	Andrea Rosales (6/7)
Social Studies	SPED	Interventionist
Alyssa Chavira (6/7)	Kenia Hernandez (6/7) Ruth Gomez (RISE)	Shanique Bowie
Physical Education	AR and Hotspot	
Gerardo Valdez	Vacant	

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
		Sophia Ramos
Operations Staff		
Jesus Barraza, Registrar Michael Lara, Facility Manager Nichole , Receptionist Ana Garcia, Business Clerk		

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165	State Bilingual	44,223
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192	Technology Sp. Fund	

Funding Sources - Federal

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224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	1,835

Total

IDEA Mesa Hills
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	181	75%
At Risk		
SPED		
F.A.R.M.		
ELL		
Male	98	54%
Female	84	46%
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Nayeli Velasquez, Principal Cynthia Conley, AC Jorge Delgadillo, Assistant Principal of Operations Ruth Gomez, 6th Grade Level Chair Shanique Bowie, Interventionist	Wednesday, August 21, 2020	AP Parent Night, Parent Communication, Culture, campus safety initiative/protocol, Clubs/groups, 9/10 grade Field Lesson Planning
	Wednesday, September 25, 2020	Showcase-Science, Progress Toward Goals Night, PAC Committee, Parent College Knowledge Meetings, Halloween Dance
	Wednesday, October 23, 2020	Parent Communication, Culture Check, Fall Festival, Parent Camp, Progress toward goals, Thanksgiving Packets
	Wednesday, November 20, 2020	Showcase-ELA, Parent Camp, Winter Packets
	Wednesday, December 11, 2020	Progress toward goals, Monthly Parent Camp
	Wednesday, January 22, 2021	STAAR tutoring program, Showcase- Humanities
	Wednesday, February 19, 2021	STAAR Tutoring UPDATE, Teacher Morale Check, Best places to work survey
	Wednesday, March 18, 2021	STAAR Tutoring UPDATE
	Wednesday, April 15, 2021	STAAR Tutoring UPDATE
	Wednesday, May 20, 2021	STAAR

Campus Committees

Language Arts	Math
<p>Committee Chair(s): Angelique Gomez Committee Members:</p> <ol style="list-style-type: none"> 1. Ruth Gomez 2. Myra Lujan 3. Alyssa Chavira 4. Cynthia Conley 5. Shanique Bowie 	<p>Committee Chair(s): Myra Lujan Committee Members:</p> <ol style="list-style-type: none"> 1. Ruth Gomez 2. Angelique Gomez 3. Alyssa Chavira 4. Cynthia Conley 5. Andrea Rosales
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Alyssa Chavira Committee Members:</p> <ol style="list-style-type: none"> 1. Nayeli Velasquez 2. Cynthia Conley 3. Andrea Rosales 	<p>Committee Chair(s): Cynthia Conley Committee Members:</p> <ol style="list-style-type: none"> 1. Nayeli Velasquez 2. Ruth Gomez 3. Shanique Bowie
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Nayeli Velasquez Committee Members:</p> <ol style="list-style-type: none"> 1. Cynthia Conley 2. Ruth Gomez 3. Shanique Bowie 	<p>Committee Chair(s): Cynthia Conley Committee Members:</p> <ol style="list-style-type: none"> 1. Nayeli Velasquez 2. Ruth Gomez 3. Shanique Bowie

New Initiatives

- Monthly Parent Meetings
- Grade Team Discipline Program
- Grade Team Huddle
- Virtual Learning
- Duke Tip 6th and 7th grade

- 1 to 1 computing
- Revamp student tracking systems
- Showcase events for parents and staff
- National Junior Honor Society
- Kagan Professional Development
- Remind App

Continuing Initiatives

- Daily independent reading
- Mastery Machine and tracker
- Math and English Boot camp
- Culture Camp
- Continue and practice core value training
- Implement weekly staff development
- Implement lesson plan (rehearsals) with core content teachers
- Incorporate data tracker
- Continue tactical meetings with lead team
- Continue lead team huddle in morning to identify priorities
- Continue Teacher Weekly contribution
- Continue GET training for teachers
- West Wing
- Athletic program
- STAAR Test maker
- High School Mentor Program

- College Prep newsletter and Parent Weekly
- After school tutoring and Saturday tutoring
- College Prep students of the week
- Parent/Teacher conference on half days
- Update and maintain Facebook
- AP parent meetings and showcases
- Teachboost
- DUKE TIP- 6th grade-7th grade

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/27/2019	Culture: Lesson Plan Expectations	Teachers will learn/practice student culture expectations.
8/28/2019	Culture: Behavior Management/Discipline System	Teachers will understand and practice the new discipline system. Teachers will understand best practices for effective teaching and other culture expectations on campus.
8/29/2019	Culture: GTL and Content Planning	Grade Team Level, Content Team Meeting
8/30/2019	Special Education	Teachers will receive SPED binders and Professional Development
8/31/2019	Operations/Back to School Bash	PowerSchool, Nurse, ADA, Drills, Lunch, Gradebook, other school protocols

IDEA Public Schools

IDEA College Preparatory Mission



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA College Preparatory Mission prepares students from underserved communities for success in college and citizenship.

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DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Christina Cavazos-Escamilla, Principal Martin Contreras, Principal in Residence Tania Morales, Assistant Principal of Operations Eunice Canales, Assistant Principal of Instruction Julian Fuentes, 21 st Century Coordinator	Roxanna Celedon, Director of College Counseling Arianna Diaz, College Counselor Claudia Pena, College Counselor Jessica Garcia, Academic Counselor	Ana Ramirez Marla Salinas Natalie Roeglin Emelia Herebia Josephine Taveras Israel Flores Gabriela Navejar Christina Mercado Anna Gaona
Sixth Grade	Seventh Grade	Eighth Grade
Robert Richardson Kassie Saenz Krystal Narro Eric Alaniz	Christina Alvarez Anna Botello Soraya Cepeda Robert Weston Veronica Vasquez	Fabiola Cantu Christopher Gomez Luis Zuniga Louis Wilhelmsson Kimberly Allen Hector Morales
Ninth Grade	Tenth Grade	Eleventh Grade
Andy Nguyen Samantha Almanza Norma Saenz Brailin Paulino Luis Ornelas Norma Romo Jorge Munoz	Alejandro Villa George Coronado Rogelio Guerra Karen Sosa Bertha Perez Liliana Viera Aaron Linares	Jessica Shanken John Liss Oscar Guerrero Wilmar Herrera Jalyssa Garza
Twelfth Grade	Physical Education	
William Azucena Diana Garza Danna Leal Cisneros Rebecca Reyes Karen Prewitt	Nathan Henderon, PE Teacher/Athletic Coordinator Nefi Pereira	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Amanda Munoz, Brailist/ SPED Co-Teacher Sonia Soliz Mark Saenz Jullyssa Guajardo	Mabel Gray, AR Facilitator	Narda Guajardo, Adminiistrative Assistant
Operations Staff	Temporary Staff	
Ricardo Morales, Facilities Manger Maria Lopez, Transportation Manger Cesar Rodriguez, Cafeteria Manager Blanca Castro, Business Clerk Claudia Oliver, SIS Coordinator Eliizabeth Venegas, Registrar Nancy Reyna, Receptionist Nancy Salazar, Health Aide Eder Torres Lopez, Computer Technician Carisa Ibanez, Testing Coordinator Leeroy Elizondo, Student Enrollment Coordinator		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Christina Cavazos-Escamilla, <u>Executive</u> Principal Rachel Lopez Anaid Stephens, 6 th grade Anna Botello, 7 th grade Fabiola Cantu, 8 th grade Norma Saenz, 9 th grade Alex Villa, 10 th grade Josephine Taveras, 11 th grade Karen Prewitt, 12 th grade	Last Thursday of each month August 27, 2020	Parent training on various programs IXL, Imagine Learning, AR, and Hot Spot—How parent can help their children succeed
	September 24, 2020	Overall assessment of COVID- 19 procedures; what is going well, what do we need to revamp
	October 29, 2020	Progress to Goals- Areas of strength, gap areas, next steps
	January 28, 2020	Schedule Adjustments
	February 25, 2020	Diversity, Equity, and Inclusion—Review of articles
	March 25, 2020	Preparing for Awards Assembly during a virtual year
	April 29, 2020	College <u>matriculation</u> initiatives: <u>What's</u> the value in attending a Tier 1 or Tier 2 university?
	May 27, 2020	Preparing for next year: what worked and what did not

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	342,122
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	24,742

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Christopher Gomez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kassandra Saenz 2. Christina Alvarez 3. Brailin Paulino 	<p>Committee Chair(s): Karen Prewitt</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Robert Richardson 2. Anna Botello 3. Luis Zuniga
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Fabiola Cantu</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Krystal Narro 2. Soraya Cepeda 4. Andy Nguyen 	<p>Committee Chair(s): Jessica Shanken</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rebecca REyes 2. Karen Sosa
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Louis Wilhemsson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. John Liss 2. Danna Leal Cisneros 3. Roberto Weston 	<p>Committee Chair(s): Bertha Perez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Norma Romo 2. Jorge Munoz 3. Arianna Diaz 5. Claudia Pena

New Initiatives

- Move this World
- Virtual Field Lessons
- TSI Testing beginning in August
- NHS –allowing 10th graders in
- APEX ACT prep

-

Continuing Initiatives

- All sports
- Curriculum
- Mood Meter
- Grade team leader and content leader structure
- Faculty Tuesday structures

-

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 2020	How to Increase Student Engagement Part 1 of 2	•Review new daily expectations of attendance tracker; the goal is to increase the transparency and collaboration (specifically, on how to increase student engagement with live classes and submission of assignments)
September 2020	How to Increase Student Engagement Part 2 of 2	-Hear best practices for how colleagues can increase student engagement and submission of assignments.
October 2020	How to write an execute an effective intervention plan	-Get clarity on rationale and expectations for the change in the report card Quarter 2 grade that would require an intervention plan.
November 2020	PWI	Staff will be able to hear updates on seniors and gain a head start on the next steps/responsibilities of the Person with Influence (PWI).
December 2020	DEI	Staff will immerse themselves in a book study around the title, “Why Are All the Black Kids Sitting Together in the Cafeteria?” to create a more just society in and outside of IDEA Mission.
January 2021	Re-registration Staffing Updates	Staff will be able to understand the importance of re-registration and make progress towards helping the school re-register all students. Staff will hear staffing updates and will be able to articulate the protocol to apply for a transfer or promotion.
February 2021	On track to graduate	Staff will continue to look at the state of our on track to graduate date to begin thinking about what the root causes for some our results are and what will be the school’s next steps
March 2021	Awards	Teachers will collaborate with one another to discuss what students will discuss what awards
April 2021	Content Leader Training	Teachers will meet in content teams and discuss the norming of student work and compare how teachers would assess on a <u>rubric</u>
May 2021	Reflection of the end of the year	What went well, what do we need to improve, what will be the campus priorities

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Monterrey Park College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Monterrey College Preparatory exists to prepare and develop self-directed learners through a robust academic curriculum and effective character education. Our students are empowered and prepared to seize the opportunities of a global society with a love of learning, self-discipline, and integrity.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Special Education
Desiree Novodvorschi Sheila Hernandez Riydah Al Obaidy	Sandra Cano-Cardenas Bellanira Nava Reynaldo Garza Patricia Lozano	Dora Rodriguez Vanessa Zermeno Miriam Barreirio Melissa Garcia Jannelly Barrera
Math	Science	English Language Arts
Alex Gay Aldo Garza Richard Mitchell Julio Garcia Juri Tyrrell Rolando Garcia	Ebony Branch Amy Rethman Mariely Garcia Natalie Walker Humberto Castro Bridget Martinez	Michael Hamilton Daniel Garcia Bambi Renfro Jennifer Culwell Tahyra Duffy Lesslie Edwards Nour Alahbari
Humanities	Electives	Intervention
Miguel Nava Carolyn Powell Arlene Evans Jesus Cavazos Marcus Nunez	Josiah Israel Jonathan Schaefer Danielle Lopez Keith Pilger Joan Melendez Steve Pantoja Eliana Garza	Kimberly Mcdaniel
Physical Education		

Joshua Morales Robert Brown		
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*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
		Cecillia Palomares
Operations Staff	Temporary Staff	
Maria Salas Annette Villarreal Maxine Fluellen Veronica Castro Dorthy Martinez Elsa Berrios Luis Garcia Argelia Flores Felicitas Lopez Adriana Lerma Lisa Garcia		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Desiree Novodvorschi, Principal Sheila Hernandez , API	Wednesday, August 19, 2020	1. AP Parent Night, Parent Communication, Culture, campus safety initiative/protocol, Clubs/groups, 9/10 grade Field Lesson Planning
Riyadh Al Obaidy , API	Wednesday, September 23, 2020	1. Showcase-Science, Progress Toward Goals Night, PAC Committee, Parent College Knowledge Meetings, Halloween Dance
Samantha Gillespie, Assistant Principal of Operations	Wednesday, October 21, 2020	1. Parent Communication, Culture Check, Fall Festival, Parent Camp, Progress toward goals, Thanksgiving Packets
Patricia Lozano, Academic Counselor	Wednesday, November 18, 2020	1. Showcase-ELA, Parent Camp, Winter Packets
Sandra Cano-Cardenas, Director of College Counseling	Wednesday, December 16, 2020	1. Showcase-Spanish/Art, Progress toward goals, Monthly Parent Camp
Bellanira Nava, College Counselor	Wednesday, January 20, 2021	1. STAAR/ AP tutoring program, Showcase- Humanities
Reynaldo Garza, College Counselor	Wednesday, February 17, 2021	1. STAAR/ AP Tutoring UPDATE, Teacher Morale Check, Best places to work survey
Juan Moreno, 21 st Century Coordinator	Wednesday, March 17, 2021	1. STAAR/ AP Tutoring UPDATE, Prom, Graduation
Miguel Nava, 6 th Grade Level Co-Chairs		
Aldo Garza, 7 th Grade Level Chair		
Amy Rethman, 8 th Grade Level Chair		
Keith Pilger, 9 th Grade Level Chair		
Arlene Evans, 10 th Grade Level Chair		
Jurl Tyrell, 11 th Grade Level Chair		
Jermaine Brown, 12 th Grade Level Chair		
Amanda Lopez, Parent Representative		
	Wednesday, April 21, 2021	1. STAAR/ AP Tutoring UPDATE, Field Lessons, Graduation
	Wednesday, May 19, 2021	1. STAAR/AP reflections and next steps, Awards Ceremony, Graduation

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	65,127
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	

263	Title III – Bilingual	6,681
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Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

Campus Committees	
English Language Arts	Math
<p>Committee Chair(s): Bambi Renfroe</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Michael Hamilton 2. Daniel Garcia 3. Jennifer Culwell 4. Tahyra Duffy 5. Lesslie Edwards 6. Nour Alanbari 	<p>Committee Chair(s): Rolando Garcia Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alex Gay 2. Aldo Garza 3. Rich Mitchell 4. Julio Garcia 5. Juri Tyrell
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Natalie Walker</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ebony Branch 2. Amy Rethman 3. Mariely Garcia 4. Humberto Castro 5. Bridget Martinez 	<p>Committee Chair(s): Samantha Gillespie</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Aldo Garza 2. Daniel Garcia 3. Diana Salinas 4. Joshua Morales 5. Miguel Nava 6. Juri Tyrell 7. Jonathan Schaefer 8. Dora Rodriguez 9. Melissa Garcia
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Bellanira Nava

Committee Members:

1. Jesus Cavazos
2. Marcus Nunez
3. Bridget Martinez
4. Humberto Castro
5. Kimberly McDaniel
6. Amy Rethman
7. Vanessa Zernemo
8. Rolando Garcia Garcia

Committee Chair(s): Patricia Lozano

Committee Members:

1. Bambi Renfro
2. Ebony Branch
3. Jermaine Brown
4. Janelly Barrera
5. Michael Hamilton
6. Miriam Barrerio
7. Steven Pantoja

New Initiatives

- Monthly College Counseling Parent Meetings
- Grade Team Discipline Program Educators handbook
- AR Challenge in Middle School
- Consistent incentives for ADA ex. Grade Level Challenges homeroom challenges
- Level 4 and 5 Teacher led professional developments
- Student Community Service Day (clean up)
- TELPAS
- AP NMSI training for all AP teachers
- PTA- parent workshops
- Student of the week by grade level

- ACT Prep, resources,
- TSI Prep, resources
- AP Bootcamp
- Microsoft Teams
- Announcements include birthdays, shout-outs
- AP CTL Professional Development
- PD on Key point Alignment for contents
- Field Guides from Lead4ward for MS
- AP flash cards
- Technology for teachers and students
- AP parent meetings and showcases

Continuing Initiatives

- Mastery Machine: PD for Planning and Executing
- Mastery Machine and tracker
- Culture Camp
- Implement lesson plan rehearsals for teachers to reach proficiency
- Teacher data tracker visible
- Continue tactical Meetings with lead team
- Daily Reading (30 minutes)
- PD for STAAR Teachers
- TPT "All Things Algebra": Algebra 1, Algebra 2, Precalculus
- Kuta Software: Algebra 1, Algebra 2, Geometry, Precalculus, Calculus
- TI n-Spire: for PC & Algebra 1
- AP Summer institute training
- AP Binders

- Parent weekly
- Grade team weekly
- Norming Remind communication across campus
- Grade Team Leader Tactical
- After school Tutoring and Saturday tutoring
- Update and Maintain Facebook
- Weekly Culture Rounds
- TeachBoost for observation feedback and Lesson plan feedback
- DUKE TIP –7th
- Counseling weekly tactical meetings
-

Staff Development		
Date	Session Title/Topic	Session Objective(s)
August, 2020	Behavioral Management Plan	Teachers will be able to understand and practice Educators Handbook.
September, 2020	Round 1: Goal Setting	Teachers will learn how to access Round 1 in Cornerstone, complete the pre-work, and schedule Round 1 Goal setting meeting with direct manager before district deadline
October , 2020	Assessment/Backwards planning	Teachers will learn to analyze assessment data using it to drive instructional planning and remediation, and reteaching.
November, 2020	Monitor student work	Teachers will learn to use polling to target the error and focus the whole group discussion on students' area of struggle
December, 2020	STAAR/AP Calendaring	Teachers will use Mock AP/STAAR data to map out what standards will be taught until the day of their standardized test,
January, 2021	Round2: 2x2	Teachers will learn how to access Round 2 in Cornerstone, complete the pre-work, and schedule 2x2 meeting before district deadline.
February , 2021	TELPAS Training	Teachers will learn TELPAS testing rollout, collection of writing samples, signing testing oaths and receive timelines for collection. Teachers will also receive rater and calibration rating
March 2021	STAAR Training	Teachers will receive testing security and administration training, testing dates and campus testing logistics.
April, 2021	STAAR and AP Testing Prep Training	Teachers will receive testing security and administration training, testing dates and campus testing logistics.
May, 2021	Round 3: Annual Performance Review	Teachers will learn how to access APR in Cornerstone, complete the pre-work, and schedule APR meeting with direct manager before the end of school.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Montopolis College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

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DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

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100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Montopolis College Prep is rewriting the narrative of underserved communities in Austin by creating a positive learning environment that equips students with the academic, social and leadership skills that are required to succeed in college and our global society.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Elective Teachers
Cris Rubio, Principal Sebastian Camacho, Senior APO Drina Talamas, API Krystina Maloukis, API Carlos Caro, API	Sandra Estrada, Senior DCC Rob Wagner, SW Sarah Eads, AC Anna Asendorf, Senior CC Esteban Rodriguez, CC	Jordan Cohen (GTL) Jenni Pozmantier Khristyn Parra Matt Medrano Belmaris Sanchez Juan Saldivar Andrew Riefenstahl
Sixth Grade	Seventh Grade	Eighth Grade
Joseph Frilot (GTL) Anissa Reyes Jazmine McGrew Juan Chavez Zeasuchia Tate	Matthew Smith (GTL) Sondria Patterson Telana Weeden Joseph Frilot Juan Chavez	Daniel Manion (GTL) Kaytie Saethre Miguel Mendoza Stephanie Berryman Sergio Ramirez (Relay Resident)
Ninth Grade	Tenth Grade	11th Grade
Alexandra Gonzalez (GTL) Luis Garcia >?	Lindsay Yoro (GTL) Gerardo Latigo Abdulkarim Bora Alisha Janiga	Saul Hernandez (GTL) Beatriz Vela Chris Correa Jamie Jones
Physical Education	Special Education & RISE	12 th Grade
Jametria Green (AD) Jonathan Vera Zach Cervantes	Ashley Lance Matthew Faulkner Scott Schaedler Gregory Reck Vanessa Davis* Shante Walker Tyrell Avery & Bryant Natal	Martin Dwyer Allen Walk Celeste Cardenas Gabi Garcia*

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Bryant Natal Tyrell Avery Zach Cervantes	Zeasuchia Tate, AR Zone	Edith Moreno, AA
Operations Staff	Temporary Staff	
Sebastian Camcho, APO Belinda Rabago, Senior Business Clerk Marie Mercado, Senior Registrar Monica Paz, Reception Jennifer Reed Mary Cervantes Debbie Mercado		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Cris Rubio, Principal Sebastian Camacho, Senior APO Drina Talamas, API Krystina Maloukis, API Carlos Caro, API Sandra Estrada, Senior DCC Rob Wagner, SW Sarah Eads, AC Anna Asendorf, Senior CC Esteban Rodriguez, CC Joseph Frilot, GTL Daniel Manion, GTL Lindsay Yoro, GTL Jordan Cohen, GTL	Tuesday, September 8, 2020	1. Campus Culture Update 2. New Student Persistence 3. Hispanic Heritage Month
	Monday, October 5, 2020	1. Hispanic Heritage Month Celebration 2. Fall Festival 3. Q1 PTG
	Monday, November 2, 2020	1. Staff Thanksgiving Dinner 2. Mock Exams 3. Canned Food Drive
	Monday, November 30, 2020	1. Staff Holiday Party 2. Mock Exams 3. MOY Stepback
	Monday, January 4, 2020	1. MLK Day March and BHM Prep 2. Q2 PTG 3. Stay Conversations Updates
	Monday, February 1, 2020	1. Mock Exam Testing Plan (ELA) 2. Attendance/Persistence Update
	Monday, March 1, 2020	1. Q3 PTG 2. Merit Trips 3. Mock Exam Testing Plan
	Monday, April 5, 2020 Monday, May 3, 2020	1. Hiring 2. Testing 3. Teacher Appreciation Week 4. Summer School 5. EOY Awards/Celebrations

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	213,910
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	27,385

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	739	100%
At Risk	650	87.8%
SPED	69	9.3%
F.A.R.M.	670	90.7%
ELL	331	44.8%
Male	387	52.4%
Female	352	47.6%
Amer. Indian	1	0.01%
Asian	0	0%
Black	21	2.8%
White	13	1.8%
Hispanic	701	94.9%

**As of 2019 TEA Report Card*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Krystina Maloukis and Celeste Cardenas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Anissa Reyes 2. Matthew Smith 3. Stephanie Berryman 4. Brenda Calder 5. Lindsay Yoro 6. Saul Hernandez 	<p>Committee Chair(s): Jorge Garcia and Cris Rubio</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jazmine McGrew 2. Sondria Patterson 3. Daniel Manion 4. Luis Garcia 5. Abdulkarim Bora 6. Allen Walk 7. Chris Correa
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Drina Talamas and Gabi Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Juan Chavez 2. Miguel Mendoza 3. Armand Lefebvre 4. Alisha Janiga 5. Beatriz Vela 	<p>Committee Chair(s): Rob Wagner and Joseph Frilot</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kaytie Saethre 2. Jenni Pozmantier 3. Katherine Schmader 4. Gerardo Latigo 5. Scott Schaedler
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Sandra Estrada and Anna Asendorf</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jordan Cohen 2. Matt Medrano 3. Shoshanna Willingham 4. Martin Dywer 5. Shante Walker 	<p>Committee Chair(s): Sarah Eads and Vanessa Davis</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bryant Natal 2. Jamie Jones 3. Erin Reed 4. Matthew Faulkner

New Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">• Celebrate staff birthdays w/ card and small gift• Staff Affinity Groups• Homeroom Cup• Monthly Staff Fundraiser• Video Challenge for students• ACT Prep solely dedicated for all 9/10 grade during RTTC time.• HS Math Interventionist• Quarterly Staff Book Study to address issues of DEI | <ul style="list-style-type: none">• More robust GTL Trainings• Reading Challenges across grade levels and school• Teen Leadership Class for student tutoring• Weekly Announcement Videos from the Principal |
|--|--|

Continuing Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">• Teacher of the Week/Teacher of the Month• Content Team Meetings Monthly• Quarterly Merit Trips• Class Dojo Communication• Continue with DEI training for staff• Staff Celebrations (Thanksgiving Feast, Holiday Party, March Celebration)• Grade Team Meetings (Weekly)• ADA Incentives• Data Conversations• PWI Program• Targeted Staff Development for new teachers• Daily Announcements• Shout outs on Social Media• Monthly Calendar posted on Social Media | <ul style="list-style-type: none">• Expansion of music program (two full-time teachers)• Expansion of computer science program (three full-time CS teachers and all 6, 7, 8, 9 G students take CS course)• Athletic Program (participation in UIL) |
|--|--|

Staff Development

Date	Type	Session Title/Topic
August 11, 2020	All Staff	First Day Debrief
August 18, 2020	All Staff	STAAR/AP Goals
August 25, 2020	All Staff	Radical Candor
Sept., 1, 2020	GTLs	Building trust and community
Sept., 8, 2020	All Staff	Staff Affinity Groups
Sept. 15, 2020	Content Teams	Content Team Time
Sept. 22, 2020	HS/MS	HS: OTG, MS: Data Tracking
Sept. 29, 2020	HS/MS	HS: ACT; MS: Student Groupings
Oct. 6, 2020	GTLs	Q1 PTG
Oct. 13, 2020	Grade Teams	Q1 PTG
Oct. 20, 2020	All-Staff	Teacher Career Pathway Celebrations
Oct. 27, 2020	Content Teams	Content Team Time
Nov. 3, 2020	GTLs	Five Dysfunctions of a Team
Nov. 10, 2020	All Staff	Student Goal Setting
Nov. 17, 2020	All Staff	Affinity Groups
December 1, 2020	All Staff	Mock Exams: Round 1
December 8, 2020	Grade Teams	Special Population Support
January 12, 2021	Grade Teams	Students of Concern (On Track to Graduate)
January 19, 2021	GTLs	Q2 PTG
January 26, 2021	Grade Teams	Q2 PTG
February 2, 2021	Content Teams	Content Team Time
February 9, 2021	All Staff	Quality Questioning I
February 16, 2021	All Staff	TELPAS Training
February 23, 2021	All Staff	TELPAS Rating

March 2, 2021	All Staff	Mock Exam Testing/STAAR Security
March 9, 2021	GTLs	Moving Past Trust: Team Accountability
March 23, 2021	Content Teams	Content Team Time
March 30, 2021	All Staff	Affinity Groups
April 6, 2021	All Staff	Quality Questioning II
April 13, 2021	All Staff	STAAR Security II
April 20, 2021	All Staff	AP Testing Training
April 27, 2021	Grade Teams	Students of Concern Review (OTG)
May 4, 2021	All Staff	STAAR Testing Review Plan
May 11, 2021	All Staff	Quality Questioning III
May 18, 2021	All Staff	Checkout Process
May 25, 2021	All Staff	EOY Celebration

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA COLLEGE PREPARATORY NAJIM



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA College Preparatory Najim prepares students from underserved communities for success in college and beyond. We are committed to ensuring that all students reach their potential of becoming socially responsible, intellectually courageous citizens of the world by upholding our core values and offering a rigorous and engaging academic program.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Stephen Foster - Principal Ashley Luther - Assistant Principal of Instruction Paola Comparini – Assistant Principal of Operations	Sherrell Coleman - Director of College Counseling	Arron Cochran – Art 1 Teacher
6th Grade	7 th Grade	8 th Grade
NONE	Erin Magerl, ELA Pre-AP / Humanities Pre-AP Teacher Amanda Cerda, Pre-Algebra /Science Pre-AP Teacher	Britany Lemons, ELA Pre-AP Teacher Koltin Pfaffle, Humanities Pre-AP Teacher John Lopez, Algebra 1 Teacher Lea McFarthing, Science Pre-AP Teacher
9 th Grade	Physical Education	Special Education
Savanna Granado, AP Human Geography Teacher Monica Ogg, Biology Pre-AP Teacher Jerel Linder, Geometry Pre-AP Teacher Jonathan Montoya, English I Teacher	Marina Ramirez – Physical Education Teacher	Stephanie Canales – Special Education Teacher

Para-Professionals Campus Staff

Co-Teachers	Clerical/Technical	Operations Staff
Amanda Christensen, Co-Teacher P.E. Joseph Burnett, SPED Co-Teacher Patricia Richards, Math Co-Teacher Terence Baker, AR/Hotspot Co-Teacher	Mercedes Carillo, Administrative Assistant Darlyne Drummer, Business Clerk	Monica Trevino, Receptionist Mia Aguero, Registrar Javonne Hamilton, Health Aide Vincente Calderon, Facility Manager Johnny Acosta, Custodian Rebecca De La Cerda, Custodian Julian Ramirez, Custodian Theresa Milligan, Custodian Sonia Cancel, Custodian Rachel Greenwood, CNP manager Robert King, CNP Asst Manager Ana (Gabby)Cabrea, CNP Asst Manager Quentin Roberts, CNP Maria Ortiz, CNP Juanita Contreras, CNP Maria Echeverria, CNP Keltina Bell, CNP Hiram Sanchez, Lunch Monitor Kaico Kinney, Lunch Monitor

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Stephen Foster (Principal, Administration) Ashley Luther (Assistant Principal of Instruction, Administration) Paola Comparini (Assistant Principal of Operation, Administration) Sherrell Coleman (Director of College Counselors, Administration) Patricia Richards (GTL, 7 th Grade) Lea McFarthing (GTL, 8 th Grade) Jonathan Montoya (GTL, 9 th Grade)	Monday, August 29, 2018	1. Parent Involvement Committee 2. Culture 3. Field Lesson Planning & Fundraising
	Monday, September 25, 2018	1. Fall Festival 2. Red Ribbon Week
	Monday, October 30, 2018	1. Holiday Food Drive 2. Data Review 3. Thanksgiving Event
	Monday, November 27, 2018	1. Giving Tree Campaign 2. Holiday Decoration & Celebration for students & staff 3. Semester Exams
	Monday, January 29, 2019	1. PTG 2. Black History Events
	Monday, February 26, 2019	1. Spring Break Safety Awareness 2. Mock Exams 1 3. Loteria Night
	Monday, March 26, 2019	1. Fiesta Week 2. STAAR Exams
	Monday, April 23, 2019	1. EOY celebrations (CSD, Graduation, Awards, TOY, etc) 2. Family Picnic 3. 5 de Mayo 4. Awards Planning/Royal Reader Celebrations 5. Teacher Appreciation

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	128,622
164	State Compensatory	2,369,348
404	Accelerated Reader/Math	413,199
165	State Bilingual	72,014
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	43,153
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	3,524

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
Committee Chair(s): Ashley Luther Committee Members: <ol style="list-style-type: none"> Erin Magerl Britany Lemons Jonathan Montoya 	Committee Chair(s): Stephen Foster Committee Members: <ol style="list-style-type: none"> Joseph Burnett Patricia Richards Amanda Cerda John Lopez Jerel Linder
Science	Humanities
Committee Chair(s): Stephen Foster Committee Members: <ol style="list-style-type: none"> Lea McFarthing Monica Ogg 	Committee Chair(s): Ashley Luther Committee Members: <ol style="list-style-type: none"> Koltin Pfaffle Savanna Granado
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Mercedes Carrillo Committee Members: <ol style="list-style-type: none"> Patricia Richards Lea McFarthing Jonathan Montoya Stephen Foster Ashley Luther Sherrell Coleman 	Committee Chair(s): Sherrell Coleman Committee Members: <ol style="list-style-type: none"> Hope Walker Stephen Foster Patrica Richards Lea McFarthing Jonathan Montoya Adria James Ashley Luther
School Culture and Climate	Special Populations/Demographics Committee
Committee Chair(s): Stephen Foster Committee Members: <ol style="list-style-type: none"> Ashley Luther Sherrell Coleman Lea McFarthing Patricia Richards Jonathan Montoya 	Committee Chair(s): Stephanie Canales Committee Members: <ol style="list-style-type: none"> Ashley Luther Joseph Burnett
Curriculum Instruction/ Assessment Committee	Physical Education Committee
Committee Chair(s): Erica Rivera Committee Members: <ol style="list-style-type: none"> Ashley Luther Stephen Foster Sherrell Coleman 	Committee Chair(s): Marina Ramírez Committee Members: <ol style="list-style-type: none"> Arron Cochran Dominic Cameron Sherrell Coleman

Areas of Strength	Areas of Need
<ul style="list-style-type: none"> • Highly Qualified Teachers • School Wide Culture Management System • High Performing Leaders • Small class sizes for strategic intervention 	<ul style="list-style-type: none"> • Consistently ensure quality teacher professional development through the Get Better Faster Guideposts. (Lead team will review teacher's initial placements on the GBF guide and specific benchmarks for proficiency of lesson planning skills will be set throughout the year) • Improve investment from teachers and students in our Catalyst Period by being more strategic with the materials being used to close gap with special emphasis on tracking and motivation. • More accountability of teacher/student/manager tracking of Special Population students <ul style="list-style-type: none"> ○ (This includes Masters numbers, SpEd, and ELL) ○ Tracking through Objectives for every Quarter towards each unit exam ○ Conduct Student Work Analysis Meetings after ever Bi-Weekly District Assessment ○ Differentiation and Aggressive monitoring professional development sessions
New Initiatives	
<ul style="list-style-type: none"> • Specific support to special populations by our SPED team • For ELA- retesters—additional support through second English class designed solely for students taking the EOC again • Literacy Block: Critical students will now receive up to 3 hours a day in math and ELA. • Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning. • Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development. • Improve ADA with implementation of the escalation matrix • Inclusion of GTLs and CTLs on culture and instructional walkthroughs • SPED walkthroughs with the SPED team and administration to ensure accommodations are being made. • Positive School Culture building through consistent and regular celebration of student success & weekly grade team and school wide assembly • Push to begin Parent Organization to boost family and community involvement • Consistent LP Feedback • Cultural Rounds specific to the GET Power Rows and coaching to proficient. 	
Continuing Initiatives	
<ul style="list-style-type: none"> • Joint instructional rounds on a weekly basis with all lead team members) • Implementation of TEACHBOOST to both Coach and Develop teachers • Improved requirements for lesson planning and tracking for all catalyst periods as well as plans for how to specifically target critical and at risk students. • Visible TEKS aligned tracking systems in all classrooms for content and catalyst periods. Progress tracking by Teacher/ instructional coach/ and students. • Continued Grade level 90/60/30 meetings to ensure that individual priority students are having all needs met. These meetings will not solely focus on at risk students but also student population being targeted at specific times throughout the year. • Implementation of Reports on the ILLUMINATE and Principal Dashboard website to review progress of students on a weekly/bi-weekly basis and use of these during weekly check-ins with teachers • Joint culture walkthroughs with lead team weekly as well as continued partnership with community members to ensure campus security is at is optimum level. • Monthly and Bi-Monthly Accountability lunches to report out on AP/STAAR and Catalyst goals • Lead team members will continue to jointly review Lesson plans for teachers weekly as well as plan for coaching conversations and student work analysis meetings during a common time and receive feedback prior to execution 	

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/20/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
8/27/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
9/3/2019	Differentiated PD	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
9/10/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
09/17/2019	RtI Process	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
09/24/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
10/1/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
10/8/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
10/15/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
10/21/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
10/28/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
11/5/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, creating and executing systems and procedures, creating effective lesson plans, and assessing scholar work during practice.
11/12/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
11/19/2019	Differentiated PD	Differentiated PD
12/3/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.

12/10/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, designing and executing effective reteach, creating effective lesson plans, and assessing scholar work during practice.
12/17/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
1/14/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, designing and executing effective reteach, creating effective lesson plans, and assessing scholar work during practice.
01/21/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
01/28/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, designing and executing effective reteach, creating effective lesson plans, and assessing scholar work during practice.
2/4/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
2/11/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, designing and executing effective reteach, creating effective lesson plans, and assessing scholar work during practice.
2/18/2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
2/25/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, designing and executing effective reteach, creating effective lesson plans, and assessing scholar work during practice.
3/3//2019	RtI	TWBAT participate in an RtI meeting to identify effective interventions for high priority scholars.
3/17/2019	Differentiated PD	Staff will participate in a 5 week course of a specific PD topic: investing scholars and families in the BIG goal, designing and executing effective reteach, creating effective lesson plans, and assessing scholar work during practice.

IDEA Public Schools
IDEA North Mission College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Students and staff at IDEA North Mission College Prep joyfully create a true college prep program by developing skills to be caring, life-long learners, self-reflective and problem-solvers to ensure all students will go to and through college.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Dave Wagner - Principal Lisa Salinas - Assistant Principal of Instruction Rita Caltabiano-Carrillo - Assistant Principal of Instruction Irma Martinez - Assistant Principal of Operations	Estefania Abrego – Director of College Counseling Cecilia Gallagher – College Counselor Rosa Diana Garcia - Academic Counselor Sylvia Camacho – Social & Emotional Counselor	Shelley Pridgen – Special Education Teacher Jeannette Idol – Special Education Teacher Cynthia Rik-Garza – Special Education Teacher Martha Mares – Math Interventionist Cassandra Saenz – Middle School ELA Interventionist Blanca Leal – High School ELA Interventionist Martika Cortez – RISE Teacher Ytsel Hinojosa – RISE Teacher
6 th Grade	7 th Grade	8 th Grade
Elizabeth Carcedo - ELA Jesus Gonzalez – Math Ernesto Cantu -Science Isai Cabrera – History	Karyna Saucedo - ELA Victor Del Toro Math Ernesto Cantu Science Isai Cabrera - History	Hernan Vela Rios – Algebra 1 Samantha Munoz – ELA Rosa Magana – US History Jaqueline Becerra – Biology
9 th Grade	10 th Grade	11 th Grade
Haley Needham – ELA Alberto Luis - Geometry Joel Morales - Chemistry Ramiro Carcedo- AP Human Geo.	Carlos Avila– ELA Jorge Velasquez – Algebra 2 Richard Hernandez - Physics Cynthia Gonzalez- AP World History Efren Suarez – AP Stats	Aaron Moreno- – Pre-Calculus Adrian Diaz – AP Biology Roberto Gonzalez – AP English Lang. Angel Gonzalez – AP US History
Physical Education	Electives	
David Irizarry – 9 th & High School PE Nina Perez – 6 th & 7 th PE Aleida Barrios – 8 th PE & Spanish	Aleida Barrios – Spanish 1 & 2 Nick Saldana – Spanish 2 & AP Spanish Lang. Carolina Trevino Garza – Spanish 3 & AP Spanish Lit. Eric Ochoa – Pre-AP Art and AP Art Celso Medrano - Art I and II Lorraine Lara - Road To & Through College Efren Suarez – AP Computer Science - Principles	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Ariana Rodriguez – AR Zone co-teacher Caitlin Hinojosa – iHotspot co-teacher Crystal Villarreal – Co-teacher (Intervention) Gabriela Villarreal – RISE Co-Teacher Jennifer Lozano – RISE Co-Teacher Marvin Martinez - RISE Co-Teacher Ezequiel Castillo – RISE Co-Teacher	NA	Erica Rivera - Administrative Assistant
Operations Staff	Temporary Staff	
Business Clerk - Maria Perez Receptionist - Dahlia Garza Registrar - Eimy Escamilla SIS Coordinator – Alan Villanueva Facilities Manager – Josiah Lopez Health Aide – Nelissa Flores CNP Manager – Vicente Reyes Transportation Manager – Raymundo Garza		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
David Wagner (Principal, Administration)	Monday September 14, 2020	1. Field Lesson Trip 2. Culture
Irma Martinez (Assistant Principal of Operations – Administration)	Monday October 26, 2020	1. December Persistence 2. Canned Food Drive for Thanksgiving 3. Toy Drive for Christmas 4. Bully Prevention Month 5. Growth Goal Awards 6. Data Review from September/October
Rosa “Diana” Garcia (Academic Counselor – Counseling)	Monday January 11, 2021	1. Red Ribbon Week 2. Blood drive 3. Data Review for IA2 4. Budget Preview 5. Data Review from Mock Exams
Isai Cabrera (History Teacher, GTL 6 th)	Monday March 29, 2021	1. Campus Culture Revisit 2. Budget Review 3. Commitment to College 4. Royal Reader Status 5. EOY Celebration(s) 6. Parent Satisfaction 7. Staff Satisfaction 8. Data Review from Mock Exams
Victor Del Toro/Caitlin Hinojosa (Pre-Algebra Teacher/Hotspot Co-Teacher, GTL 7 th)		
Jeannette Idol (Special Education Teacher, GTL 8 th)		
Haley Needham (History Teacher, GTL 9 th)		
Lorraine Lara (RTTC Teacher, GTL 10 th)		
Eric Ochoa (AP Art Teacher, GTL 11 th)		
Betty Rodriguez & Mrs. Ortiz (Parent Representatives)		
N/A (Community Representative)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	226,085
164	State Compensatory	4,164,713
404	Accelerated Reader/Math	7
165	State Bilingual	126,583
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	80,017
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	20,85

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	695	100%
At Risk	419	60.3%
SPED	57	8%
F.A.R.M.	655	94%
ELL	419	60%
Male	348	50%
Female	347	50%
Amer. Indian	0	0%
Asian	5	0.72%
Black	1	0%
White	15	2%
Hispanic	673	97%
Two or More	1	0%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Blanca Leal Committee Members:</p> <ol style="list-style-type: none"> 1. Roberto Gonzalez 2. Karyna Saucedo 3. Elizabeth Carcedo 4. Cassandra Saenz 5. Shelley Pridgen 6. Lisa Salinas 7. Haley Needham 8. Carlos Avila 	<p>Committee Chair(s): Martha Mares-Garza (MS) & Alberto Luis (HS) Committee Members:</p> <ol style="list-style-type: none"> 1. Hernan Vela Rios 2. Victor Del Toro 3. Jesus Gonzalez 4. Aaron Moreno-Montemayor 5. Jorge Velasquez 6. David Wagner
Science	School Culture and Climate
<p>Committee Chair(s): Jaqueline Becerra Committee Members:</p> <ol style="list-style-type: none"> 1. Joel Morales 2. Ernesto Cantu 3. Efren Suarez 4. Richard Hernandez 5. Adrian Diaz 6. Rita Caltabiano-Carrillo 	<p>Committee Chair(s): Rita Caltabiano-Carrillo Committee Members:</p> <ol style="list-style-type: none"> 1. Haley Needham 2. Jeannette Idol 3. Victor Del Toro 4. Caitlin Hinojosa 5. Crystal Villarreal 6. Isai Cabrera 7. Lorraine Lara 8. Eric Ochoa
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): David Wagner

Committee Members:

1. Lisa Salinas
2. Rita Caltabiano-Carrillo
3. Irma Martinez
4. Grade Team Leaders (Eric Ochoa - Lorraine Lara – Haley Needham – Jeannette Idol – Isai Cabrera – Victor Del Toro – Caitlin Hinojosa – Crystal Villarreal)
5. Content Leaders (Martha Mares-Garza – Alberto Luis - Blanca Leal – Jaqueline Becerra – Aleida Barrios – Nina Perez – Angel Gonzalez)

Committee Chair(s): Rosa “Diana” Garcia

Committee Members:

1. Sylvia Camacho
2. David Wagner
3. Irma Martinez
4. Eric Ochoa
5. Jeannette Idol
6. Victor Del Toro
7. Lorraine Lara

New Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Online Instruction for all courses through Microsoft Teams.• Turning in assignments and post recordings for students through Microsoft Teams.• ACT exams will be a big new initiative for our juniors.• Adding 11th grade - Offering of AP Biology, AP Art, AP Spanish Literature, AP English Language, AP US History• Adding 11th grade courses – Pre-Calculus, RTTC 3• Utilize Move This World Curriculum for Social and Emotional Learning. | <ul style="list-style-type: none">• Add more non-athletic extra-curricular activities for students (4H possibly, UIL academics, etc.)• UIL for athletics instead of Charter• Town Halls with Parents – Semesterly• Books for Book Study with Teachers (The Coffee Bean) and Teacher Leaders (How The Other Half Learns)• Streamlining parent communication with our Academy team• Ensuring each student has a person of influence on campus• Celebration of staff and students for goals met – AP Scholar Goal, Enrollment, ADA, Persistence, etc. |
|---|--|

Continuing Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none"> • Implement summer school options – advanced Algebra 1 & Geometry + Credit Recovery. • Pilot Mathematics Curricula with the district (Pre-Algebra and Algebra 1) • 10th grade electives – continuing with more variety with AP Stats and AP Computer Science option. • Empathy Schools with Fuel ED • Project RESSPECT culture lessons with the Middle School & High School • EIR (Education – Innovation – Research)/C³ project initiative with a focus on college readiness with students. • Teachers owning detention • Provide ongoing RTI Staff Development for all staff. • Incorporate the RTI process with students. • Feature IB Learner Profile, Core Value and quote of the week. • Morning Meeting to help with culture and actively teach culture with students. The program will be new through – Project RESSPECT. • Purchase MyOn to increase the amount of books in our library (digital) • Conduct afterschool tutoring and provide in-class small group for Math and ELA • Kickboard purchase to help track student behaviors, both positive and negative • Utilize DI as an intervention curriculum for students more than 2 years behind in Reading levels • | <ul style="list-style-type: none"> • Incorporate a DI group for reading support – small group • Incorporate students calculating growth goals and tracking progress by objectives • Utilize Expressive Writing in 7th grade next year • Provide additional curricula resources for our bilingual population to improve student success – Imagine Learning. • CSI for Mathematics in Algebra 1 • Implementing Culture Rounds and Instructional Rounds • Athletics in Middle School (6th – 8th Grade) • Teaching an accelerated group Algebra 1 in 7th grade • Utilizing See It – Name It – Do It in PD sessions and coaching/managing • Weekly Data or Bi-Weekly Data Analysis Meetings • West Wing for students • Town Halls with students – Semesterly • Conduct a book study with all new staff – Teach Like a Champion • Implement Writing in all classes. • Monday PD sessions for teachers not incorporating culture for the week. |
|--|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
<p>July 27 – July 31st</p>	<p>New Teacher Institute Culture Items – Day 1 & 2 Content Planning – Day 3 - 5</p>	<p>Teachers will be able to...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Explain their campus’s approach to teaching culture at the beginning of the year. <input type="checkbox"/> Learn and practice teaching two campus-wide procedures. <p>Teachers will be able to...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Describe the purpose and key components of their campus behavior plan and systems for responding to behavior. <input type="checkbox"/> Practice responding to student behavior using campus systems. <p>Teachers will be able to...</p> <ul style="list-style-type: none"> – Describe IDEA’s approach to classroom observations. – Explain the purpose of a coaching conversation. <p>Teachers will be able to...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Describe their vision for classroom culture and the actions they will take to make it a reality. <input type="checkbox"/> Plan & rehearse ‘early wins’ for building a Culture of Achievement. <p>Teachers will be able to...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Explain the purpose of planning classroom procedures with a minute-by-minute guide. <input type="checkbox"/> Identify the components of a successful First 5 Minutes. <p>Teachers will be able to...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Describe effective lesson planning mindsets and their impact on student learning. <input type="checkbox"/> Explain campus-specific planning expectations and their impact on instruction. <p>Teachers will be able to deliver their content lesson and receive feedback.</p> <p>Teachers will be able to...</p> <ul style="list-style-type: none"> – Describe mindsets of effective classroom managers. – Rehearse introducing classroom rules & consequences to students. – Rehearse monitoring and responding to student behavior. <p>Teachers will be able to plan and practice introducing the First 5 Minutes procedure.</p> <p>Teachers will be able to...</p> <ul style="list-style-type: none"> <input type="checkbox"/> Explain the purpose of planning classroom procedures with a minute-by-minute guide. <input type="checkbox"/> Identify the components of a successful First 5 Minutes. <p>Teachers will be able to rehearse practicing the First 5 Minutes procedure to mastery.</p>

		Teachers will be able to... <input type="checkbox"/> Explain how two-way feedback leads to growth at IDEA. Teachers will be able to deliver a scripted crucial conversation for sharing upward feedback with a manager.	
Prior to August 3 rd	2020-21 Annual Compliance Courses - 3 hours to complete	Participants will be able to explain and follow IDEA's policies and practices regarding: Preventing Sexual Misconduct (Staff to Staff and Staff to Student), Suicide Prevention, Reporting Child Abuse & Responding to Crisis, Professionalism, General Safety, Security Awareness, Internet Security & You.	
	Culture at IDEA - 1 hour	Participants will be able to describe the rationale for IDEA's Culture Components, and explain how the Culture Components are implemented in schools & classroom.	
	Tech Training: Introduction 2020-21 - 30 min	Participants will be able to log in using IDEA Staff Account and Single Sign On, access the Hub, use Teams and Outlook, and access Frontline and Tyler Munis Employee Self Service.	
	Tech Training: Microsoft Team Essentials - 30 min	Participants will be able to navigate Teams basic features, understand how Teams works together with other Microsoft Office 365 tools, and understand best practices for using Microsoft Teams for communication and collaboration.	
	Tech Training: Microsoft Teams Classes - 30 min	Participants will be able to describe the benefits of using Microsoft Class Teams for teaching IDEA students in 2020-21, and utilize key features in Class Teams (student permissions, uploading, conversations, announcements, assignments).	
	Tech Training: Delivering Virtual Instruction - 30 min	Participants will be able to explain what students will see when they are inside a Teams Class at IDEA, and use approved instructional resources to deliver daily classroom instruction and communicate with students.	
	Operations Overview - 3 hours	Participants will be able to explain and follow IDEA's policies and practices regarding: Safe Daily Operations, Staff Safety Requirements, PPE, Hand Hygiene, Health Screen Protocols, Reporting COVID-19 Cases, Classroom Cleaning & Sanitation Protocols, Crisis Management & Emergency Preparedness, Safe Transitions and Space Use	
	Calling parents prior to August 3 rd		

		All staff members will call parents starting the week of July 27th to help ensure we have accurate numbers on who will be attending in person or online instruction only for the 1st Quarter.	
Aug. 3 rd – Aug. 7 th	Teambuilding	All new & returning staff members will build trust amongst each other through an online platform or abiding by safety protocols.	
	Norms for School Year	Staff will set expectations for all meetings for the upcoming school year (GTM, GTLM, CLM, CM, Faculty Mtgs., etc.). Some meetings will happen virtually and some will be in person pending the size of the rooms. HOW: Share draft list of norms & settle on year's expectations for all meetings/interactions moving forward (GTLM, CLM, etc.)	
	State of the School	Dave presents 19-20 data (focus on Enrollment and Persistence) along with the goals & priorities for the year and any initiatives for 20-21 school year. HOW: articulating student results from the prior years, staff will be able to articulate the large initiatives that we will have in place for the upcoming year.	
	Our Plan for a Strong Start	Staff will be able to name the expectations for the school week for teachers and students, including schedules for staff and students, individual assignments and responsibilities of the schedule for the week.	
	Family Engagement	Participants will be able to articulate why family engagement is important, what their role is using specific family engagement tools, and identify how they will build relationships with their students and families.	
	Arrival/Dismissal & Transitions	Staff will be able to articulate the Arrival and Dismissal process for staff and students, along with the expectations for transitions throughout the day/restroom breaks/brain breaks/etc.	
	Calling Families and Individual Planning for Exemplar Responses and Know/Do/Access Charts	Staff will be able to finalize each parent's choice for the upcoming school year, either in person or online learning.	
	Arrival/Dismissal & Transitions		
	Calling Families and Individual Planning for Exemplar Responses and Know/Do/Access Charts	Staff will be able to articulate the Arrival and Dismissal process for staff and students, along with the expectations for transitions throughout the day/restroom breaks/brain breaks/etc.	
	Move This World	Staff will be able to finalize each parent's choice for the upcoming school year, either in person or online learning.	
	Health Procedures & Sanitation	Participants will be able to: - Internalize and articulate the importance of Social Emotional Learning (SEL) and the impact on students and families.	

	Meet The Teacher Night		<ul style="list-style-type: none"> - Understand the components of Move This World. - Log in and navigate the “Move This World” website. - Identify and follow next steps for the implementation of the program on campus.
			Staff will begin the process for classroom sanitation, safety requirements, screener preparation, COVID reporting, front office, teacher daily operations.
	Attendance & Grading		Staff will finalize their Meet The Teacher presentations for online platforms and practice their session with their Grade Team members.
	Teacher & Student Procedures for 1:1		
	Special Populations		Staff will understand the process to submit attendance (especially when communication happens outside of TEAMS) and grading policy/expectations.
	Meals in Classroom		Participants will be able to explain IDEA's 1:1 model and how it will benefits students, and plan & practice delivering a lesson to students explaining procedures for using computers.
	Meet The Teacher Night - Option 1		Participants will be able to explain the overview of special education, 504, and ELL programs; general education/special programs roles & responsibilities; and special programs informational protocol.
	Teacher & Student Procedures for 1:1		Participants will articulate and practice serving meals in their classrooms, both for breakfast and lunch.
	Special Populations		Staff will begin to build strong relationships with families throughout their virtual event with parents and students. - take attendance of each family
			Participants will be able to explain IDEA's 1:1 model and how it will benefits students, and plan & practice delivering a lesson to students explaining procedures for using computers.
	Week 1 Student Culture Camp		Participants will be able to explain the overview of special education, 504, and ELL programs; general education/special programs roles & responsibilities; and special programs informational protocol.
	Week 1 Student Culture Camp		
	Week 1 Student Culture Camp		Participants will be able to plan and practice delivering culture camp lessons.
	Refresher on Planning (Exemplar Responses + Know/Do/Access)		

	Meet The Teacher Night - Option 2		Participants will be able to plan and practice delivering culture camp lessons.	
	Campus Parade - Welcome Back		Participants will be able to plan and practice delivering culture camp lessons.	
			Staff will be able to plan for their instructional weeks to come with the end in mind by completing their 1st Unit Exam Exemplar Responses, Know/Do/Access points for Unit 1, etc.	
	BOY OPS & Crisis Management		Staff will begin to build strong relationships with families throughout their virtual event with parents and students. - take attendance of each family	
	Teambuilding + 1st Day Practice		Staff will begin to build strong relationships with families and build excitement to start the school year, whether virtually or in-person	
			Will include intro to facilities team, health services & tech support, BOY Ops, Crisis Management. Introduction should happen earlier in the week though.	
August Tuesday PD			All new & returning staff members will build trust amongst each other through an online platform or abiding by safety protocols.	
	Expectations for Virtual Parent Meetings		Participants will be able to explain best practices for leading parent meetings through Teams.	
	CNP Civil Rights Training		Participants will be able to explain the civil rights requirements for our Child Nutrition Program. Note: This is a required compliance training for anyone who distributes CNP meals.	
	Teachboost Introduction for Teachers		Participants will be able to explain the purpose of TeachBoost and how it will be used, and be able to access their account.	
	Introduction to Illuminate		Participants will be able to explain and access the features of Illuminate.	
	Round 1 Goal Setting		Participants will be able to explain the purpose and process for Goal Setting.	

	Advancing on the Teacher Career Pathway		Participants will be able to explain how Teacher Career Pathway (TCP) placements are determined, and how to set goals to improve on the TCP.	
	<input type="checkbox"/> Aug. 11th <input type="checkbox"/> Aug. 18th <input type="checkbox"/> Aug. 25th		<p>StaffWBAT call parents and have difficult conversations to draw more students to campus/online instruction.</p> <p>StaffWBAT log in to kickboard and input student behaviors.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>	
September	<input type="checkbox"/> Sept. 8th - GTM (with Lead Team Present) – Crucial/Difficult Conversations & Field Lesson Plans/Meetings <input type="checkbox"/> Sept. 15th - CM (Content Leader Driven with Lesson Planning and Objective-Assessment & Exemplar Response – Key Points & Study Guides for each content) & Unit Study Guides & Unpacking the Standard with Contents <input type="checkbox"/> Sept. 22nd - PD Whole School (Focus on Culture Rubric & Field Lesson logistics) Teachers predict UE performance (send out template) <input type="checkbox"/> Sept. 29th – Staff Home-Visits (Persistence and ADA updates)		<p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p> <p>StaffWBAT plan for field lesson parent meetings and create the agenda for the field lessons.</p> <p>StaffWBAT construct review guides for their content teams.</p> <p>StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP</p> <p>StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level.</p> <p>StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>	
October	<input type="checkbox"/> Oct. 6th - GTM (Focus on Culture Rubric & Teachers present IA#1 Data to Grade Teams & Field Lesson Planning) <input type="checkbox"/> Oct. 13th - CM (Teachers present data on IA#1 & solidify plans for Semester Exams & Small group planning/execution for ELA & Math)		<p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p> <p>StaffWBAT plan for field lesson parent meetings and create the agenda for the field lessons.</p> <p>StaffWBAT construct review guides for their content teams.</p> <p>StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP</p>	

	<p><input type="checkbox"/> Oct. 20th- PD for Whole Staff (based on Culture Rubric or Staff/Student Safety/Teachboost ratings on GET) Unit Assessments (ELA, History, Mathematics & Science) & Data Analysis Meetings (Guided Discourse & Modelling) over UE's & Re-teaching</p> <p><input type="checkbox"/> Oct. 27th - Staff Home-Visits (Persistence and ADA updates)</p>	<p>StaffWBAT create a plan for small group teaching in their class to help meet students at their current level of performance. Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level.</p> <p>StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>
November	<p><input type="checkbox"/> Nov. 10th- CM Data report templates and analysis/action plans (send out templates) PD for Whole Staff (Lesson Planning session & predicting Semester Exam performance)</p> <p><input type="checkbox"/> Nov. 17th - Whole School PD Field Lesson finalize/Culture/Lesson Planning/EIR/C^3</p> <p><input type="checkbox"/> Nov. 24th – Thanksgiving Break</p>	<p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p> <p>StaffWBAT plan for field lesson parent meetings and create the agenda for the field lessons.</p> <p>StaffWBAT construct review guides for their content teams. StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP StaffWBAT create a plan for small group teaching in their class to help meet students at their current level of performance. Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level.</p> <p>StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>
December	<p><input type="checkbox"/> Dec. 1st – GTM Field Lesson Plans/Growth Goals/Culture Reset Plan for January</p> <p><input type="checkbox"/> Dec. 8th – CT</p>	<p>StaffWBAT plan growth goal conversations with students for their STAAR exams so that they can plan to meet goals on Unit Exams throughout the year.</p> <p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p>

	<p>Data Conversation prep for Mock/Semester Exams</p> <ul style="list-style-type: none"> ❑ Dec. 15th – Whole School Winter Party/Christmas Party ❑ Dec. 22nd - Winter/Christmas Break ❑ Dec. 29th - Winter/Christmas Break 	<p>StaffWBAT plan for field lesson parent meetings and create the agenda for the field lessons.</p> <p>StaffWBAT construct review guides for their content teams. StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP StaffWBAT create a plan for small group teaching in their class to help meet students at their current level of performance. Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level.</p> <p>StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>
January	<ul style="list-style-type: none"> ❑ Jan 4th – Whole School PD or Course Collaboration ❑ Jan. 5th - Whole School PD (Finalize Field Lesson Plans/Home-Visits/Unit Review Guides/Culture Reset/Data Meetings over Unit Exams or 2 x 2's, Top Golf) or Course Collaboration ❑ Jan. 12th – GTM (Finalize Field Lesson plans & Culture Planning for re-set in specific areas) ❑ Jan. 19th – CT Plan for Semester 2 and Review Guides PD in Content Teams (ELA focuses on plan for Writing and Reading IA's, the rest focus on specific content skills) 	<p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p> <p>StaffWBAT plan for field lesson parent meetings and create the agenda for the field lessons.</p> <p>StaffWBAT construct review guides for their content teams. StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP StaffWBAT create a plan for small group teaching in their class to help meet students at their current level of performance. Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level.</p> <p>StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p>

	<p>❑ Jan. 26th - Whole School PD TELPAS/EL Process & Revisiting SPED & Testing Procedures</p>	<p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p> <p>StaffWBAT articulate the EL/TELPAS process & plan to incorporate the TELPAS into their classroom.</p> <p>StaffWBAT analyze their current strategy for EL students and revise their plan to better meet the needs of their students.</p>
February	<p>❑ Feb. 2nd – Staff Home-Visits (Student Persistence and ADA updates) or time to meet with possible retention students</p> <p>❑ Feb. 9th - GTM (Culture Rubric findings and planning and GT team building @ Top Golf)</p> <p>❑ Feb. 16th – CM Data Analysis Meetings over UE's & Re-teaching for 7th Writing and 8th Reading STAAR Mastery Machine PD in Content Teams (Data Presentation and Planning as a team for ELA)</p> <p>❑ Feb. 23rd - PD for Whole Staff (TELPAS/EL process & Welcome To IDEA & Testing Procedures)</p>	<p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p> <p>StaffWBAT build team unity through events with each other.</p> <p>StaffWBAT plan for field lesson parent meetings and create the agenda for the field lessons.</p> <p>StaffWBAT construct review guides for their content teams. StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP StaffWBAT create a plan for small group teaching in their class to help meet students at their current level of performance. Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level.</p> <p>StaffWBAT plan for Welcome To IDEA and practice sessions for Welcome To IDEA.</p> <p>StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p> <p>StaffWBAT articulate the EL/TELPAS process & plan to incorporate the TELPAS into their classroom.</p> <p>StaffWBAT analyze their current strategy for EL students and revise their plan to better meet the needs of their students.</p>

March	<ul style="list-style-type: none"> ❑ Mar. 2nd- Staff Home-Visits (Student Persistence and ADA updates) ❑ Mar. 9th - GTM Culture Plan, Tutoring, STAAR Mastery Machine, and Kickboard analysis and End of Year Awards. ❑ Mar. 16th – Spring Break ❑ Mar. 23rd - CM Data Analysis Meetings over IA's & Re-teaching for Mathematics, History, Science and 6th/7th Reading STAAR Mastery Machine ❑ Mar. 30th - PD for Whole Staff (EOC/STAAR testing plan and signing of oaths, Summer School Plan) 	<p>StaffWBAT utilize a framework to speak with colleagues when emotions run high by practicing a conversation with a peer.</p> <p>StaffWBAT build team unity through events with each other.</p> <p>StaffWBAT plan for End Of Year Awards and build rationale for specific students to earn an awards. StaffWBAT analyze the culture rubric & plan to incorporate areas of concern in their grade level. StaffWBAT analyze behaviors tracked in kickboard and create a plan to execute on behaviors they want to track in future weeks.</p> <p>StaffWBAT construct review guides for their content teams. StaffWBAT backwards plan for a Unit Exam and analyze their lesson plans for OAAERKP StaffWBAT create a plan for small group teaching in their class to help meet students at their current level of performance. Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p> <p>StaffWBAT articulate the STAAR/EOC testing schedule and process to ensure there is a stellar testing environment for our students.</p> <p>StaffWBAT analyze their current strategy for EL students and revise their plan to better meet the needs of their students.</p>
April	<ul style="list-style-type: none"> ❑ April 6th - Staff Home-Visits (Student Persistence and ADA updates) ❑ April 13th- Whole School PD – EOY Awards STAAR (State) Tests (7th Writing & 8th Reading) ❑ April 20th- GTM (Culture Rubric findings and planning for EOY awards) ❑ April 27th – CM 	<p>Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p> <p>StaffWBAT plan for summer school and courses desired to teach for summer school.</p> <p>StaffWBAT articulate the STAAR/EOC testing schedule and process to ensure there is a stellar testing environment for our students.</p> <p>StaffWBAT articulate the end of the year checkout process and the consequences if the process isn't adhered to.</p>

	<p>Data Analysis Meetings over STAAR Reading 8th & Re-teaching for 8th Reading & Summer School Lists formed</p> <p>1.</p>	<p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>
May	<ul style="list-style-type: none"> <input type="checkbox"/> May 4th – PD for the Whole Staff (Plan for STAAR, EOY Check out process & Summer School) <input type="checkbox"/> May 11th - Staff Home-Visits (Student Persistence and ADA updates) <input type="checkbox"/> May 18th – GTM <p>PD in Grade Teams (EOY Celebrations in Grade Teams)</p> <p>STAAR (State) Testing Window (Biology & Algebra 1) Staff Home-Visits (Student Persistence and ADA updates)</p> <ul style="list-style-type: none"> <input type="checkbox"/> May 25th - Ending Week of School – No PD <p>2. Summer School Planning and Expectations – working on Summer School items</p>	<p>Staff will be able to analyze the performance of their department and create a plan to move forward to close student gaps AND accelerate top performing students.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p> <p>StaffWBAT articulate the STAAR/EOC testing schedule and process to ensure there is a stellar testing environment for our students.</p> <p>StaffWBAT articulate the end of the year checkout process and the consequences if the process isn't adhered to.</p> <p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p>
June	<ul style="list-style-type: none"> <input type="checkbox"/> 1- 1st Week of Summer School <input type="checkbox"/> 2- PD for new staff members with Culture items (TBD) <input type="checkbox"/> 3- PD for new staff members with teaching pedagogy in classrooms 4- STAAR (State) Testing Window for re-takes (Algebra 1, 8th Reading, Algebra 2 & Biology) 	<p>StaffWBAT build relationships with parents and students to help increase grades/work ethic/behavior/attendance.</p> <p>StaffWBAT articulate summer school expectations and culture expectations for students in summer school.</p>
July	<ul style="list-style-type: none"> <input type="checkbox"/> 1- Summer Break <input type="checkbox"/> 2- Summer Break 	<p>StaffWBAT execute culture lessons for new students and articulate expectations for incoming grade levels.</p>

	<input type="checkbox"/> 3- All New Staff and 6 th grade team PD for Culture Camp 3. 4- Staff Family Visits - (Student Persistence)	
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Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

November 3rd – ½ Day Campus Led PD (Voting time for staff to go and vote – GRADE TEAM MEETING TIME - Move This World – ACT boot camp – EL/SPED Accommodations)

December 18th – ½ Day Campus Led PD (Semester Exam Data Conversation Execution and Planning, Analyzing Semester Exams, Parent Conferences)

IDEA Public Schools

Owassa College Preparatory



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA Owassa we provide a dynamic learning experience that encourages critical thinking, inspires confidence, and nurtures the intellectual and social and emotional development necessary for success in college, career, and life.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	SPED/CSI
Stevie Luera (Principal) Braulio Barranco (Asst. Principal of Instruction) Sergio Cruz (Asst. Principal of Operation)	Julissa Rodriguez (Academic Counselor)	Rebecca Ramos (CSI) Melissa Tan Cantu (Sped) Erika Castillo (Sped)
6 th Grade	7 th Grade	8 th Grade
Brenda Rodriguez (ELA GTL) Ruben Martinez (Math) Destiny Bernal (Science) Glory Pruneda (AR/Hotspot)	Roseanglea Hartford (ELA) Viviana Martinez (Math) Kevin Richards (History)	Melissa Estorga (History, GTL) Charlene Gutierrez (Science) Nadia Rosas (Spanish) Jorge Ceballos (Algebra) Amber Garza (ELA)
Physical Education		
Oscar Sarmiento		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Noe Villa (AR/Hotspot) Genesis Lopez (6 th Grade Math Support) Patricia Rugerio (7 th Grade Math/Reading Support)		Alyssa Villareal (Front Office Clerk) Jude Ibarra (Business Clerk)
Operations Staff	Temporary Staff	

Operations Staff

Nathaniel Pacheco	Facilities Manager
Maria Magdalena	Custodian
Juanita Rodriguez	Custodian
Rosendo Perez	Custodian
Sonia Sandoval	Custodian
Luis Garcia	Transportation Manager
Javier Perez Hernandez	Bus Driver
Rogelio Elizondo	Bus Driver
Rogelio Zandoval	Bus Driver
Arturo Lopez	Bus Driver
Edwin Ortiz	Bus Driver
Dora Guerrero	Bus Driver
Yessenia Hernandez	Cafeteria Manager
Baldomero Briseno	Cafeteria Asst
Maria Aracely Garcia	Cafeteria Asst
Amalia Narvaez	Cook
Romelia Trevino	Cook
Leticia Belmares	Cook
Maria Garcia	Cook
Susana Gonzalez	Cook
Sonia Luevano	Cook

Luis Castro	Lunch Monitor
Jisela Salinas	Lunch Monitor
Evelyn Arranda	Lunch Monitor

Jerry Garcia	Security
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Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	118,840
164	State Compensatory	2,189,144
404	Accelerated Reader/Math	381,772
165	State Bilingual	66,537
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	50,219
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	9,618

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	202	100%
At Risk		
SPED	15	7%
F.A.R.M.		
ELL	122	60%
Male	105	52%
Female	97	48%
Amer. Indian	0	0%
Asian	3	1%
Black	0	0%
White	5	2%
Hispanic	193	95%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Branda Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Roseangela Hartford 2. Rebecca Ramos 3. Kevin Richards 	<p>Committee Chair(s): Ruben Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jorge Ceballos 2. Viviana Martinez 3. Geneses Lopez
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Destiny Bernal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Charlene Gutierrez 	<p>Committee Chair(s): Rebecca Ramos</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Melissa Tan – Cantu 2. Erika Castillo
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Julissa Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Patty rugerio 2. Destiny Bernal 3. Ruebn Martinez 	<p>Committee Chair(s): Braulio Barranco</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Stevie Luera 2. Sergio Cruz

New Initiatives

- Social emotional curriculum
- C3 Avid College Culture
- Content math alignment Saturday schools
- Math Camps
- Reading Camps
- Online community involvement
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Continuing Initiatives

- **Stem Night**
- **House system**
- **Family Involvement**
- **College first**
- **Drumline**
- **UIL**
- **Stem Camps**

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Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/3/20	State of the School	Campus Design
8/3/20	Our Plan for a Strong Start	Campus designs. Include overview of a school week for teachers and students (schedules, assignments, responsibilities)
8/4/20	BOY Ops & Crisis Management	Final session posted July 15. Will include intro to facilities team, health services & tech support, BOY Ops, Crisis Management
9/29/20	Health Procedures & Sanitation	Final session posted July 15. Will include classroom sanitation, safety requirements, screener preparation, COVID reporting, front office, teacher daily operations.
8/7/20	Arrival/Dismissal & Transitions	Final session posted July 15. Will include arrival and dismissal, transitions.
8/4/20	Attendance & Grading	Final session posted July 15. Will include attendance and grading information.
8/7/20	Meals in the Classroom	Final session posted July 15. Will include information about serving meals in classrooms.
8/4/20	Teacher & Student Procedures for 1:1	Participants will be able to explain IDEA's 1:1 model and how it will benefit students, and plan & practice delivering a lesson to students explaining procedures for using computers.
8/7/20	Special Populations	Participants will be able to explain the overview of special education, 504, and ELL programs; general education/special programs roles & responsibilities; and special programs informational protocol.
8/3/20	Family Engagement	Participants will be able to articulate why family engagement is important, what their role is using specific family engagement tools, and identify how they will build relationships with their students and families.
8/7/20	Move This World	Participants will be able to: Internalize and articulate the importance of Social Emotional Learning (SEL) and the impact on students and families. Understand the components of Move This World.

		Log in and navigate the “Move This World” website. Identify and follow next steps for the implementation of the program on campus.
8/6/20	Week 1 Student Culture Camp	Participants will be able to plan and practice delivering culture camp lessons.
8/7/20	Advancing on the Teacher Career Pathway	Participants will be able to explain how Teacher Career Pathway (TCP) placements are determined, and how to set goals to improve on the TCP.
8/7/20	Introduction to Illuminate	Participants will be able to explain and access the features of Illuminate.
8/7/20	Teach Boost Introduction for Teachers	Participants will be able to explain the purpose of Teach Boost and how it will be used and be able to access their account.
8/4/20	CNP Civil Rights Training	Participants will be able to explain the civil rights requirements for our Child Nutrition Program.
8/3/20	Expectations for Virtual Parent Meetings	Participants will be able to explain best practices for leading parent meetings through Teams.
8/11/20	First Day Update and Expectations and Procedure Practice	Teacher will update on glows and grows and practice first day expectations that were taught to them during summer PD.
08/18/20	Develop Effective Lesson plans	Teachers will develop the foundation of an effective lesson rooted on what students need to learn.
08/25/20	Writing Precise learning Objective (LP PT 2)	Teachers will learn to right an objective that tis data driven and aligned with district curriculum.
09/01/20	I do Scripting (LP PT 3)	Teachers will make IDO that is aligned to exit ticket and directly aligned with the district objective.
09/08/20	Giving Precise Classroom Instruction (economy of language.)	Teachers will practice giving instruction using the language of economy and will script instruction using 5 words.
09/15/20	Growing Teacher Radar	Teachers will learn to know when students are off task and scan the room for on task behavior. Teacher will practice with each other scanning the room.
09/22/20	When do you need a whole class reset, and how to properly do it?	Teachers will be able to plan and practice implementing whole class reset when the classroom is ither in disarray or in need of a shift.
09/29/20	Writing exemplars.	Teacher will learn how to create an exemplar they can use to check students during independent practice.
10/06/20	Overview on Aggressive Monitoring	Teachers will be given and asked to produce for next meeting data on how they will monitor the students during independent work.

10/13/20	Use Data To Create a Seating chart. (AM Pt. 2)	Teachers will use data to create a seating chart that will make it easier to monitor those that don't need help ending with those that do.
10/20/20	Creating and Effective Pathway (AM PT. 3)	Teacher will use new seating charts to create a pathway that will allow them to maximize time when going around checking during independent practice.
10/27/20	Monitoring the quality of student work using pathway and exemplar. (AM PT4.)	Teacher will check answers against exemplar and track correct and incorrect answers and ensure that they stop the class and reteach.
11/03/20	Pen in Hand Technique	Teacher will learn how to effectively markup student work while aggressively monitoring and giving on the spot feedback.
11/10/20	Building Momentum	Teachers will give students a simple assignment and slowly increase the rigor and push the students to their potential.
11/17/20	Using pacing for Engagement	Teachers will use pacing to engage students and allow students to feel motivated through their voice and encouragement.
12/01/20	Increasing rate of questioning (PACING Pt 2)	Teacher will practice being efficient in CFU and questioning no more than two seconds after the question is given.
12/08/20	Using the Countdowns to increase student pacing (Pacing PT3)	Teachers will practice reading the room and practice with each other proper moments in which they can use 5.4.3.2.1...
12/15/20	Engaging all students through variety of strategies.	Teacher will be introduced to an overview of strategies on how to ensure that all student is participating including cold calls and turn and talks.
01/05/21	Positive Narration	Teachers will practice student encouragement and leading by example by positively encouraging the right things.
01/12/21	Responding to student learning needs	Teaching students to summarize and have the best evidence.
01/19/21	Check for whole Group Understanding	Teacher will practice strategies like poling the rooms and other strategies that will allow them to understand the learning in the room.
02/09/21	Reteaching 1 to 1 model	Teacher will practice small group intervention.
02/23/21	Model Thinking IDO YODO (REteahc Part 2)	Allow for students to practice with guidance
03/02/21	Staar Readiness and online resources	Teacher will get training on all the resources the district offers to ensure success of every student
03/23/21	Mastery Machine Setup	Teachers will create a plan of how they will they will create their mastery machine using data.
04/05/21	Mastery Machine (PT.2)	Teacher will be given templates resources and trackers on how to effectively track progress of mastery machine teks.
04/19/21	Using IQ on Lead Foward	Teachers will be provided with one last resources on how to check and discuss for answers when the student gets things wrong.
05/11/21	Avoiding the summer slide	Teachers will get resources on things to assign for the student after staar and during the summer,

IDEA Public Schools

IDEA Parmer Park College Preparatory



2020 – 2021 Student Achievement Improvement Plan

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Parmer Park exists to create the conditions in which students are empowered to open doors for themselves and others through excellence and empathy. Students, staff, and families at IDEA Parmer Park care deeply about one another, hold themselves and others to a high bar of excellence, and are empowered to make change.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

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2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

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3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Katie Christon – Principal Will Hardaway – Assistant Principal of Operations	Natalie Hardaway – Academic Counselor	Shanna Goins – Intervention Sharon Stanton – Intervention
6 th Grade	Physical	
Ceci Garcia – 6 th ELA Hillary Washington – 6 th Math Ronnie Rios – 6 th Science + Social Studies	Joey Williamson - PE	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Tiffany Williamson – Hotspot Courtney Polhemus – AR Zone		Priscilla Quintero – Business Clerk Verenith Munoz – Receptionist Demetria Jones – Testing Coordinator Griselda Sandoval – Administrative Assistant
Operations Staff	Temporary Staff	
Sarah Surita – SIS/Registrar Isaac Cazares – Facilities Manager Jori Serrano – Cafeteria Manager Lamy Chouika – Nurse Pompeo Mora Aurora Dominguez Eusebio Segovia Marisa Rodriguez Esperanza Ochoa Maureen Laboy Torres Sandra Salazar Ketia Roque		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Katie Christon – Principal Will Hardaway – Assistant Principal of Operations Natalie Hardaway – Academic Counselor	July 15 th , 2020	<ol style="list-style-type: none"> 1. Grade Level Leadership Roles & Responsibilities 2. 2019-2020 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp
	August 7, 2020	<ol style="list-style-type: none"> 1. GTL Priorities and Responsibilities
	August 3-6	<ol style="list-style-type: none"> 1. BOY PD for teachers 2. Meet the teacher Night (August 7th)
	August 8-12	<ol style="list-style-type: none"> 1. Campus Priorities: Culture (GET 2B and 2C) and Exemplars 2. Daily culture rounds 3. Annual Calendar Review
	September 10-14	<ol style="list-style-type: none"> 1. Campus Priority; Tracking 2. Fall Festival 3. Culture Rubric-Priority Area
	September 17 th	<ol style="list-style-type: none"> 1. Just a G
	October 16 th	<ol style="list-style-type: none"> 1. Talent Review 2. PTG Q1 3. Campus Priority
	November 13	<ol style="list-style-type: none"> 1. PTG Q2 2. Culture Rubric- Priority Area
	December 11	<ol style="list-style-type: none"> 1. Q2 Report Card Night 2. Culture Rubric-Priority Area
	January 22	<ol style="list-style-type: none"> 1. PTG Q3 2. Curriculum Night 3. 2020-2021 Budget 4. Culture Rubric-Priority Area
	February 19	<ol style="list-style-type: none"> 1. Budget Priorities 2020-2021 2. Spring Dance 3. Culture Rubric-Priority Area
	March 12 th	<ol style="list-style-type: none"> 2. Q3 Report Card Night 3. Culture Rubric –Priority Area
	April 16 th	<ol style="list-style-type: none"> 4. EOY Award Ceremonies 5. Culture Rubric-Priority Area
	May 14 th	<ol style="list-style-type: none"> 1. End-of-year Celebration 2. Field Day 3. Summer Student Persistence Plan 6. Summer Barbecue

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
164	State Compensatory	1,454,980
404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	4,332

Total

IDEA Parmer Park College Prep

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	120	
At Risk	59	50.83
SPED	13	89.17
F.A.R.M.	100	16.67
ELL	59	50.83
Male	61	49.17
Female	59	50.83
Amer. Indian	0	
Asian	7	94.17
Black	17	85.83
White	4	96.67
Hispanic	92	23.33

**As of April 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Ceci Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ronnie Rios 2. Hillary Washington 3. Sharon Stanton 4. Courtney Polhemus 	<p>Committee Chair(s): Ceci Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ronnie Rios 2. Hillary Washington 3. Sharon Stanton 4. Courtney Polhemus
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Ceci Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ronnie Rios 2. Hillary Washington 3. Sharon Stanton 4. Courtney Polhemus 	<p>Committee Chair(s): Natalie Hardaway</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Shanna Goins 2. Joey Williamson
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Katie Christon</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Natalie Hardaway 2. Ceci Garcia 3. Will Hardaway 	<p>Committee Chair(s): Natalie Hardaway</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Shanna Goins 2. Joey Williamson

New Initiatives

- Specific support to special populations by our SPED team
- Double Down: Critical students will now receive up to 3 hours a day in Math and ELA.
- Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning.
- Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development.
- Include GTL's during instructional and culture walkthroughs
- DI for Intervention (Decoding & Corrective Math)
- Increase Parent Involvement and community by hosting quarterly parent socials
- Consistent LP Feedback
- Cultural Rounds specific to the GET Power Rows and coaching to proficient.

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Continuing Initiatives

- Continuing Curriculum (Wit and Wisdom, CSI math and reading)
- Use of mastery machine during STAAR season
- Implementation of TEACHBOOST to both Coach and Develop teachers
- Continue lead team morning huddles
- GET rubric scope and sequence for new teachers.
- SLL scope and sequence for leader development
- Positive recognition program for Academic Growth
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Staff Development

Date	Session Title/Topic	Session Objective(s)
July 24 – August 1	New Teacher Institute	Introduce new to IDEA teachers to IDEA culture and academic approach
8/10	Goal Setting	Staff will start off the beginning of the year and every professional relationship with a clear understanding of their goals and how they plan to meet and/or achieve them.
8/27	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
9/3	Individual Student Trackers	Teachers will learn how to create BWA and unit exam trackers and also create individual student trackers
9/10	Grade Team Strategy Meeting: Curriculum Night	The staff, by grade level, strategize and plan sessions for Curriculum Night.
9/17	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends. Each grade level will plan for the Fall Festival, one of our Parent Engagement events.
9/24	SIOP Strategy	The MoPa Academy staff will review the safety criteria for the different actions staff take during the various school drills.
10/1	Crafting Exemplars	TWBAT practice creating exemplars for daily practice and assessments given to students and receive feedback
10/8	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
10/15	Leader Trust Surveys	TWBAT survey and give feedback to CP leaders.
10/22	Q1 PTG & TCP Recognitions	The CP staff will review current progress to goals. The staff will be recognized for their TCP placement.
10/29	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/5	Thanksgiving Dinner & Teambuilding	The Kyle CP staff will build community and celebrate Team and Family.
11/12	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/19	2 x2 Conversation	TWBAT learn about the 2x2 process and
12/3	Grade Team Strategy Meeting -Winter Dance	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends. The staff will help plan winter dane

12/10	Grade Team Strategy Meeting - Culture Camp/Data regroupings	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
12/24	Winter PD	Winter Break
12/31	Winter PD	Winter Break
1/7	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
1/14	Active Shooter/ELPS	TWBAT practice lockdown procedures
1/21	Report Card Night	TWBAT update parents on student progress
2/18	ELL Calibration	TWBAT rate TELPAS in practice rounds and calibrate
3/3	STAAR	All staff will be trained on STAAR protocol and how to prevent irregularities
3/31	Report Card Night	TWBAT update parents on student progress
4/14	High Quality Questioning	TWBAT incorporate high quality questioning into their reviews for STAAR
5/5	GTL Tactical: Awards	Grade teams will collaborate in order to designate student awards for the year
5/26	EOY PTG	Staff will conduct a PTG of yearly operating mechanisms in order to make adjustments for the following year.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Pflugerville College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Katherine Banghart Sofia Cifuentes Caitlin Riojas Julia Ruiz Dwayne Shorter William Johnson	Sofia Cifuentes Caitlin Riojas	David Tucker Tameka Thomas Willman Compton Travis Sills Loren McDaniels Christine Phan
6 th Grade	7 th Grade	8 th Grade
Hannah Orth Kenneth Velazco Myan Nelson Elizabeth Williams	Iesha Williams Diana Dominguez Mee-Lai Alvarado Elizabeth Williams	Douglas Horton Breona Perez Jordan Williams Ciclalik Lopez
Physical Education		
Amie Coleman		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
N/a		Jessica Vasquez
Operations Staff	Temporary Staff	
Dwayne Shorter Laudan Vigil Sandra Ortiz Matasha Green Crystal Garcia Ron Arguello Julio Arguello Lupita Robles Sofia Garcia		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Katherine Banghart Sofia Cifuentes Caitlin Riojas Julia Ruiz Dwayne Shorter Will Johnson Hannah Orth Amie Coleman Douglas Horton	September 5, 2020	1. School Culture Review 2. Staff Retention Strategy 3. Cross-Curricular Project Planning 4. Preparing for PTG
	October 7, 2020	1. School Culture Review 2. Staff and Student Retention Strategies 3. Athletics and After School Activities 4. Literacy Evaluation 5. ADA Incentives
	November 10, 2020	1. School Culture Review 2. Technology Updates and Needs 3. Writing Evaluation
	December 8, 2020	1. School Culture Review 2. GPTW Deep Dive 3. Social Worker Update 4. Vocabulary Evaluation
	January 12, 2021	1. School Culture Review 2. Semester 1 Progress to Goals 3. Staffing Plan for Next Year/Interviews 4. Staff and Student Retention 5. TELPAS
	February 10, 2021	1. School Culture Review 2. Literacy Choices 3. STAAR
	March 10, 2021	1. School Culture Review 2. Course offerings 3. Progress to Goals
	April 14, 2021	1. School Culture Review 2. EOY Planning

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	118,840
164	State Compensatory	2,189,144
404	Accelerated Reader/Math	381,772
165	State Bilingual	66,537
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	10,058

Total

IDEA Pflugerville College Prep

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	246	
At Risk	141	57%
SPED	34	14%
F.A.R.M.	184	75%
ELL	137	56%
Male	97	39%
Female	149	61%
Amer. Indian	1	.41%
Asian	18	7.32%
Black	24	9.76%
White	23	9.35%
Hispanic	175	71.14%

**As of April 2016*

Campus Committees

English Language Arts	Math
Committee Chair(s): Iesha Williams Committee Members: <ol style="list-style-type: none">1. Hannah Orth2. Diana Dominguez3. Breona Perez	Committee Chair(s): Douglas Horton Committee Members: <ol style="list-style-type: none">1. Myan Nelson2. Mai-Lee Alvarado
School Culture and Climate	
	Committee Chair(s): Caitlin Riojas Committee Members: <ol style="list-style-type: none">1. Amie Coleman2. Travis Sills3. Hannah Orth4. Douglas Horton5. Diana Dominguez6. Iesha Williams
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Kate Banghart Committee Members: <ol style="list-style-type: none">1. Julia Ruiz2. Caitlin Riojas3. Will Johnson4. Sofia Cifuentes	Committee Chair(s): Sofia Cifuentes Committee Members: <ol style="list-style-type: none">1. David Tucker2. Kenneth Velazco

New Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none">• Yearlong strategy teams (selected by staff) for specific campus-identified areas of growth• Cross-curricular writing instruction• Cross-curricular vocabulary instruction• Social Emotional Learning programming and training for staff• Summer reading assignment for staff around school culture | <ul style="list-style-type: none">• Developing our elective programming• Academy and College Prep monthly meetings to increase cross-campus collaboration• Grade Team Leader development trajectory and scorecard• SPED Manager/interventionist role |
|--|---|

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Building student culture around Word Masters & Royal Readers to increase culture of love of reading• Grade team tacticals and morning huddles• Homeroom culture building• Staff appreciation | <ul style="list-style-type: none">• ADA incentives• Growing our Athletic Program• Weekly whole school celebrations• Weekly or twice weekly grade level community meetings• Weekly staff PD |
|---|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/18/2020	Grade Level Teams: Streamlining Online Learning and Cross Curricular Projects	Teams will evaluate quality of learning during first week of school, begin outlining their Q1 cross curricular project, and calendar important deadlines for the project.
8/25/2020	Social Emotional Learning: Community Circles	Teachers will be able to articulate the qualities of a community-building-focused Community Circle
9/1/2020	Content Teams: Tracking and Vocabulary in your content	Teachers will norm on how to track student success in their content. Teachers will create a plan to integrate weekly vocabulary learning into their course and assess student mastery.
9/8/2020	Grade Level Teams: Cross Curricular Project and Virtual Parent Meetings	Grade levels finalize the rubric and plan for their Q1 cross-content project. Grade level leaders will explain expectations for virtual parent meetings and plan any outstanding meetings.
9/15/2020	Social Emotional Learning: Move the World Curriculum	Teachers will create meaningful in-class connections to our SEL Curriculum.
9/29/2020	Content Teams: Writing in your content	Teachers will design content-specific writing instruction that will teach students strong two sentence responses for their course. They will also decide how to give feedback
10/13/2020	Grade Level Teams: Evaluating progress so far	Grade level teams will share content-specific data and plan targeted remediation for students.
10/20/2020	Social Emotional Learning: Evaluating school culture so far	Teachers will use LMS data to evaluate equity in our school culture so far and our successes.
10/27/2020	Content Teams: Writing	Teachers will design content specific paragraph writing response activities and criteria for success. Teachers will norm on grading.
11/03/2020	Strategy Meetings	Teachers will meet in their strategy teams to determine year-end goals.
11/10/2020	Grade Level Teams: PTG	Teams will review school wide metrics and plan grade-level next steps.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Pharr College Preparatory



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Pharr College Preparatory offers a world class education to the underserved students of the Upper Rio Grande Valley. Through the unique combination of a STEM education, character development through Emotional Intelligence training, and a focus on building students' habits of mind, Pharr College Prep aims to close the college completion gap for low-income students by ensuring they are truly college ready.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Electives
Cecilia Gallagher Marissa Garza Christina Marnell Diana Iverson Soraida Hernandez Aida Martinez	San Juanita Magana Priscilla Trejo San Juanita Ruiz Carla Olivarez	Denise Ysasi Bianca Avila Sinai Lopez Joseph Trevino Michelle Gallegos Rolando Trejo Luzie Espinosa Giorgio Luna Gaspar Quintero Andrew Martinez
6 th Grade	7 th Grade	8 th Grade
Joseph Ulloa Alexandra San Miguel Hector Rodriguez	Joshua Lopez Brandi Valdez Teresa Casares Jehelly Barrera	Melissa Villarreal Eleuterio Moreno John Paul Regalado Dwight Gregory Ana Villarreal Crystal Evans
9 th Grade	10 th Grade	11 th Grade
Jennifer Castillo Jennifer Gutierrez Mauricio Lozano Teodoro Garcia	Alexander DiMauro Nathalie Farias Stephen Ramirez Sandra Huerta	Carlos Garza Alizandra Alonzo Abdelhalim Othman Evelyn Leal
12 th Grade	Physical Education	SPED
Daniel Loredó Olivia de Hoyos Michelle Vega Milam Smith	Under Electives	Sylvia Hinojosa Javier Lopez Kelsea Martinez

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Samantha Hernandez Marta Lopez	Maria West Joshua Trevino	Victoria Medrano Claudia Beattie Lilia Canales
Operations Staff	Temporary Staff	
Claudia Martinez Ariselma Cobb Javier Carreon	n/a	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Fernando Salinas (Principal)	9/1/20	1. Student and Staff Culture
Marissa Garza(Principal in Residence)	11/2/20	1. Progress Towards Goals Part 1
Christina Marnell(Assistant Principal of Instruction)	1/5/21	1. Family and Student Involvement
Latoya Spann (Assistant Principal of Instruction in Residence)	3/1/21	1. Staff Quality, Recruitment, and Retention
Priscilla Trejo (Director of College Counseling)	4/5/21	1. Progress Towards Goals Part 2
Carla Olivarez(Academic Counselor)		
Claudia Martinez (Assistant Principal of Operations)		
San Juanita Ruiz (College Counselor)		
Luzie Espinosa (College Counselor)		
Nathalie Farias (10 th grade GTL)		
Melissa Villarreal (Electives GTL)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	489,558
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	32,157

Total

IDEA PHARR COLLEGE PREP

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	756	
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Nathalie Farias</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alexandra San Miguel 2. Kassandra Mendoza 3. Jehely Barrera 4. Jennifer Gutierrez 5. Alizandra Alonso 6. Milam Smith 	<p>Committee Chair(s): Eleuterio Moreno</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Cintia Calvo 2. Brandi Valdez 3. Jennifer Castillo 4. Gaspar Quintero 5. Carlos Garza 6. Daniel Loredó
Science	School Culture and Climate
<p>Committee Chair(s): Abdal Othman</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Myrna Lopez 2. Oneida Balboa 3. Hector Rodriguez 4. Rolando Trejo 5. Susana Arguelles 6. Olivia de Hoyos 	<p>Committee Chair(s): Maria West</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Joshua Trevino 2. Victoria Papacek 3. Sylvia Hinojosa
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Fernando Salinas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Claudia Martinez 2. Marissa Garza 3. Priscilla Davila 4. Melissa Villarreal 	<p>Committee Chair(s): Carla Olivarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. San Juanita Ruiz 2. Priscilla Trejo 3. Soraida Hernandez 4. Claudia Martinez

Humanities	
Committee Chair(s): Stephen Ramirez Committee Members: <ol style="list-style-type: none"> 1. Juanita Pena 2. Dwight Gregory 3. Teodoro Garcia 4. Evelyn Leal 5. Michelle Vega 	

New Initiatives	
<ul style="list-style-type: none"> • Implementation of Engineering Elective and Robotics Club after school. • Restructure HS and MS morning meetings and HS pep rallies to build school pride. • Provide remediation to students who need support in passing TSI exams through electives courses in high school • Use of Pear Deck for virtual learning engagement • Use of TEAMS for staff collaboration 	<ul style="list-style-type: none"> • Weekly practice clinics for all teachers needing extra support in mastering their GET proficiency. • Saturday academies for students on the cusp of getting Masters on their state exams and becoming AP Scholars. • Implementation of biweekly Clubs during the school day for HS and MS students.
Continuing Initiatives	

- | | |
|---|--|
| <ul style="list-style-type: none"> • Restructure Monday Morning meeting to celebrate student success • Implement conference periods for Middle School teachers to provide more for lesson planning and coaching. • Addition of Socratic Seminar, HS AP Studio Art, Creative Writing, Yearbook, and Robotics as additional elective offerings. • Provide High School ELA and Math intervention for students not on track to graduate based on EOC scores. • Intervention program for middle school math using ALEKS. • Intervention program added to 8th grade in reading for struggling students. • Technology courses being offered for middle school math • Addition of Engineering for High School students as electives • Implementing pep rallies to build school spirit for high school. • Introduce REWARDS program in addition to current Direct Instruction intervention during elective class to struggling students. • Writing Portfolios in ALL ELA/Humanities classrooms. • Implement Wit and Wisdom reading curriculum in 7th and 8th grade to increase rigor of ELA courses • | <ul style="list-style-type: none"> • Introduction of parent curriculum nights by grade level to keep parents involved in curricular changes year by year. • Focus on instructional leaders to prioritize data driven instruction and weekly data conversations. • GET rubric scope and sequence for new teachers. • SLL scope and sequence for leader development • ELA campus annotation guide, to streamline how students should annotate with purpose • 9th grade Ivy League College Field Lessons • Hold 90/30 meetings on a monthly basis with students of academic concern. • Student of the Week and Core Value Award student celebration system. • Hold Quarterly Progress Toward Goals meetings with parents/guardians • ACT prep for Duke TIP student • Implementation of 21+ Cardigan induction for those students hitting their 21 on ACT and same for AP Scholars. • Addition of AP Computer Science, AP Statistics, AP Calculus, AP English Language, AP Physics, and AP US History |
|---|--|

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/17/20	Teacher Goal Setting	TWBAT articulate their plans for getting to proficient on GET 1.C and how to have Goal Setting Conversations with students
8/24/20	GET scope and sequence	TWBAT understand the GET power rows and scope and sequence for instructional coaching
8/31/20	Campus Systems and Procedures	TWBAT practice campus culture expectations around the First 5 Minutes, Morning Meeting, Entrance and Exit Procedures
9/14/20	Weekly Data Meetings	TWBAT learn how to analyze weekly data and break down standards
9/21/20	Aggressive Monitoring	TWBAT to use aggressive monitoring techniques during independent practice
9/28/20	Culture Rubric Reflection	TWBAT reflect on elements of strong academic culture and describe their classroom on the culture of achievement.
10/5/20	IA 1 Progress Towards Goals	TWBAT utilize IA 1 data to measure progress towards goals and create an action plan to close gaps.
10/19/20	Tracking Towards Mastery	TWBAT analyze student and teacher tracking systems and create action plans based on data.
10/26/20	Student Practice: Targeted Feedback	TWBAT describe systems to give effective feedback to students during practice daily.
11/2/20	Guided Discourse V Teacher Model	TWBAT practice teacher modeling and guided discourse as a means to reteach
11/9/20	Accountable Talk	TWBAT describe systems for accountable talk and implement strategies into upcoming lesson plan.
12/7/20	Remediation and Reteaching	TBWAT identify methods to provide remediation to struggling students
1/25/20	Domain 3	TWBAT identify students who are off track on Domain 3.
2/15/20	No Opt Out	TWBAT identify ways of ensuring students participate in class.
3/1/20	STAAR Alignment	TWBAT identify strategies to help students pass exam.
4/12/20	Mastery Machine	TWBAT create virtual mastery machine criteria for students.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.



IDEA Public Schools

IDEA Quest CP



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Principal – Mary Bell Garza-Arrezola PIR – Kym Sturdivant API – Marlene Caballero API – Dianne Rodriguez	DCC – Ana Carmona CC – Marisol Rodriguez CC – Marcos Silva AC – Darlyn Chapa	6 th grade Writing – Teresa Gomez 7 th grade Writing – Ricardo Hinojosa
6 th grade	7 th grade	8 th grade
ELA – Rochelle Sinder Math – Adanary Ramirez Science – Shane McClellan History – Kristina Rodriguez	ELA – Maria Medrano Math – Andrea Perez Science – Arcelia Sanchez History – Jose R. Ramirez	ELA – Jacqueline Medina Math – Yahaira Valadez Science – Jazmin Ochoa History – Robynn Olivarez
9 th grade	10 th grade	11 th grade
Eng. I – Gabriela Hinojosa Geometry – Angela Cabrera Biology – Ruth Winkler AP Human Geo. – Priscilla Barrera	Eng. II- Alondra Solis Geo/Alg. II. – Adriana Gracia Chemistry – Cristina Jaimes AP World History – Jose Ramirez	AP Eng. Lang. – Debra Thomas Alg. II/Pre-Cal. – Ani Garcia Physics – Jorge Perez AP U.S. History – Ashley Johnson
12 th grade	SpEd Teachers	Elective Teachers
AP Eng. Lit – Gregg Carter Pre-Cal./AP Cal. – Richard Charles AP Biology – Joni Vicinaiz Gov. & Economics – Molly Lane	Jorge Franco Ashley Ramos Lourdes Hidalgo Priscilla Whitten Jose Rodriguez	Art – Deborah Tyrrell Technology – Eli Infante Pharmacy: Alejandra Huerta Practical Writing – Aaron Baldwin AVID I – Gabriel Rodriguez AVID II – Krystal Rodriguez AVID III – Leonardo Rodriguez Spanish I – Yasmin Avitia Spanish II – Olga Cardoso-Vasquez Spanish III – Denisse Alvarado Spanish Lit./Lang. – Maria Teresa McClellan

Para-Professionals Campus Staff		
Co-Teachers	Operations Staff	Clerical/Technical
PE Co-Teacher – Ashley Garcia PE Co-Teacher – April Robles RRC – Marty Flores	APO - Dora Olivares Facilities Manager – Jesus Garza Transportation Manager – Eleazar Vital Cafeteria Manager – Rosario Colunga SIS Coordinator – Laila Alvarez Business Clerk – Rosa Garza Receptionist – Evelia Rodriguez Nurse - Roel Medina Enrollment Coordinator: Dora Jimenez	Admin. Assistant – Amanda Richards COS- Irene Bolainez
	Temporary Staff	
	N/A	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Mary Bell Garza-Arrezola, (Principal, Administration)	August 24, 2020	<ol style="list-style-type: none"> 1. Culture Lessons and Teacher/Student Expectations 2. Intervention Plan 3. After School Programming (21st Century Grant) 4. Goal Setting
Darlyn Chapa, (Academic Counselor, Administration)	October 22, 2020	<ol style="list-style-type: none"> 1. Review campus procedures (WW and after school tutoring) 2. Dress code concerns 3. Failure meetings (90/30 meetings) 4. Field Lesson parent meetings by grade level
Marlene Caballero, (Assistant Principal of Instruction, Administration)	December 14, 2020	<ol style="list-style-type: none"> 1. Professional development needs for Spring 2. Curriculum adjustments needed 3. Progress monitoring and mastery tracking
Diane Rodriguez, (Assistant Principal of Instruction, Administration)	March 24, 2021	<ol style="list-style-type: none"> 1. Planning End of Year events (Awards, banquets, college signing, graduation, Spring Fling)
Dora Olivares, (Assistant Principal of Operations, Administration)	April 22, 2021	<ol style="list-style-type: none"> 1. CNA training 2. Master scheduling needs and course offerings 3. Summer School needs and planning
Kristina Rodriguez, Andrea Perez, Yasmin Avitia, Olga Cardozo, Adriana Gracia, Jorge Perez, Joni Vicinaiz, (Grade Level Leaders)		<ol style="list-style-type: none"> 1.
Richard Charles (Math), Deborah Thomas (English), Ashley Johnson (History), Ruth Winkler (Science), Yasmin Avitia (Electives) (Content Leaders)		<ol style="list-style-type: none"> 1.
Dora Jimenez (Parent Representative)		<ol style="list-style-type: none"> 1.
Bill Martin (Community Representative)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	335,819
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	12,554

Total

IDEA Quest CP
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	720	100%
At Risk	278	39%
SPED	41	6%
F.A.R.M.	699	97%
ELL	171	24%
Male	355	49%
Female	365	51%
Amer. Indian	1	0.14%
Asian	21	2.92%
Black	4	0.56%
White	26	3.61%
Hispanic	667	92.64%

**As of April 2020*

Campus Committees

Demographics	Student Achievement
<p>Committee Chair(s): M. Caballero</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. April Robles 2. Andrea. Perez 3. Olga Vasquez 4. Alondra Solis 5. Maria T. McClellan 	<p>Committee Chair(s): Mary Arrezola</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Adanary Ramirez 2. Jose Rodriguez 3. Yahaira Valadez 4. Lourdes Hidalgo 5. Ashley Johnson
School Culture and Climate	School Context and Organization
<p>Committee Chair(s): Ana Carmona</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kristina Rodriguez 2. Arcelia Sanchez 3. Ashley Ramos 4. Leo Rodriguez 5. Krystal Jasso 6. Greg Carter 	<p>Committee Chair(s): Marcos Silva</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jose Ramirez 2. Jacqueline Medina 3. Angela Cabrera 4. Cristina Jaimes 5. Jorge Franco
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Marisol Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jazmin Ochoa 2. Shane McClellan 3. Priscilla Barrera 4. Jose Ramirez 5. Ani Garcia 6. Joni Vicinaiz 	<p>Committee Chair(s): Darlyn Chapa</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Teresa Gomez 2. Yasmin Avitia 3. Gabriela Hinojosa 4. Adriana Gracia 5. Gabriel Rodriguez

Curriculum, Instruction and Assessment	Technology
<p>Committee Chair(s): Kym Sturdivant</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rochelle Sinder 2. Maria Medrano 3. Robynn Olivarez 4. Ruth Winkler 5. Richard Charles 6. Deborah Thomas 	<p>Committee Chair(s): Dianne Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Marty Flores 2. Eli Infante 3. Aaron Baldwin 4. Jorge Perez 5. Molly Lane
ELA	Math
<p>Committee Chair(s): Deborah Thomas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rochelle Sinder 2. Maria Medrano 3. Jaqueline Medina 4. Gabriela Hinojosa 5. Alondra Solis 6. Greg Carter 7. Ashley Ramos 8. Priscilla Whitten 9. Teresa Gomez 10. Ricardo Hinojosa 	<p>Committee Chair(s): Richard Charles</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Adanary Ramirez 2. Jose Rodriguez 3. Andrea Perez 4. Yahaira Valadez 5. Angela Cabrera 6. Adriana Gracia 7. Ani Garcia 8. Jorge Franco
Humanities	Science
<p>Committee Chair(s): Ashley Johnson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kristina Rodriguez 2. Lourdes Hidalgo 3. Jose R. Ramirez 4. Robynn Olivarez 5. Priscilla Barrera 6. Jose Ramirez 7. Molly Lane 	<p>Committee Chair(s): Ruth Winkler</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Shane McClellan 2. Arcelia Sanchez 3. Jazmin Ochoa 4. Cristina Jaimes 5. Jorge Perez 6. Joni Vicinaiz

New Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none"> SEL Curriculum in every grade level Tutors Step in for FMLA instead of hiring a temp sub Attendance: small, tangible bonus for perfect attendance after each semester (Emergency Plan a must, accountability for all, quarterly incentive) Offer more enrichment activities for higher performing students (AP, CTE) Tutors in the Middle School from early start. Create reports grouped by objective rather than passing percentages Use teacher recommendations and state assessments to determine AP enrollment Finding ways to motivate seniors and other unmotivated students during the school year (i.e. work-study program) AP Written Support through RTTC | <ul style="list-style-type: none"> ELL updated list including new student identification of all special pops (SIS/Registrar not informing teachers of special program needs) Registrar needs to obtain cumulative folders for 100% of new students along w/ special programs documentation within 30 days of enrollment (improve: push on tracker/goals) Use color code system on PowerSchool to flag students of concern Proofread district benchmarks to avoid errors/confusion and gather reliable data to make instructional decisions Plan for CSI and Sped Support (new contingency plan) Office hours for Long Distance Learning |
|--|---|

Continuing Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none"> New Teacher Mentor Program – assign new teachers a mentor that is located by them for help with procedures, grading, roles and responsibilities and compensation/stipend, selection process for mentors, UTEACH ACT prep through RTTC Weekly data conversations with teacher and identification of students early in the year Mandatory tutoring and Saturday school Failure and at-risk meetings every quarter Teachers track mastery of objectives weekly and quarterly Support from NMSI for new teachers. Strategic scheduling and rotation based on data(MS) After school buses started earlier for tutorials at the beginning of the year Differentiated training (new teachers v. veteran teachers, etc.) (accountability to attend PD/Teacher Presenters/Teachers help plan PD) | <ul style="list-style-type: none"> Wit N Wisdom 6-8 and 9-10 Springboard Curriculum District Benchmarks are useful data Illuminate is successful & helpful (if teachers know how to use it) BWAs align to college readiness standards NMSI sessions – overall success Data conversations Exit tickets – minimum 3 times per week Setting SMART goals Webinars to identify trends and implement reteach plan 21st Century programming Sped and general education teachers bi-weekly collaboration. Student and teacher tracking (regular goals and growth goals) Writing goals in very subject |
|--|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
Aug	Culture Expectations follow CDC Guidelines, RTI, EL and Accom/Mod Support, SPED, State of School, Unpack Units/Assessments	Teachers will receive all documents for all at risk students and students who will be priority to track,
Sept	GET 2 Climate and Culture	When our students feel safe, valued and known, their minds can be at ease to learn. Our teachers are role models for our students and everything they say and do matters and shapes them. When our teachers set the bar, our students rise out. It is our teachers' responsibility to ensure every student in the class is ready to learn, has rigorous and meaningful work to engage in and has feedback that continues to drive their growth.
Oct	GET 3 Planning	When our teachers understand what students need to know and do to master the rigor of the state standard, they will be more responsive to the individual needs of our students. - When our teachers know how to move from the macro level of unit unpacking to the precise way in which each lesson builds the understanding our students need for mastery of the objective, our students will have more access to mastery
Nov	GET 4 Lesson Delivery	Teachers will focus on aggressive monitoring through the whole lesson cycle from scaffolding their understanding through learning checks to monitor 1 to 1 and support on the spot by having exemplar on hand and mark worksheets. Teacher will also identify student's misconception using exemplar and whom to monitor.
Dec	GET 5 Data Driven Decisions	Teachers will focus on analyzing data daily from exit tickets to weekly assessments and unit assessments. Teachers will learn how to prep for swam meetings and create their criteria for success exemplar on all exit tickets.
Jan	MOY LPAC Training	Teachers will review students' accommodations and identify any changes needed that will support students needs.
Feb	Aggressive Monitoring	Teachers will view an exemplar on aggressive monitor, practice and create their pathway on monitoring students work during GP and IP. Target any misconceptions before exit tickets.
March	Guided Discourse vs. Reteach Training	Teachers will review data on exit tickets, assessments and identify reteach plan. Teachers will master how to execute a guided discourse vs model
April	Exit Ticket Training; criteria for success, quick sort during Mastery Machine	Teachers will create mastery machine, identify standards and plan exit tickets that will be executed as tracking. Teachers will learn how to quick sort for every period and identify misconceptions for a stronger lesson delivery.
		Teachers to rate proficient or higher in all GET Power Rows

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Rio Grande City College Preparatory



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA Rio Grande City College Preparatory, we will work diligently in all that we do, foster a sense of joy and love in learning, and operate with a sense of ownership over our actions and how they drive student success. We will do whatever it takes to ensure that all of our students are prepared to go to and through college.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

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1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Karmen Alaniz – Principal Julio Garcia – Principal In Residence Elsa Gomez – Assistant Principal of Instruction Adulfonso Garcia, Jr. – Assistant Principal of Operations	Janet Torres – Academic Counselor Mayra Lozano – College Counselor	Brianda Martinez Diana Carrillo Aisha Gonzalez Karen Alanis Laura Amador
6 th Grade	7 th Grade	8 th Grade
Maria Ruiz Michelle Cantu Keyla Zamora Aileen Encinia	Evelyn Rios Haidee Villarreal Aileen Encinia Keyla Zamora	Marian Neyra Vanessa Sanchez Isabella Aldana Karla Gonzalez Humberto Trevino
9 th Grade	Physical Education	
Mariana Meraz Nancy Pena Crystal Castellano Briseida Maldonado Jose Arcellana	Michael Padilla Jennifer Castaneda	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Jonathan Guzman Iliana Delagarza Jessica Villarreal	Valeria Martinez Brittany Garcia	Maria Alvarez
Operations Staff	Temporary Staff	
Jaime Sepulveda Venessa Gonzalez Vilma Gutierrez	Heather Garza Ernesto Vaquera	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Karmen Alaniz (Principal, Administration)</p> <p>Julio Garcia (Principal in Residence, Administration)</p> <p>Elsa Gomez (Assistant Principal of Instruction, Administration)</p> <p>Janet Torres (Academic Counselor, Counseling Staff)</p> <p>Mayra Lozano (College Counselor, Counseling Staff)</p> <p>Adulfonso Garcia (Assistant Principal of Operations, Administration)</p> <p>Maria Ruiz (Grade Team Leader, 6th Grade)</p> <p>Karen Alanis (Grade Team Leader, 7th Grade)</p> <p>Maria Neyra (Grade Team Leader, 8th Grade)</p> <p>Mariana Meraz (Grade Team Leader, 9th Grade)</p> <p>Laura Amador (Special Education Teacher)</p>	September 4, 2020	<ol style="list-style-type: none"> 1. Campus safety 2. BOY reflections 3. Family engagement 4. Campus culture 5. Data review
	October 2, 2020	<ol style="list-style-type: none"> 1. Q1 State of the school 2. Red Ribbon Week 3. Campus culture 4. Fall family events 5. Data review
	November 6, 2020	<ol style="list-style-type: none"> 1. Plan awards ceremony for semester 1 2. Winter Holiday event 3. Food drive 4. Data review
	December 4, 2020	<ol style="list-style-type: none"> 1. Budget review 2. Data review 3. Blanket/jacket drive 4. Staff celebration 5. Semester 2 planning
	January 8, 2021	<ol style="list-style-type: none"> 1. Field lesson discussion (if applicable due to COVID) 2. Parent / Student Town Hall 3. Data Review
	February 5, 2021	<ol style="list-style-type: none"> 1. Campus Temperature Checks 2. Data Review 3. Individual student PTG
	March 5, 2021	<ol style="list-style-type: none"> 1. EOY Student celebrations planning 2. Data Review 3. Budget Review 4. Testing planning (STAAR, TELPAS, etc.)
	April 9, 2021	<ol style="list-style-type: none"> 1. Data review 2. Student incentives 3. EOY student celebrations
	May 7, 2021	<ol style="list-style-type: none"> 1. EOY celebrations 2. Parent satisfaction 3. Awards assemblies

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

IDEA Rio Grande City College Prep

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Haidee Villarreal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Michelle Cantu 2. Maria Neyra 3. Nancy Pena 	<p>Committee Chair(s): Vanessa Sanchez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Maria Ruiz 2. Evelyn Rios 3. Jose Arcellana
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Briseida Maldonado</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Karla Gonzalez 2. Keyla Hernandez 	<p>Committee Chair(s): Adulfonso Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Karmen Alaniz 2. Janet Torres 3. Mayra Lozano 4. Elsa Gomez 5. Julio Garcia
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Karmen Alaniz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Elsa Gomez 2. Julio Garcia 3. Janet Torres 4. Mayra Lozano 	<p>Committee Chair(s): Janet Torres</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Karmen Alaniz 2. Adulfonso Garcia 3. Maria Ruiz 4. Diana Carrillo 5. Karen Alanis

New Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• After school Music Program – Mariachi & Choir• Addition of new sports to our already existent program• Virtual learning in all classrooms• Implementation of Reading Success for struggling students• Persons with Influence Team• Celebration of staff birthdays with card from lead team and during morning announcements.• Monthly staff fundraiser. | <ul style="list-style-type: none">• ACT prep for 9th graders• Staff book study starting during BOY PD• Career days |
|---|---|

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Teacher of the Month• Critical Student Intervention• Student Led Conferences• ST Math• Accelerated Reader• Progress Toward STAAR conferences• Staff birthday celebrations | <ul style="list-style-type: none">• Content Team Meetings• Weekly Grade Team Meetings• Data conversations• Shout outs• Building of athletic programs• ADA incentives |
|---|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/10/2020	First Day Debrief	TWBAT discuss glows and grows from the first day of instruction and determine next steps.
8/13/2020	Internalize Existing Lesson Plans	TWBAT make their lesson plans their own, including pacing it appropriately to hit all key points
8/20/2020	Homeroom meeting	TWBAT utilize homeroom meeting to provide students with information necessary to conduct an effective classroom.
8/27/2020	Giving Clear Instructions	TWBAT give clear and precise instructions with as few words as possible, as well as ensure understanding through CFUs.
9/3/2020	Revise and Perfect Routines and Procedures	TWBAT revise any routine that needs more attention to detail, while using the T/S game to ensure culture stays strong in the class.
9/10/2020	Family and Community Building	TWBAT call home for select students
9/17/2020	Write the exemplar	TWBAT script out the ideal written responses that students will produce during independent practice.
9/24/2020	Independent Practice	TWBAT set up daily routines that build opportunities for students to practice independently.
10/1/2020	Report Card Night	TWBAT attend report card night and speak with parents.
10/15/2020	Teacher Radar	TWBAT know when students are off task.
10/22/2020	Whole Class Reset	TWBAT implement a planned whole class reset to improve students' behavior.
10/29/2020	Temperature Check	TWBAT conduct temperature checks of their own selves, their co-teachers, and of their students.
11/5/2020	Goal Urgency	TWBAT identify gaps in their planning and correct them for the upcoming quarters.
11/12/2020	Aggressive Monitoring	TWBAT check students' work to determine whether they're learning what has been taught.
11/19/2020	Assess for Mastery	TWBAT assess exit tickets to determine if they are providing accurate and efficient data.
12/3/2020	Providing Access Points	TWBAT create anchor charts that will allow students access to rigorous material.
12/10/2020	Active Monitoring	TWBAT check students' work to determine whether they're learning what's been taught.
12/17/2020	Building momentum	TWBAT motivate students with actions that push them forward in their lessons.
1/7/2021	Report Card Night	TWBAT meet with parents regarding grades for Q2.

1/14/2021	Habits of Evidence	TWBAT teach students to annotate with purpose.
1/21/2021	Check for Whole-Group Understanding	TWBAT gather evidence on whole group learning.
1/28/2021	Q2 PTG	TWBAT to share their data, successes, setbacks, lessons learned and next steps for improvement.
2/4/2021	TELPAS Training	TWBAT understand TELPAS and engage in required training.
2/11/2021	TELPAS Training	TWBAT understand TELPAS and engage in required training.
2/18/2021	State of the School	TWBAT understand the state of the school as it pertains to instructional and operational goals.
2/25/2021	Model	TWBAT model for students how to think, solve, and write for rigor.
3/4/2021	Guided Discourse	TWBAT let students unpack their own error and build a solution.
3/25/2021	Narrate the positive	TWBAT narrate what students do well
4/1/2021	Report Card Night	TWBAT deliver report cards to parents and families.
4/8/2021	Individual Student Corrections	TWBAT anticipate students off task behavior and rehearse the things that they will do when students behavior is off-task.
4/15/2021	Engaged Small Group Work	TWBAT maximize the learning for every student during group work.
4/22/2021	STAAR Training	TWBAT engage in required STAAR test administrator trainings.
4/29/2021	STAAR Training	TWBAT engage in required STAAR test administrator trainings.
5/6/2021	EOY Checklist	TWBAT identify items needed to complete EOY checklist.
5/13/2021	Re-registration phone calls	TWBAT call home to any family indicating that they will not return in the following year.
5/20/2021	Teacher EOY Celebration	TWBAT celebrate their accomplishments throughout the year.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools
IDEA College Prep Rio Vista



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

ICP Rio Vista prepares students from Socorro, TX for success to and through college by providing an environment of high expectations and support for staff, families, and students.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of grads named AP scholars | Earn IB diploma: 30% | 25%
- 1E. % Approaches | Meets | % Masters on STAAR/EOC: 90% | 60% | 30%
- 1F. % Basic | Mastery | Advanced on LEAP: 82% | 44% | 11%
- 1G. % of Pre-K/Kindergarteners End The Year On/Above Grade Level in Reading (All Campuses): 90%
- 1H. % of 1st-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 90%
- 1I. % of 1st-2nd Students End The Year On/Above Grade Level in Reading | Language | Math (Year 2+ Campuses): 85% | 85%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1K. Average ACT score (Class of 2020, September 2019): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. Composite Score on GPTW: 80%
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 62,185
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$134MM

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 80,352
- 3C. Schools in operation in August 2020: 152
- 3D. Total Funds Raised (millions): \$44M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Special Education Teachers
<ul style="list-style-type: none"> Adrian Hernandez-Principal Isaac Williams- Principal in Residence Garrett Enriquez-Assistant Principal of Operations Veronica Rodriguez- Administrative Assistant 	<ul style="list-style-type: none"> Jacqueline Renteria- Academic Counselor 	<ul style="list-style-type: none"> Megan Hicks-SPED Teacher Katie Rider-SPED Teacher Fernando Lucero- SPED RISE Teacher Sonia Elias- SPED RISE Co-Teacher Alex Hernandez- SPED RISE Co-Teacher Andy Carrera- SPED RISE Co-Teacher
6 th Grade	7 th Grade	6 th /7 th Grade Positions
<ul style="list-style-type: none"> Brenda Olivas- ELAR Annabel Sanchez*-Math Jessica Garica- Teacher Resident 	<ul style="list-style-type: none"> Andrews Segura Correa- ELAR Guadalupe Colon-Rodriguez- Math 	<ul style="list-style-type: none"> Cynthia Fernandez- Science Rebecca Hernandez- Social Studies
Specialty Teachers	Physical Education	8 th Grade Positions
<ul style="list-style-type: none"> Angelica March- Hot Spot Facilitator Krystal Adams- A.R. Zone Facilitator Alexandra Fierro- Reading Interventionist 	<ul style="list-style-type: none"> Luis Gamboa- PE Teacher 	<ul style="list-style-type: none"> Ryan Otero- ELAR Chelsea Hilsher- Math Rosio Deleon- Science Jorge Gamez- Social Studies Paola Martinez- Spanish I

*Bilingually Certified

Para-Professionals Campus Staff

Clerical/Technical

- Patricia Ramirez- SIS Clerk
- Anais Muthwill- Registrar
- Nidia Jimenez- Health Aide
- Hivore Torres- Cafeteria Manager
- Eduardo Castro- Facilities Manager
- Jesse Scoggins- Enrollment Coordinator

Front Office Staff

- Vacant- Receptionist
- Karla Rojo- Business Clerk

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Adrian Hernandez, Principal Garrett Enriquez, Assistant Principal of Operations Jaqueline Renteria, Academic Counselor	August 7, 2020	<ol style="list-style-type: none"> 2020-2021 Driving Goals Campus Operating Mechanisms Grade Team Leader Expectations
	August 28, 2020	<ol style="list-style-type: none"> Meet & Greet (Virtual) Parent Townhall STAAR Night
	September 10, 2020	<ol style="list-style-type: none"> Q1 Report Card Fall Festival Culture Rubric-Priority Area
	October 23, 2020	<ol style="list-style-type: none"> Family Thanksgiving Theater Culture Rubric
	November 19, 2020	<ol style="list-style-type: none"> Winter Holiday Concert Culture Rubric- Priority Area
	December 10, 2020	<ol style="list-style-type: none"> Q2 Report Card Night Culture Rubric-Priority Area
	January 21, 2021	<ol style="list-style-type: none"> Curriculum Night 2021-2022 Budget Culture Rubric-Priority Area
	February 11, 2021	<ol style="list-style-type: none"> Budget Priorities 2020-2021 Bring On Spring Culture Rubric-Priority Area
	March 4, 2021	<ol style="list-style-type: none"> Shoe Box Parade Q3 Report Card Night Culture Rubric –Priority Area
	April 1, 2021	<ol style="list-style-type: none"> EOY Award Ceremonies Kindergarten Graduation Patries with Parents Culture Rubric-Priority Area
	May 14, 2021	<ol style="list-style-type: none"> End-of-year Celebration Field Day Summer Student Persistence Plan Summer Barbecue

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

<i>Funding Sources - State</i>		
161	State Gifted & Talented PIC21	
163	State Special Education PIC23	\$ 118,840
164	State Compensatory PIC11	\$ 2,189,144
404	Accelerated Reader/Math PIC24	\$ 381,772
165	State Bilingual PIC25	\$ 66,537
411	Technology Allotment	
192	Technology Sp. Fund	
<i>Funding Sources -Federal</i>		
204	Title IV Drug Free School	
211	Title I Regular 4120	\$ 115,000
212	Title I Migrant	
224	IDEA-B Formula 4130	\$ -
255	Title II, Part A, Classroom Size Red./Eisenhower 4121	\$ -
262	Title II, Part D, Technology	
263	Title III – Bilingual 4122	\$ 4,919

IDEA College Preparatory Rio Vista
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	197	100.00
At Risk	41	21%
SPED	35	17%
F.A.R.M.	174	88%
ELL	61	31%
Male	96	49%
Female	101	51%
Amer. Indian	0	0
Asian	0	0
Black	0	0
White	3	1.5%
Hispanic	189	96%
Unavailable	5	2.5%

**As of April 2020*

Campus Committees

English Language Arts & Humanities	Science, Tech, and Math
<p>Committee Chair(s): Brenda Olivas Committee Members:</p> <ol style="list-style-type: none"> 1. Andrews Segura Correa 2. Ryan Otero 3. Rebecca Hernandez 4. Jorge Gamez 5. Krystal Adams 6. Katie Rider 7. Alexandra Fierro 8. Paola Martinez 	<p>Committee Chair(s): Guadalupe Colon-Rodriguez Committee Members:</p> <ol style="list-style-type: none"> 1. Annabel Sanchez 2. Chelsea Hilsher 3. Cynthia Fernandez 4. Rosie Deleon 5. Angie March 6. Megan Hicks
	School Culture and Climate
	<p>Committee Chair(s): Jacqueline Renteria Committee Members:</p> <ol style="list-style-type: none"> 1. Alexandra Fierro 2. Rebecca Hernandez 3. Rosie DeLeon
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Garrett Enriquez Committee Members:</p> <ol style="list-style-type: none"> 1. Veronica Rodriguez 2. Jesse Scoggins 3. Anais Muthwill 	<p>Committee Chair(s): Jacqueline Renteria Committee Members:</p> <ol style="list-style-type: none"> 1. Jesse Scoggins 2. Garrett Enriquez 3. Vero Rodriguez 4. Alexandra Fierro 5. Andy Carrera

New Initiatives

- Pear Deck Presentations
- Teams Classrooms
- NearPod Presentations

- Move this World
- College, Character, Career Pilot

Continuing Initiatives

- **Weekly Observation/Coaching Conversations**
- **Weekly Grade Team Meetings**
- **Weekly Faculty Meetings**
- **DI for Critical Students**
- **Wit & Wisdom Curriculum in 6th/7th ELA**
- **Eureka Math in 6th Math**
- **Bi-Weekly Content Data Meetings**
- **Bi-Weekly A-Team Priority Student Meetings**
- **Bi-Weekly Lesson Rehearsal Protocol**

- AR Zone
- Hot Spot Zone
- PE Playworks and IHT Monitoring
- Duke TIP

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/10/2020	Special Populations: Knowing your SPED Students	TWBAT: identify students with IEPs, 504 Plans, and LPAC, organize plan to implement accommodations, and set up tracking system for scholars.
8/10/2020	Lesson Planning: Campus Expectations	TWBAT: write an objective-based lesson vision that includes: SMART objective, what/how key points, rigorous Exit Ticket, exemplar student response. TWBAT write a lesson cycle that includes a concise teacher model, plan for student practice, and plan for monitoring student work.
8/12/2020	BOY Orientation Expectations	TWBAT: explain campus staff handbook expectations for all Rio Vista staff, plan for adherence to campus policies, outline the first week of school.
8/12/2020	Unpacking Standards	TWBAT unpack a TEKS to discern daily student objectives, then unpack objectives to write what and how key points.
8/12/2020	Exemplars with Criteria for Success	TWBAT create exemplar student work for class assignments, then write 3-5 clear and concise criteria for success.
8/13/2020	Monitoring Student Learning	TWBAT create a strategic seating chart and pathway to monitor student work. TWBAT begin designing feedback codes to mark student work as monitored.
8/13/2020	PBIS Rewards	TWBAT explain why positive reinforcements are most effective tools for modifying student behavior, then access campus tracker for documenting behavior.
8/14/2020	Lesson Opening Framing	TWBAT script a concise lesson launches that models each of the what and how key points. TWBAT script whole-group CFUs to measure student learning before beginning to release to practice.
8/14/2020	Investing Stakeholders	TWBAT access campus parent calls tracker, practice having a introductory conversation, and explain the big goals for their class for the year.
8/25/2020	Sets Goals with Students	TWBAT design a grade level goals sheet to explain STAAR, CSI, AR, Hot Spot, and PE goals for the semester.
9/1/2020	Lesson Assessments & Exemplars What to Do Directions	TWBAT to write a daily Exit Ticket that is aligned to anchor assessment rigor. TWBAT script 3-5 word directions and practice delivering to students.
9/15/2020	Aggressive Monitoring I	TWBAT name look fors for laps for monitoring student work during practice.
9/22/2020	Aggressive Monitoring II	TWBAT plan feedback codes to mark student work during laps.
9/29/2020	Engage All Learners	TBWAT plan pre, during, and post reading activities to prime, activate, and extend student practice with a focus on EL and SPED students.
10/06/2020	Check for Whole Group Understanding	TWBAT explore 3 techniques for measuring 100% of student responses to a whole group check for understanding.
10/12/2020	Tracking (District Course Collaboration)	TBWAT track student Q1 data on a STAAR tracker to identify priority students for intervention, TEKS for re-teach, and pathway to an A.

10/20/2020	Reteach: Guided Discourse	TWBAT leverage student responses to lead a whole group discourse that compares responses to arrive at correct response.
11/10/2020	Reteach: Modeling	TWBAT script a step-by-step model of process of skills to be mastered for TEKS.
12/01/2020	Universal Prompts	TWBAT teach students to use prompts to respond in a class discourse or begin writing assignments.
12/08/2020	Whole Group Reset	TWBAT quickly get 100% of students back on track in a lesson.
1/04/2021	Habits of Discussion (District Course Collaboration)	TWBAT set norms and expectations for responding in class discourse to include text evidence or supporting explanations.
1/12/2021	Habits of Evidence	TWBAT set norms and expectations for responding in class discourse to include text evidence or supporting explanations.
1/26/2021	Priority Student Interventions	TWBAT identify students for support through small group, after school tutorials, and Saturday campus.

IDEA Public Schools

IDEA Rise College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Nicholas Ditto, Principal Yvette Saucedo, Principal in Residence Tatiana Hurtado, Administrative Assistant	Anthony Young Jr., Academic Councilor	Jillian Frye, SpEd Adrienne Phillips, Intervention Yolanda Johnson, SpEd Juan Soto, SpEd
Sixth Grade	Physical Education	7 th Grade
Daniel Egozi, Math Morgan Johnson, Science _____, ELA	Brock Rose, P.E.	Allison Burrola, Math Michael Manca, Social Studies Morgan Frey, ELA

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
_____, Intervention	Alejandro Trevino, AR/HS	Alberta Thompson, Business Clerk Anel Flores, Receptionist
Operations Staff	Temporary Staff	
Marc Ybarra, Assistant Principal of Operations Ruby Hernandez, Health Aide Gloria Rios, SIS Coordinator Alexis Harris, Student Enrollment Coordinator Luegenia Jansen, CNP Manager		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Nicholas Ditto (Principal, Administration) Marc Ybarra (APO, Administration) Anthony Young Jr. (Academic Counselor, Counseling) Morgan Johnson (6/7 Science, Teacher) Allison Burrola (7 Math, Teacher) Jillian Frye (SpEd, Teacher) Ann Lambert (Parent Representative) Quien Lister (Parent Representative)	September 29 th 2020	1. School Safety 2. Budget 3. New Initiatives 4. Continued Initiatives 5. Student Culture 6. Extra-Curricular Activities 7. Family Onboarding
	December 1 st 2020	1. Progress Toward Goals 2. School Safety 3. ELL 4. SpEd 5. College Going Culture 6. First Instruction 7. Family Engagement
	February 2 nd 2021	1. Progress Toward Goals 2. School Safety 3. Tutoring/Saturday School 4. Culture Reset 5. EOY Exams 6. University Field Lessons 7. Testing Plans
	May 18 th , 2021	1. State Testing 2. Progress Toward Goals 3. Teacher Retention 4. Budget Review 5. EOY Celebration(s) 6. Parent Satisfaction 7. Staff Satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
164	State Compensatory	1,454,980
404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	2,937

Total

IDEA Rise College Prep
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	108	100%
At Risk	40	37%
SPED	8	7%
F.A.R.M.	100	93%
ELL	40	37%
Male	45	42%
Female	63	58%
Amer. Indian	0	0%
Asian	1	1%
Black	36	33%
White	10	9%
Hispanic	59	55%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Adrienne Phillips</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. 6th ELA Teacher 2. Morgan Frey 3. 6th Intervention Co-Teacher 4. Michael Manca 	<p>Committee Chair(s): Daniel Egozi</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Allison Burrola 2. Alejandro Trevino 3. Isaac Saldana
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): N/A</p> <p>Committee Members: N/A</p>	<p>Committee Chair(s): Anthony Young Jr.</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Morgan Johnson 2. Jillian Frye 3. Adrienne Phillips 4. Juan Soto
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Morgan Johnson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Nicholas Ditto 2. Jillian Frye 	<p>Committee Chair(s): Jillian Frye</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Brock Rose 2. Brittany Biggs 3. Juan Soto 4. Anthony Young Jr.

New Initiatives

- Staff mental health/wellness initiatives.
- Teaching technological literacy to students.
- Quarterly showcase of student work products—science fair, living history museum, essay contest, etc.
- Continuing parent education—ESL nights, literacy/numeracy nights, science fair, history showcase, etc.
- Streamlined behavior management system through a single application—DeansList.
- 1:1 devices to ensure students are able to continue their studies virtually on in person.

Continuing Initiatives

- Monthly coffee with the principal and family advisory council meetings.
- Monthly family engagement events with families and staff.
- Field lessons twice a year.
- Tutoring/Saturday school beginning in October.
- After school programing including sports and clubs.

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/6/2020-8/8/2020	Increasing student engagement in the classroom.	TWBAT describe and execute 3 high leverage strategies to increase student engagement in their classrooms.
8/3/2020-8/5/2020	Behavior Management Cycle	TWBAT describe and execute the behavior management cycle in their classroom leading to a strong culture of achievement.
9/15/2020 & 9/22/2020	Technology to support re-teaching/remediation	TWBAT learn high-leverage ways to utilize technology in their classroom to differentiate instruction.
2/26/2021	Math Manipulatives	TWBAT describe and utilize manipulatives to strengthen students understanding of math concepts.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Riverview CP



2020-2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Riverview College Prep's culture of high expectations and results is built on relationships of mutual trust and respect between leaders, teachers, students, parents and staff. These relationships allow us to foster an environment in which everyone is committed to preparing our youth with the rigor and character they will need to graduate from college. We have a TEAM and FAMILY environment that all members alike feel privileged and honored to be part of.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Senior Founding Principal – Adriana Ramos Principal in Residence – Eduardo Varela Facio Assistant Principal of Operations – Rolando Salas Assistant Principal of Instruction – John Martinez Assistant Principal of Instruction – Gisela Delgado	Director of College Counseling – Carla Rios College Counselor – Luis Baez Academic Counselor – Astrid Tostado Social Emotional Counselor – Miriam Gerardo	Interventionist – Paulina Mejia AR Zone – Jacobo Carrillo HotSpot - Vacancy Biomedical Sciences II – Valeria Castillo Biomedical Sciences I – Christopher Martinez Computer Science - Maren Hdz-Fruia Spanish I – II – Flor Aguilar Technology Application – Flor Aguilar AP Spanish – Daniela Pizano Art/Theater – Frida Arellano Writing Interventionist – Jose Pereyra
6 th Grade	7 th Grade	8 th Grade
Katia Galvan – ELA Virginia Saucedo – Math Guadalupe Duran – 6/7 Hybrid Science Alfredo Martinez – 6/7 Hybrid Humanities	Lizette Figueroa – ELA Reading Jose Pereyra – ELA Writing Nely Montelongo – Math Guadalupe Duran – 6/7 Hybrid Science Alfredo Martinez – 6/7 Hybrid Humanities	Judith Perez - ELA Abby Barrera – Algebra I Amanda Villarreal – Biology Paulina Rivera – US History
9 th Grade	Physical Education	Sped.
Eithne Esparza McLane – ELA I Kimberly Teran – Geometry Alondra Acosta – Chemistry Manuel Gutierrez – AP Human Geography	Albert Perez – Middle School PE Rodolfo Rodriguez – High School PE	Vacancy Mandy Schuster Stephanie Carlos Melissa Ramirez Brenda Hernandez Edith Narvaez Ashlee Rocha
10 th Grade	11 th Grade	
Kathya Gonzalez – ELA II Ricardo Acevedo – Algebra II Daniela Rojas Quintero – Chemistry Martin Lopez – AP World History	Benjamin Melendez – AP English Language Jose Pesina – Pre-Calculus Juan Acosta – Physics Irma Gonzalez Garza – AP US History	

*Bilingual Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Jacobo Carrillo – AR Zone ????? – ST Math Brenda Hernandez – SpED Edith Narvaez – RISE Ashlee Rocha - SpED		Petra Segura – Administrative Assistant Melissa Torres – Registrar Arely Rodriguez- Business Clerk Karla Rodriguez – Receptionist
Operations Staff	Temporary Staff	
Erasmus Soto-CNP Diana Valdez-Transportation Manager Abigail Martinez-Health Aide Eduardo Garza-Facilities Manager Daniela Hernandez – Operations Specialist Letty De la Garza – Enrollment Coordinator		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Eduardo Varela Facio (Principal in Residence-Administration) John Martinez (Assistant Principal of Instruction) Gisela Delgado (Assistant Principal of Instruction) Carla Rios (Director of College Counseling) Luis Baez (College Counselor) Miriam Gerardo (Social Emotional Counselor) Astrid Tostado (Academic Counselor-Administration) Rolando Salas (Assistant Principal of Operations-Administration) Abby Barrera (Team Leader – 8th Grade) Jose Pesina (Team Leader – 11th Grade) Orinda De la Fuente Guerrero (Parent Representative) Patricia Camero (Community Representative)	August 2020	1. Parent Involvement Committee/Parenting Classes 2. Culture
	September 2020	1. Noche Mexicana 2. Red Ribbon Week 3. Bully Prevention Month 4. Core Value Awards 5. Data Review
	October 2020	1. Can drive 2. Data Review 3. Budget Review
	November 2020	1. Toy Drive 2. Winter celebration for students & staff 3. Data review
	December 2020	1. Career week 2. Data review 3. Field Lessons
	January 2020	1. Coffee with the Principal
	February 2020	1. Pennies for Patients
	March 2020	1. Spring Fling 2. Data review 3. Campus Culture 4. Color Run
	April 2020	1. Motivation week 2. Budget review 3. Data review
	May 2020	1. EOY celebrations 2. Mom & Dad Festival 3. Royal Readers 4. Parent Satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	226,085
164	State Compensatory	4,164,713
404	Accelerated Reader/Math	726,928
165	State Bilingual	126,583
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	11,460
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	23,273

Total

IDEA Riverview CP
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	601	100%
At Risk	349	58%
SPED	33	5%
F.A.R.M.	576	96%
ELL	317	53%
Male	291	48%
Female	310	52%
Amer. Indian	0	0%
Asian	0	0%
Black	0	0%
White	2	0.33%
Hispanic	599	99.67%

**As of April 2016*

Campus Committees

English Language Arts		Math	
Committee Chair(s): Kathya Gonzalez Committee Members: <ol style="list-style-type: none"> 1. Kathya Galvan 2. Lizette Figueroa 3. Jose Pereyra 4. Judith Perez 5. Eithne Esparza McLane 6. Benjamin Mendez 		Committee Chair(s): Abby Barrera Committee Members: <ol style="list-style-type: none"> 1. Virginia Saucedo 2. Nely Montelongo 3. Kimberly Teran 4. Ricardo Acevedo 5. Jose Pesina 6. Rodolfo Rodriguez 	
Science (As Applicable)		Social Studies	School Culture and Climate
Committee Chair(s): Alondra Acosta Committee Members: <ol style="list-style-type: none"> 1. Guadalupe Duran 2. Amanda Villarreal 3. Alondra Acosta 4. Daniela Rojas 5. Juan Acosta 6. Valeria Castillo 7. Christopher Martinez 		Committee Chair(s): Manuel Gutierrez Committee Members: <ol style="list-style-type: none"> 1. Alfredo Martinez 2. Paulina Rivera 3. Martin Lopez 4. Irma Gonzalez Garza 	Committee Chair(s): Adriana Ramos Committee Members: <ol style="list-style-type: none"> 1. Eduardo Varela Facio (PIR) 2. Gisela Delgado (API) 3. John Martinez (API) 4. Carla Rios (DCC) 5. Luis Baez (CC) 6. Miriam Gerardo (SEC) 7. Astrid Tostado (AC) 8. Rolando Salas (APO)

Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Adriana Ramos Committee Members:</p> <ol style="list-style-type: none"> 1. Gisela Delgado (API) 2. John Martinez (API) 3. Carla Rios (DCC) 4. Luis Baez (CC) 5. Miriam Gerardo (SEC) 6. Adriana Ramos 	<p>Committee Chair(s): Astrid Tostado Committee Members:</p> <ol style="list-style-type: none"> 1. Eduardo Varela Facio (PIR) 2. Gisela Delgado (API) 3. John Martinez (API) 4. Carla Rios (DCC) 5. Miriam Gerardo (SEC) 6. Luis Baez (CC) 7. Rolando Salas (APO)

New Initiatives	
<ul style="list-style-type: none"> • UT OnRamps • Foster a Love of Literacy • Differentiated Professional Development • Cultivating a Consistent Culture • Family and Community Engagement • Sweating the Small Stuff with Testing 	<ul style="list-style-type: none"> • Teachers will receive training on facilitating an OnRamps course to deliver quality content and support to 10th graders enrolled in the College Algebra OnRamps Course. • Systematically embed literacy skills in every content/grade level (1. Create vertically aligned skills, 2. Practice and model delivery, 3. Monitor skills in class) • Leaders will track teacher development to create multiple training trajectories that are aligned to differentiated needs and areas of growth. • Develop and implement a consistent culture of achievement across middle school grade levels through a faithful utilization of behavior monitoring systems and intervention strategies. • Implement new and free opportunities for families to network and socialize on campus throughout the school year. • Revise and implement testing procedures and training to ensure that all staff are creating safe and secure testing environments for all learners. • Create leader roles and responsibilities for large scale testing.

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• <u>Teachers' development.</u> 100% of our teachers will rate proficient or higher in the power rows from the GET rubric by the end of the school year.• <u>Parental involvement:</u> Revolving and Continuous parenting classes and communication with parents throughout the year.• <u>DI/CSI</u> | <ul style="list-style-type: none">• Guide the coaching cycle through the use of "Teach like a champion 2.0" and "Get Better Faster"• Host multiple parent and community outreach events to involve key stakeholders (Padres en accion)• Serve 100% of students in need of language acquisition |
|---|--|

Staff Development

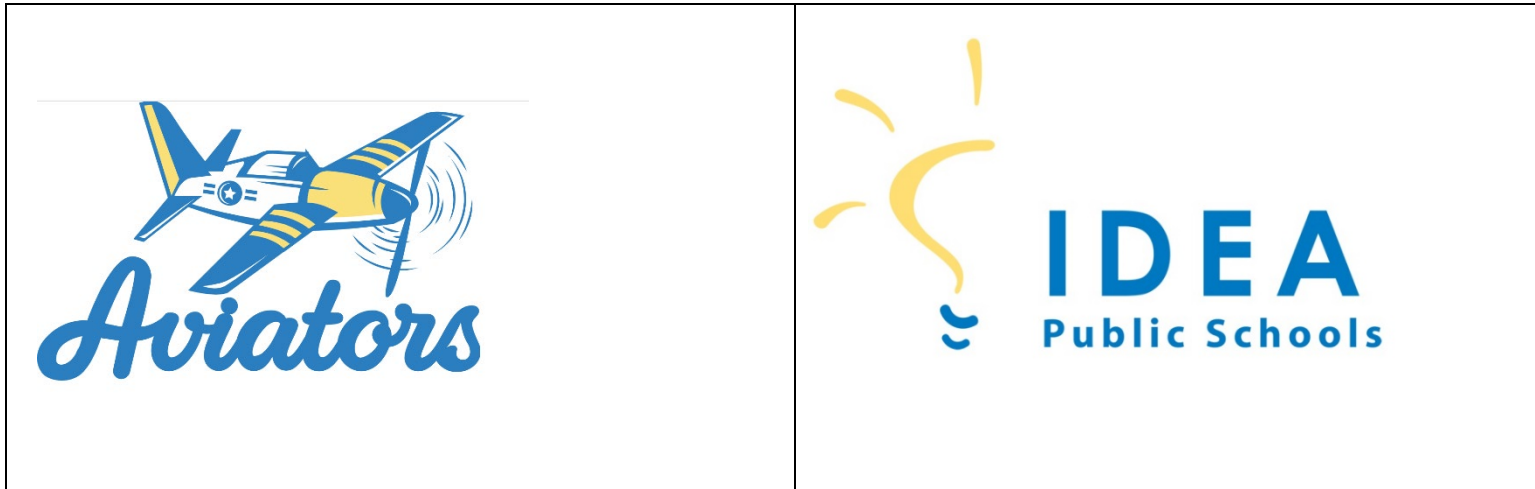
Date	Session Title/Topic	Session Objective(s)
8/17/20	Teacher Goal Setting Teachboost overview	TWBAT develop goals that they will guide their teaching and decisions for the rest of the year.
8/24/20	Panorama Results and Action Plan	TWBAT review and analyze Panorama results and create a plan of action to close gaps identified by the surveys.
8/31/20	Special Populations: Getting to know your ELL's, Sp. Ed. And 504 Rockets	TWBAT get trained on how to better serve special populations and receive the accommodations on each individual Sp. Ed. Student. Meet every month after that to discuss student progress and accommodations.
9/14/20	Individual student trackers	TWBAT learn how to create individual trackers for BWA and IA and will be able to start creating trackers for students
9/21/20	Staff Development Cycle	TWBAT get better understanding of the Staff Development Cycle – Round 1
9/28/20	Literacy through all subjects and grade levels	TWBAT discuss and plan best practices to integrate literacy across all contents and grade levels.
10/5/20	Assessment Data	TWBAT analyze IA 1 Data and write a clear plan for re-teaching objectives with large gaps.
10/19/20	Monitor Aggressively	TWBAT receive PD on strategies to aggressively monitor and be presented with tool to track.
10/26/20	Monitor Aggressively	TWBAT review aggressively monitor strategies applied in class and how to modify/improve based on data results.
10/19/20	Literacy through all subjects and grade levels	TWBAT discuss and plan best practices to integrate literacy across all contents and grade levels.
11/2/20	Monitoring and giving Feedback	TWBAT apply strategies to provide feedback throughout practice to individual students as well as the class so that students are aware of their performance as well as what adjustments they need to make.
11/9/20	Monitoring and giving Feedback	TWBAT review applied strategies to provide feedback throughout practice to individual students as well as the class so that students are aware of their performance as well as what adjustments they need to make.

11/16/20	Field Lessons	TWBAT get a better understanding of what a college field lessons. Teachers will get the opportunity to plan and organize their grade level field lesson
11/30/20	Assessments Data	TWBAT analyze IA 1 Data and write a clear plan for re-teaching objectives with large gaps
12/7/20	Wall Trackers for Mastery Machine Data Driven Decisions: Tracking	TWBAT to learn the purpose, creation and application of wall trackers to close gaps based on data driven decisions.
12/14/20	Field Lessons	TWBAT get a better understanding of what a college field lessons. Teachers will get the opportunity to plan and organize their grade level field lesson
1/11/21	Data Driven Decisions: Tracking	TWBAT analyze their Tracking systems and ensure this system is empowering students and is measuring progress.
1/25/21	TELPAS Training	TWBAT receive training on how to rate students work and practice to get feedback.
2/1/21	TELAPS Calibration	TWBAT teachers will be able to calibrate with TELPAS program in order to be able to rate.
2/8/21	Staff Development Cycle	TWBAT get better understanding of the Staff Development Cycle – Round 2
2/22/21	Field Lessons	TWBAT get a better understanding of what a college field lessons. Teachers will get the opportunity to plan and organize their grade level field lesson
3/1/21	STAAR Testing Training	TWBAT get training on how to conduct state exam training
3/8/21	TELPAS Meeting	TWBAT gather student samples and document per students on rating.
3/22/21	Assessments Data	TWBAT analyze IA 3 Data and write a clear plan for re-teaching objectives with large gaps.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Robindale College Prep



2019 – 2020 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Robindale College Prep will prepare our Aviators academically, emotionally, and socially to become the leaders of tomorrow by following three pillars: innovative learning, sense of responsibility and strong culture of achievement. Our mission is to prepare 100% of students to take them to and through college.

DISTRICT GOALS 2018-19:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a college or university: 100%
- 1B. % of graduates who are accepted to a 4 year college or university: 100%
- 1C. % of grads named AP scholars: 30%
- 1D. % Level II | % Level III on STAAR/EOC: 90% | 30%
- 1E. % of Pre-K/Kindergarteners End The Year On/Above Grade Level in Reading|Language|Math (All Campuses): 90% | 90% | 90%
- 1F. % of 1st-2nd Students End The Year On/Above Grade Level in Reading|Language|Math (Year 1 Campuses): 70% | 70% | 70%
- 1G. % of 1st-2nd Students End The Year On/Above Grade Level in Reading|Language|Math (Year 2+ Campuses): 85% | 85% | 85%
- 1H. Average ACT score (Junior class): 21
- 1I. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. Employee Retention: 85%
- 2B. Average Daily Attendance: 97.50%
- 2C. Student Persistence: 90%
- 2D. Annual Surplus (millions): \$87M

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2019: 53,115
- 3C. Schools in operation in August 2019: 97
- 3D. Total Funds Raised (millions): \$55M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
*Ibarra, Juana-Principal Escamilla, Angelita-Assistant Principal of Instruction Gil, Ulu-Assistant Principal of Operations	Manjarrez, Nailea-Academic Counselor	Ramos, Rochelle-RISE unit teacher Bochas, Cynthia-Interventionist Zavala, Marisol-Special Education
6 th Grade	7 th Grade	
*Torres, Patricia-Math teacher Espitia, Marlene-ELA teacher Ahee, Jacob-Science teacher	Mejia, Erika-Social Studies teacher Martinez, Sonia-Math teacher Proa, Jessica-ELA teacher	
Physical Education		
Arredondo, Israel-Physical Education teacher		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<div>Cruz, Marylou- RISE co-teacher</div> <div>Hernandez, Maria- RISE co-teacher</div>	<div>Trevino, Thalia- AR Zone Facilitator</div> <div>Flores, Koral- AR zone co-teacher</div>	<div>Godinez, Brenda- Administrative Assistant</div>
Operations Staff	Temporary Staff	
<div>Belmontes, Roxanne- Business Clerk</div> <div>Trevino, Victoria- SIS Coordinator</div> <div>Gonzalez, Juan- Facilities Manager</div> <div>Tamayo, Guillermo- Transportation Manager</div> <div>Mora, Zulema- Receptionist</div> <div>Acosta, Eira- Café Manager</div>	<div>Cisneros, Johanna- Monitor</div>	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Juana Ibarra –Principal Administrative</p> <p>Angie Escamilla-Assistant Principal Administrative</p> <p>Nailea Manjarrez-Academic Counselor Administrative</p> <p>Ulu Gil- Assistant Principal of Operations Administrative</p> <p>Jessica Barcenas-Parent Representative</p> <p>Brenda Godinez- Parent Representative</p> <p>Teachers: Patricia Torres-Grade Level Team Leader 6th Grade</p> <p>Erika Mejia-Grade Level Team Leader 7th Grade</p>	Friday September 25, 2020	<ul style="list-style-type: none"> – Independence Day (Mexico) – Grandparent’s Day – Campus Safety Month – Family Event
	Friday October 30, 2020	<ul style="list-style-type: none"> – Columbus Day – Halloween – Bullying Prevention Month – Boss’s Day – Red Ribbon Week – Family Event – Q1 Awards
	Friday November 20, 2020	<ul style="list-style-type: none"> – Fall Festival – Thanksgiving Luncheon – Diabetes Awareness Month – Veteran’s Day – Food Drive – Family Event
	Friday December 11, 2020	<ul style="list-style-type: none"> – Christmas Program – Christmas Class Celebration – Super Recruitment – Toy Drive – Food Drive – Book Fair – Family Event
	Friday January 29, 2021	<ul style="list-style-type: none"> – Martin Luther King Day – Culture Reset – Family Event – Q2 Awards
	Friday February 19, 2021	<ul style="list-style-type: none"> – Special Olympics – Valentine's Day – Super Recruitment – Black History Month – President’s Day – Flag Day – Charro days – IDEA’s Lottery – Family Event
	Friday March 26, 2021	<ul style="list-style-type: none"> – Dr. Suess Day

		<ul style="list-style-type: none"> – Q3 Awards – Spring Break – Health fair – Spring Festival – Book Fair – Family Event
	Friday April 23, 2021	<ul style="list-style-type: none"> – Autism Awareness Month – Family Event – Earth Day – Good Friday – Easter
	Friday May 21, 2021	<ul style="list-style-type: none"> – Field Lesson – Memorial Day – Q4 Awards – EOY Celebration – Teacher Appreciation Week – Awards – Family Event – Cinco de Mayo – Mother's Day – Field Day – Field Lessons – Skin Cancer Awareness Month

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	78,985
164	State Compensatory	1,454,980
404	Accelerated Reader/Math	253,739
165	State Bilingual	44,223
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	3,597

Total

IDEA Robindale College Prep

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Marlene Espitia Committee Members:</p> <ol style="list-style-type: none">1. Thalia Trevino	<p>Committee Chair(s): Patricia Torres Committee Members:</p> <ol style="list-style-type: none">1. Israel Arredondo
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Jacob Ahee Committee Members:</p> <ol style="list-style-type: none">1. Erika Mejia	<p>Committee Chair(s): Nailea Manjarrez, Cynthia Bochas Committee Members:</p> <ol style="list-style-type: none">1. Jessica Barcenas2. Brenda Godinez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Ulu Gil Committee Members:</p> <ol style="list-style-type: none">1. Angelita Escamilla2. Juana Ibarra	<p>Committee Chair(s): Angelita Escamilla Committee Members:</p> <ol style="list-style-type: none">1. Ulu Gil

New Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• The school's expectations were set high with all events; this made our school feel accomplished and united• Incorporate PTA to assist on a weekly basis• Backwards plan to identify the skills/TEKS students must master and, also to plan with time in advance the resources that must be purchased to deliver the lesson• More frequent major data points• Spiral review on mastered concepts• HOTS- FRQ to increase the rigor• Hierarchy and flowchart- system in place to know who to request assistance from• Deadlines should be implemented; person responsible for designated event should take lead of informing what is to be done | <ul style="list-style-type: none">• Incorporate AR Zone facilitator and Hotspot facilitator into lesson plans to ensure students goals and achievements are being met in both general content and electives. Cross alignment to ensure a stronger background of the concept being introduced• Identify areas of growth at the beginning of the school year for school assessments and state assessments.• Have frequent communication with parents via TEAMS; platform was more effective• Build stronger academic vocabulary for all students due to units being more advanced• All leaders are responsible for providing clear communication to stakeholders to have better performance during events• All events equally distributed between staff; the bigger the even, the more staff needed for participation |
|---|--|

Continuing Initiatives

- Exit tickets, assessments, and end of modules were used to identify learning gaps
- Events such as tests, family involvement and accomplishments were communicated through various platforms
- Technology played a huge role when it came to re-teaching, project engagement and goal achievements
- Each position plays a vital role in achieving everybody's success
- Individual growth goals trackers were provided to student and parents to track them academically

- It is important to respect each other's responsibilities in our roles and be able to help each other when needed in other duties
- Educational resources were provided to all teachers as per the students learning styles
- All plans were created a year in advance, which created a smoother transition and great professional relationship between staff members

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 17, 2020	Grading Policy at IDEA	TWBAT to learn about grading policies to be able to apply on their gradebooks
August 24, 2020	Illuminate Training	TWBAT to learn how to create and use reports to review data
August 31, 2020	IEP Training / Internalization	TWBAT to read and internalize IEP's to ensure all sped students receive appropriate accommodations
September 7, 2020	Advancing on TCP Teacher Goal Setting	TWBAT set their 5 goals that will drive their instruction and actions
September 14, 2020	Individual student trackers towards A rating	TWBAT learn the importance if individually tracking for growth goals and how to present it to students and keep them accountable to upkeep them
September 21, 2020	3A Unpacking Resources and Lead4ward Guides	TWBAT further unpack standards by utilizing Lead4ward Field Guides to apply in the creation of lesson plans
September 28, 2020	Accountable Talk	TWBAT learn about the benefits of accountable talk and will practice its implementation to apply in the classroom
October 5, 2020	Reteaching 101: Modeling	TWBAT to learn about this reteach approach and engage in hands on practice to receive feedback and plan to apply in the classroom
October 12, 2020	Leading communication procedures Child abuse and bullying	TWBAT to learn signs of child abuse and how to properly report to ensure child's safety
October 19, 2020	Reteaching 101: Guided Discourse	TWBAT to learn about this reteach approach and engage in hands on practice to receive feedback and plan to apply in the classroom
October 26, 2020	RTI Training Overview and TIER I	TWBAT to understand the importance of RTI and the initial TIER to refer students identified as needing extra support
November 2, 2020	RTI Training Overview and TIER II and III	TWBAT to understand the importance of RTI and TIER II and III to refer students identified as needing extra support
November 9, 2020	Aggressive Monitoring: Seating Charts and pathways	TWBAT to understand the importance of strategic seating charts to have affective pathways to provide with feedback.

November 16, 2020	Aggressive Monitoring: Laps and tracking	TWBAT to learn how to create questions for maps and effective trackers to identify most common misconception and reteach on the spot.
December 7, 2020	Semester Exam Logistics	TWBAT about logistics of giving the SE that will prepare them for state exam to avoid any irregularities.
December 14, 2020	Data conversations based on semester exam data using Illuminate	TWBAT to analyze data to identify individual and group trends, and plan how/when to reteach those skills.
December 21, 2020	Create tutorial and remediation groups	TWBAT to work together to create tutorial and remediation needs based on most recent data
January 11, 2021	Trackers for mastery based in SE data	TWBAT to learn how to create trackers based in standards on SE.
January 11, 2021	Lesson Planning workshop	TWBAT work on lesson plans that are responsive to most recent data and reflect changes that will have an impact on the data
January 18, 2021	TELPAS training	TWBAT to learn about TELPAS and how we will assess our students for proper placement in the program if they need support
January 25, 2021	Lesson Planning workshop	TWBAT work on lesson plans that are responsive to most recent data and reflect changes that will have an impact on the data
February 1, 2021	2X2 Training	TWBAT to learn the second part of the SDC cycle and how this will impact their development and growth at IDEA
February 8, 2021	TELPAS Basic Training and TELPAS Calibration	TWBAT to receive and complete the basic training for TWBAT and calibration
March 1, 2021	TEPAS Verifying and finalizing	TWBAT verify and finalize TELPAS
March 8, 2021	Step back	TWBAT to have a PTG and work as a group to determine course of action for identified areas of concern
March 15, 2021	Mock Exam Logistics	TWBAT about logistics of giving the Mock that will prepare them for state exam to avoid any irregularities.
March 29, 2021	Tracking towards mastery based in mock exam data	TWBAT to learn how to create trackers based in standards on Mock

April 5, 2021	Reteaching plan based in mock exam data	TWBAT to work on the detailed reteaching plan for identified gaps in Mock exam data
April 12, 2021	Trackers towards the A	TWBAT understand how the A rating is determined by the state and based on this create a list of students that need to be specifically supported to reach their goals and how they will be individualized instruction for these students
April 19, 2021	Meeting to discuss tracker, advancement, and possible course of action	TWBAT meet and present their trackers and engage in mini OCS
April 26, 2021	Meeting to discuss tracker, advancement, and possible course of action	TWBAT meet and present their trackers and engage in mini OCS
May 2021	Summer School planning	TWBAT identify students that will need additional support in the summer and start planning for the structure of summer school scope and sequence

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Rundberg College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

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DISTRICT VISION:

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DISTRICT CORE VALUES:

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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Rundberg will ensure that all of its graduates will go to and through a four year college or university.

DISTRICT GOALS 2019-20:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%
- 1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1I. Average ACT score (Class of 2020, September 2019): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composit score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$101M
- 2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

Professional Campus Staff			
Administrative Staff		Counseling Staff	Specialty Teachers
Taylor Nichols	Principal	Claire Weaver	Patricia South
Meggie Summers	PIR	Rocio Rangel	Kaitlyn Anderson
Reilly Blackwelder	API		Lonso Logan
Matthew Bell	API		Emily McBride
Claire Weaver	AC		Navjot Sidhu
Taylor Metting	APO		
Rocio Rangel	DCC		Andrew Bower
Bethany Watts	CC		Sharon Washington
	Admin		Camri Dancy
Monica Matias	Assistant		Stephanie Solis
6 th Grade		7 th Grade	8 th Grade
Tony Ubani		Teaysha Jones	Julian Villareal
Adrian Segura		Faith Trevino	Santiago Herrera
Madisenne Hanzek		Cesar Anzures	Chasidy Kretzer
Shabnum Hakemy		Olivia Meeks	Valerie Dalby
Victoria Karagas		Derek Banks	Patricio Mayne
9 th Grade		10 th Grade	11 th Grade
Katie Emerson		Christine Holland	Claudia Teran
Pamela Frilot		Kristin Clarke	Claudia Preza
Khalil Kennedy		Christina Hull	Joseph DiMaio
Annabel Schwochert		Kristin Hendricks	Joshua Ellis
Johnny Cervantes		Danny Foley	Matthew Marin
Leticia Garza		John Courville	
Gabrielle Kothenbeutel			
Physical Education			
Johnny Cervantes			
Derek Banks			

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Sharon Washington Melodi Ramirez Quincy Gibson Tammy Bradshaw	Teyasha Jones	
Operations Staff		
Patrick Brown Wendy Vaquera Sarah Lopez Josefina Bastida Johnathan Gonzales Alice Ariaga Abigail Lopez Martin Penington MARIA OCHOA SANDRA BARCENAS HENETT BARRERA ESTRELLITA RENTERIA ROANDA IBARRA YOLANDA MARCELINA MARLEN ESPINOZA CANALES ROSIELA ZUNIGA NAVA ILIANA MATA ANA VEGA MARIA ALDAPE VIRGINIA RAMIREZ BENITEZ CARLIN, ORLANDO		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<u>Grade Team Leaders</u>	8/31	1. Month 1 reflection
Annabel Schwochert	9/31	1. Family night/Report Card night vision
Kaitlyn Anderson	11/1	1. Parent Conferences and desired results
Christine Comeaux	12/1	1. Semester Surveys
Cesar Anzures	1/5	1. 2 nd Semester state of the school
Shabnum Hakemy	2/1	1. Teacher appreciation
Santiago Herrera	3/1	1. Benchmark prep
Chasidy Kretzer	4/1	1. Preparing for testing season and motivation

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	216,128
164	State Compensatory	4,164,713
404	Accelerated Reader/Math	726,298
165	State Bilingual	126,583
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	381,668
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	29,954

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
Committee Chair(s): Meggie Summers Committee Members: <ol style="list-style-type: none">1. Olivia Meeks2. Victoria Karagas3. Shabnum Hakemy	Committee Chair(s): Sarah Oh Committee Members: <ol style="list-style-type: none">1. Adrian Segura2. Santiago Herrera3. John Courville
Science (As Applicable)	School Culture and Climate
Committee Chair(s): Ananbel Schwochert Committee Members: <ol style="list-style-type: none">1. Christina Hull2. Matt Bell3. Claudia Benavides	Committee Chair(s): Rocio Rangel Committee Members: <ol style="list-style-type: none">1. Claire Weaver2. Sarah Oh3. Christine Comeaux
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Matthew Bell Committee Members: <ol style="list-style-type: none">1. Monica Matias2. Cesar Anzures3. Patricio Mayne	Committee Chair(s): Claire Weaver Committee Members: <ol style="list-style-type: none">1. Tony Ubani2. Madisenne Hanzek3. Kristin Clarke

New Initiatives

- 1-1 Computer integration in all classes
- Literacy in all class as a priority
- Expanded cross-grade electives in high school

-

Continuing Initiatives

- Joy calendar for teachers
- House competitions for students
- I-Learning and AR Honor Roll tracking
- Increased sports participation and offering
-

-

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/18/2020	Lesson Planning and Expectations	TWBAT understand lesson plan expectations
9/1/2020	Lesson Plans Part II	TWBAT prioritize key points in lesson plans
9/15/2020	Gathering authentic classroom data	TWBAT make a plan for gathering classroom data
9/29/2020	SPED Accommodations and Modifications part I	TWBAT learn and implement 1 new SPED strategy
10/13/2020	Tracking and using classroom data	TWBAT track and use classroom data
10/27/2020	Engagement, Motivation, and joy in class	TWBAT generate motivations for 1 week of class
11/10/2020	SPED Accommodations and Modifications part II	TWBAT learn and implement 1 new SPED strategy
11/24/2020	Calendar Review and Planning for December	TWBAT plan for December
12/8/2020	Data Conversation Preparation	TWBAT prep data conversation documents.
1/12/2021	Fresh Start	TWBAT create an organization plan for the second semester
1/26/2021	SMART Goals and Trackers	TWBAT update goal and trackers.
2/9/2021	Spring Field Lessons and Planning.	TWBAT create a plan for the spring field lesson.
2/23/2021	Review Benchmark Goals	TWBAT understand mock exam goals and the importance of them to accountability
3/9/2021	Data Conversations	TWBAT prep for third quarter data conversations
3/23/2021	Spring Field Lessons	TWBAT finalize spring field lesson plan
4/6/2021	STAAR	TWBAT understand STAAR legalities and rules
5/11/2021	EOY	TWBAT understand and execute on end year expectations.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA College Prep San Benito



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA San Benito College Prep is a 6th-12th grade T-STEM recognized campus committed to matriculating *all* our graduates to college and preparing our scholars for success in college and citizenship.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Principal: Carrie Saucedo API's: Carla Pereira and Moriah Jones PIR: Keldrin Blount and Bethany Everette APO: Emilio Dominguez	AC: Rosalinda Morales SEC: Janette Loftis DCC: Casey Theivagt CC: Samantha Tapia CC: Erika Rodriguez	Engineering: Jaime Mireles BioMedical: Christopher Brotzman & Jessica Garza Interventionist: Daniel Nieto RTTC: Alysondra Mesa, Jessica Mason and Osmara Garcia
ELA	Math	Science
Bianca Rodriguez Alex Alaniz Samantha Hilton Alvaro Pulido Francisco Martinez Priscilla Torres	Gisell Vasquez Juan Villela Jonathan Rosenbaum Delia Moreno Hawkins Sellier Bausilio Pesina	Noe Cordero Nick Loftis Bree Sharpe Sergio Blackaller Omar Garza Ivan Rivas
Social Studies	PE	Spanish
Jose Luis Lopez Alma Perez Nia Campos Robert Diaz Priscilla Quintanilla Michael Salinas	Marivel Alejandro Gilberto Puente	Luis Martinez Vanessa Cantu Alma Garza
Electives	SPED	
Elias Benavides Erica Pequeno	William Cole Pierce Hilda Briones Adrianna Ramos Christina Rocha	

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Isaac Aguirre Idania Molano Ana Arenas Rene Pena Yazmin Reyna		Laura Escareno Magdiel Martinez
Operations Staff	Temporary Staff	
Emilio Dominguez Janie Ramos Adan Saldivar Juan Gonzalez		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Carrie Saucedo, Principal Casey Theivagt, DCC Claudia Teran, ELA Teacher Christopher Brotzman, CATE Teacher Anita Hohnadel, Parent	September 1, 2020	1. Community Engagement
	October 6, 2020	1. Campus Safety
	November 3, 2020	1. Health and Wellness
	December 1, 2020	1. Professional Partnerships
		1.
		1.
		1.
		1.

Campus Budget Summary

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Funding Sources - State

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164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	513,025
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	13,656

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	757	100%
At Risk	338	44.65%
SPED	32	4.23%
F.A.R.M.	557	73.58%
ELL	186	24.5%
Male	394	52%
Female	363	48%
Amer. Indian	2	.26%
Asian	8	1.06%
Black	1	.13%
White	40	5.28%
Hispanic	706	93.26%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Ciera Smith Committee Members: Bianca Rodriguez Alex Alaniz Samantha Hilton Hilda Briones Priscilla Torres Francisco Martinez Alvaro Pulido</p>	<p>Committee Chair(s): Delia Moreno Committee Members: Gisell Vasquez Juan Villela Jonathan Rosenbaum Delia Moreno Hawkins Sellier Bausilio Pesina Veronica Flores</p>
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Nick Loftis Committee Members: Noe Cordero Nick Loftis Bree Sharpe Jessica Garza Sergio Blackaller Omar Garza Ivan Rivas</p>	<p>Committee Chair(s): Janette Loftis Committee Members:</p> <ol style="list-style-type: none"> 1. Carla Pereira 2. Moriah Jones 3. Bianca Rodriguez 4. Sergio Blackaller 5. Ivan Rivas 6. Keldrin Blount
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Moriah Jones Committee Members:</p> <ol style="list-style-type: none"> 1. Melissa Trevino 2. Carrie Saucedo 3. Carla Pereira 	<p>Committee Chair(s): Rosalinda Morales Committee Members:</p> <ol style="list-style-type: none"> 1. Emilio Dominguez 2. Janette Loftis 3. Carrie Saucedo 4. Bethany Everette

New Initiatives

- Strong Start Plan

- Online/Blended Learning
- Intervention programs: Reading Success and Imagine Learning

Continuing Initiatives

- Kagan Strategies

- STAAR GRPI
- TELPAS GRPI
- AP Scholars GRPI

Staff Development		
Date	Session Title/Topic	Session Objective(s)
August 3-7	BOY PD	See BOY PD Schedule
August 3	Visio, Mission, Pillars and state of School	Staff will be able to identify key areas of strength and areas of opportunity on our campus; articulate our priorities and goals for the new school year.
August	Lesson Planning	
August	Discipline Matrix	
September	On Track to Graduate	
September	College & Career Readiness	
September	Staff Development Cycle	
October	Best Practices in online learning	
October	STAAR/ACT blueprints and objective unpacking	
October	Bullying Prevention	
November	Student social emotional support	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA College Preparatory San Juan



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA College Preparatory San Juan will offer a college preparatory, STEM and AP infused environment focused on literacy and critical analysis skills to ensure that Saints students are properly prepared for the rigors of college classrooms.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Lindsey Campbell, Principal Efrain Matamoros, Principal in Residence Cassie Reyes, Assistant Principal of Instruction Christian Ramirez, Assistant Principal of Instruction Krystle Zambrano, Assistant Principal of Instruction Jovanna Cantu, Assistant Principal of Operations	Christina Lynch - Director of College Counseling Cecilia Flores, College Counselor Alexandra Campos, College Counselor Marie Gonzalez, Academic Counselor Ruth Perozo Rosado, Testing Coordinator	Lana Rodriguez, Interventionist Ruby Ortiz, Individualized Learning Special Cielo Rodriguez, AVID Tutor Kristina Rodriguez, AVID Tutor Valrie Melgoza, EL Interventionist, EL Interventionist VACANT, Math Interventionist
6 th Grade	7 th Grade	8 th Grade
David Trevino, ELA Pre-AP Teacher David Brown, Math Pre-AP Teacher Nina Alvarez, Science Pre-AP Teacher Gilbert Villarreal, Humanities Pre-AP Teacher	Allison Cavazos, ELA Pre-AP Teacher Maria Chavez, Pre-Algebra Teacher Arlene Montano, Science Pre-AP Teacher Selina Lopez, Humanities Pre-AP Teacher	Dina Farias, ELA Pre-AP Teacher Erick Cantu, Humanities Pre-AP Teacher Alejandra Cabrera Math Pre-AP Teacher Tiffany Martinez, Science Pre-AP Teacher
9 th Grade	10 th Grade	11 th Grade
Julian Badon, AP Human Geography Teacher Manuel Gonzalez, Chemistry Pre-AP Teacher Nancy Morales, Geometry Pre-AP Teacher Savanah Silva, English I Teacher	Liliana Rodriguez, AP World History Teacher Thomas Baugh, Algebra II Pre-AP Teacher Karen Quiroga, Chemistry Pre-AP Teacher Krystal Garcia, English II Pre-AP Teacher	Cassandra Cerda, AP English Language Teacher Sue Martico, AP Physics 1 Teacher Dustin Kipp, AP US History Teacher Charles Cartwright, Pre - Calculus Pre-AP Teacher
12 th Grade	Specialty Teachers	Physical Education
Holly Oaks, AP Calculus/AP Statistics Teacher Krystal Hernandez, AP Biology Teacher Sarah Solis, AP English Literature Teacher Wyeth Seidel, AP Government/AP Economics Teacher	Kevin Gamas, Art Cristina Correa, Art Cassandra Lozano, Special Education Bianca Ibarra, Special Education Edwardo Lopez, Special Education Ambar Reyes, Special Education (RISE) Deyra Cantu, Special Education (RISE) Jeff Bauer, Special Education (RISE) Cassandra Andrews, Technology Janett Landeros, Technology Itzbi Mendoza, AP Spanish Language Aylem Navarro, AP Spanish Literature Elena Andino, Pre-AP Spanish I, II, III Sherry Fielder, Engineering Tori Segundo, RTTC 9/10 Ian Kettlekamp, ACT 10/11	Elias Ramos, Physical Education Ernesto Gutierrez, Physical Education

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Front Office Staff	Clerical/Technical
VACANT, Co-Teacher P.E. Vanessa Trevino, RISE Co Teacher Patricia Estefania Garcia, RISE Co Teacher Kimberly Solis, RISE Co Teacher Yesenia Garza, RISE Co Teacher Vanessa Venegas, RISE Co Teacher Erica Rios, RISE Co Teacher Angel Plata, RISE Co Teacher	Sandra Delgado, Health Aide Esther Hinojosa, Receptionist Liliana Hernandez, Registrar	Prescilia Davila, Administrative Assistant Fernando Zunia, Tech Support Dina Ivey, Business Clerk
Transportation Staff	Cafeteria Staff	Facilities Staff
Gerardo Leyva, Campus Transportation Manager Herman Castillo, Bus Driver Dennis Morgan, Bus Driver Belinda Cazares, Bus Driver Martin Guerrero, Bus Driver Leticia Quintanilla, Bus Driver Deisy Elizondo, Bus Driver Gonzalo Garza, Bus Driver Serapio Ambriz, Bus Driver Mariela Montalvo, Bus Driver Pedro Perez, Bus Driver Arturo Lopez, Bus Driver Carlos Pulido, Bus Driver Jay Vasquez, Bus Driver Mechanic	Arnoldo Torres - Cafeteria Manager Julia Pérez - Assistant Cafeteria Manager Laura González - Food Serves Specialist Maribel Ramírez - Food Serves Specialist Irene García - Food Serves Specialist Pastor Tavares - Food Serves Specialist Daniel Alaniz - Food Serves Specialist	Juan Torres, Facilities Manager Ruben Villarreal Contreras, Custodian Minerva Alcocer, Custodian Miriam Alcocer, Custodian Juan Mata, Custodian

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Lindsey Campbell, Principal Efrain Matamoros, Principal in Residence Cassie Reyes, Assistant Principal of Instruction Christian Ramirez, Assistant Principal of Instruction Krystle Zambrano, Assistant Principal of Instruction Jovanna Cantu, Assistant Principal of Operations Christina Lynch - Director of College Counseling Cecilia Flores, College Counselor Alexandra Campos, College Counselor Marie Gonzalez, Academic Counselor David Brown, 6 th Grade Team Leader Arlene Montano, 7 th Grade Team Leader Tiffany Martinez, 8 th Grade Team Leader Kevin Gamas, 9 th Grade Team Leader Krystal Elizalde, 10 th Grade Team Leader Ian Kettelkamp, 11 th Grade Team Leader Krystal Hernandez, 12 th Grade Team Leader Marty Vielma, Community Representative from K9 Training Center Hiten Patel, Community Representative from Nerdvana	Monday, August 17, 2020	1. Parent Involvement Committee (T-STEM Benchmark 6) 2. Culture (T-STEM Benchmark 1) 3. Identify TSTEM Initiatives (T-STEM Benchmark 3) 4. Plan for Academic Expectations (T-STEM Benchmark 4) 5. Field Lesson Planning & Fundraising (T-STEM Benchmark 3 & 6) 6. Sept. 16 event planning (T-STEM Benchmark 3)
	Monday, September 14, 2020	1. Fall Festival (T-STEM Benchmark 3) 2. Red Ribbon Week (T-STEM Benchmark 3) 3. Review Progress on TSTEM Initiatives (T-STEM Benchmark 3) 4. Field Lesson Planning & Fundraising (T-STEM Benchmark 3 & 6)
	Monday, October 19, 2020	1. Holiday Food Drive (T-STEM Benchmark 3) 2. Data Review (T-STEM Benchmark 4) 3. Review Progress on TSTEM Initiatives (T-STEM Benchmark 3) 4. Field Lesson Planning & Fundraising (T-STEM Benchmark 3 & 6)
	Monday, November 9, 2020	1. Toy & Coat Drive (T-STEM Benchmark 5) 2. Holiday Decoration & Celebration for students & staff (T-STEM Benchmark 1) 3. Data review (T-STEM Benchmark 4) 4. Field Lesson Planning & Fundraising (T-STEM Benchmark 3 & 6) 5. Review Progress on TSTEM Initiatives / Mid-Year Assessments (T-STEM Benchmark 3)
	Monday, January 11, 2021	1. Career Fair (T-STEM Benchmark 5) 2. Data review (T-STEM Benchmark 4) 3. Field Lesson Planning & Fundraising (T-STEM Benchmark 3 & 6) 4. Review Progress on TSTEM Initiatives (T-STEM Benchmark 3 & 6)
	Monday, February 22, 2021	1. Spring Break Safety Awareness (T-STEM Benchmark 1 & 3) 2. Data review (T-STEM Benchmark 6) 3. Campus Culture (T-STEM Benchmark 1) 4. Review Progress on TSTEM Initiatives (T-STEM Benchmark 3)
	Monday, March 22, 2021	1. College Commitment (T-STEM Benchmark 3 & 6) 2. Budget review (T-STEM Benchmark 1) 3. Data review (T-STEM Benchmark 6) 4. Testing (T-STEM Benchmark 4) 5. Review Progress on TSTEM Initiatives (T-STEM Benchmark 3)
	Monday, April 5, 2021	1. EOY celebrations (CSD, Graduation, Awards, TOY, etc) (T-STEM Benchmark 3 & 6) 2. Family Picnic (T-STEM Benchmark 2) 3. 5 de Mayo (T-STEM Benchmark 3 & 6) 4. Awards Planning/Royal Reader Celebrations (T-STEM Benchmark 6) 5. Teacher Appreciation (T-STEM Benchmark 1) 6. Review Progress on TSTEM Initiatives (T-STEM Benchmark 3)

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

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411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	336,413
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	22,172

Total

IDEA San Juan College Preparatory

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	744	100%
At Risk	446	60%
SPED	57	8%
F.A.R.M.	692	93%
ELL	302	41%
Male	352	47%
Female	392	53%
Amer. Indian	0	0%
Asian	2	0.27%
Black	2	0.27%
White	8	1.08%
Hispanic	731	98.25%
Native Hawaiian	1	0.13%
Two or More Races	0	0%

**As of March 2020*

Campus Committees

English Language Arts	Math
Committee Chair(s): Christian Ramirez Committee Members: <ol style="list-style-type: none"> 1. Cassandra Cerda 2. Dina Farias 3. Francisco Rodriguez 4. Krystal Garcia 5. Ricardo Uribe 6. Sarah Solis 7. Savannah Silva 8. Valerie Melgoza 9. David Trevino 	Committee Chair(s): Nancy Morales Committee Members: <ol style="list-style-type: none"> 1. Alejandra Alaniz 2. Charles Cartwright 3. David Brown 4. Hollie Oaks 5. Maria Chavez De Ruedas 6. Thomas Baugh
Science	Humanities
Committee Chair(s): Karen Quiroga Committee Members: <ol style="list-style-type: none"> 1. Arlene Montano 2. Jorge Ceballos 3. Krystal Hernandez 4. Manuel Gonzalez 5. Nina Alvarez 6. Tiffany Martinez 	Committee Chair(s): Dustin Kipp Committee Members: <ol style="list-style-type: none"> 1. Erick Cantu 2. Gilberto Villarreal 3. Julyan Baden 4. Liliana Rodriguez 5. Selina Lopez 6. Wyeth Seidel
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Nina Alvarez Committee Members: <ol style="list-style-type: none"> 1. Cristina Correa 2. Ian Kettelkamp 3. Liliana Rodriguez 4. Erica Rios 5. Kevin Gamas 6. Christina Rodriguez 7. Valerie Melgoza 8. Ernesto Gutierrez 9. Lindsey Campbell 	Committee Chair(s): Itzbi Mendoza Committee Members: <ol style="list-style-type: none"> 1. David Brown 2. Jeff Bauer 3. Vanessa Venegas 4. Patricia E. Garcia 5. David Trevino 6. Aylem Navarro 7. Erick Cantu 8. Jovanna Cantu 9. Elva Ramirez
Art Committee	Physical Education Committee
Committee Chair(s): Cristina Correa Committee Members: <ol style="list-style-type: none"> 1. Kevin Gamas 	Committee Chair(s): Ernesto Gutierrez Committee Members: <ol style="list-style-type: none"> 1. Elias Ramos 2. Cassandra Cortez

Spanish Committee	CTE Committee
Committee Chair(s): Aylem Navarro Committee Members: <ol style="list-style-type: none"> 1. Itzbi Mendoza 2. Elizabeth Rubio 	Committee Chair(s): Janett Landeros Committee Members: <ol style="list-style-type: none"> 1. Cassandra Andrews 2. Sherry Fielder Kite
100% College Matriculation	School Culture and Climate
Committee Chair(s): Krystal Hernandez Committee Members: <ol style="list-style-type: none"> 1. Ricardo Uribe 2. Wyeth seidel 3. Hollie Oaks 4. Gilbert Villarreal 5. Edward Lopez 6. Julyan Baden 7. Savannah Silva 8. Christina Lynch 	Committee Chair(s): Tiffany Martinez Committee Members: <ol style="list-style-type: none"> 1. Bianca Ibarra 2. Lana Rodriguez 3. Alejandra Alaniz 4. Deyra Cantu 5. Ruby Ortiz 6. Ambar Reyes 7. Kimberly Solis 8. Yessenia Garza 9. Cassy Lozano 10. Dina Farias 11. Marie Gonzalez
T-STEM Committee	Special Populations/ Demographics Committee
Committee Chair(s): Arlene Montano Committee Members: <ol style="list-style-type: none"> 1. Maria Chavez 2. Cassandra Andrews 3. Sarah Solis 4. Selina Lopez 5. Charles Cartwright 6. Elias Ramos 7. Sherry Fielder Kite 8. Thomas Baugh 9. Casandra Cortez 10. Cassie Reyes Martinez 	Committee Chair(s): Cassandra Lozano & Ambar Reyes Committee Members: <ol style="list-style-type: none"> 1. Edward Lopez 2. Bianca Ibarra 3. Deyra Cantu 4. Jeffrey Bauer 5. Erica Rios 6. Kimberly Solis 7. Vanessa Venegas 8. Patricia Garcia 9. Yessenia Garza 10. Christina Rodriguez 11. Ruby Ortiz 12. Lana Rodriguez

Student Achievement/ OTG Committee	ACT Committee
<p>Committee Chair(s): Francisco Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Dustin Kipp 2. Nancy Morales 3. Tori Segundo 4. Cassandra Cerda 5. Karen Quiroga 6. Manuel Gonzalez 7. Janett Landeros 8. Elizabeth Rubio 9. Cecilia Flores 10. Krystal garcia 11. Alexandra Campos 	<p>Committee Chair(s): Ian Kettelkamp</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Victoria Segundo 2. Kristina Rodriguez

Student Achievement/ OTG Committee	ACT Committee
<ul style="list-style-type: none"> • Ranked 25th best high school in the state of Texas according to US News and World Report • Improved lesson progress/development from teachers and accountability from leaders for feedback. • 100% participation in T-STEM events such as Science Fair for all grades 6 – 10th and increased participation in grades 11 & 12. • More regular professional development on teach boost this year. • Family and Community involvement increased and parent classes have had steady attendance. • More core instruction focus by implementing blocked schedules. • Highly Qualified Teachers and extensive professional development throughout the year • High student and staff persistence • House Cup to build a sense of culture and community on campus 	<ul style="list-style-type: none"> • Consistently ensure quality teacher professional development through the Get Better Faster Guideposts. (Lead team will review teacher's initial placements on the GBF guide and specific benchmarks for proficiency of lesson planning skills will be set throughout the year) • Teacher Check In documents will include areas for teachers to choose and grow in aspects of the Guidepost for Excellent Teaching that they are focus on. • Support Math and English Foundational skills by hiring a math and English interventionist to devote more time to students who are 3+ grade levels behind • More accountability of teacher/student/manager tracking of Special Population students <ul style="list-style-type: none"> ○ (This includes Masters numbers, SpEd, and ELL) ○ Tracking through daily lesson objectives ○ Tracing every Quarter towards each unit exam ○ Conduct Student Work Analysis Meetings after ever Bi-Weekly District Assessment ○ Differentiation and Aggressive monitoring professional development sessions • Increase rigor by adding more time for students to lead the learning in class through new Wit and Wisdom and District Math Pilot Curricula • Enhance our campus culture from compliance to a culture of achievement through excellent teaching and investment/motivation strategies in every classroom with a focus on productive struggle

New Initiatives

- Create additional reading/writing and core content opportunities in middle school by switching to Blocked Schedules.
- Adding opportunities for dual enrollment through partnership with UT Austin On Ramps as well as adding T-STEM opportunities for students to be certified through Microsoft Office to prepare students for both college and career readiness and adding additional engineering & computer science courses to complete a 4 year pathway in each program.
- In depth training on how to unpack standards and plan effective reteaching through modeling and guided discourse.
- Professional development in SIOP strategies in the classroom for both ELL and Special Education Students as well as additional training on how to continue to aggressively monitor students during independent practice.
- Peer feedback as professional development led by content leaders and tied to the Guidepost for Excellent Teaching to build strong professional learning communities in contents.
- New teacher check in documents where teacher has an opportunity to choose and prioritize which of the highest level GET rubric strands they would like to focus on with their manager. The check in document will track their progress and they will need to be rated proficient or higher on at least 13 strands by the end of the year.
- Showcase Exemplar GET Rubric Ratings foster collaboration and in house support.
- Utilizing the “effective effort rubric” to ensure that students are having opportunities to reflect on their own effort in preparation for a course exam and re-inforce hard work and productive struggles.
- Partnering with the district for new emotional intelligence lessons and curricula to embed into teacher lessons.
- Continued focus on family and community involvement through providing opportunities for students (internships, externships, etc) as well as recruiting for campus festivals, science fairs, and other events.

Continuing Initiatives

- Joint instructional rounds on a weekly basis with all lead team members) with opportunities to norm G.E.T. ratings and norm on feedback for the most pressing problem.
- Continue utilizing TEACHBOOST to both Coach and Develop teachers
- Continued partnership with NMSI (National Math Science Institute) to ensure teachers have the necessary vertical alignment and rigor for student success in all Pre-AP and AP Classes and having teachers
- Utilizing our Daily Exit Ticket Tracker for all core contents when it comes to reporting out on data to instructional managers.
- Visible TEKS aligned tracking systems in all classrooms for content and tracking both publicly on the classroom wall and privately towards an individual student goal.
- Continued use of resources such as STEM Scopes, Formative Loop, Scientific minds, DI, DISE, Wit & Wisdom, etc...
- Continued Grade level Meet/Exceed meetings to ensure that individual priority students are having all needs met. These meetings will not solely focus on at risk students but ensuring that all students are meeting their individual goals assigned to them by the state to ensure their progress.
- Joint culture walkthroughs with lead team weekly as well as continued partnership with community members to ensure campus security is at is optimum level.
- Monthly and Bi-Monthly Accountability lunches to report out on AP/STAAR
- Content leaders and Instructional leaders will continue to jointly review Lesson plans for teachers weekly as well as plan for coaching conversations and student work analysis meetings during a common time and receive feedback prior to execution
- Built in collaborative conference hours to ensure more opportunities for not only grade level horizontal alignment but also content and vertical alignment.
- Continue parent classes and partnerships with Texas Behavioral Health solutions.
- Continue with home visits and outreaching to families that are appearing to need academic support or considering other campuses.
- Continuing our 3C initiative to ensure students build strong college going identity and are ready both mentally and academically for their first year in college.

Staff Development

Date	Session Title/Topic	Session Objective(s)
6/7, 6/13, 6/20, 6/27, 7/2, 7/8, 7/19	New Hire Book Study	The purpose of the Summer Book Study is to set new ICPSJ teachers up for success and ensure that all teachers feel ready for the first day of school (and beyond!). Our goal is that, whether you are brand new to teaching or have experience in the classroom, that you will gain new knowledge and skills from the book <u>The First Days of School</u> .
7/6 & 7/15	Self-Paced Modules that teachers will complete on Days 1 & 2 of NTI	Online trainings will include all the key ideas of being IDEA teacher, as well as onboarding and orientation to our organization.
7/27/7/31	New Teacher Institute Training	Training will include IDEA Culture, Classroom Systems and procedures, Lesson planning, lesson rehearsals, feedback on lesson plans submitted, etc.
8/3 – 8/7	Beginning of Year Professional Development	Teachers will review the state of the school, identify gaps, and work on ways to close those gaps for the upcoming school year. Teachers will also set goals for their classroom, lesson plan, familiarize themselves with <u>Special Pops Students</u> , and learn <u>first day of school procedures</u> .
8/3 – 8/7	Course Collaboration	Teachers will collaborate with other teachers across the district in their content to identify best practices and reflect on data.
8/18	Lesson Plan Vision	Teachers who have not become proficient on Lesson Planning Vision: <ul style="list-style-type: none"> - Specific, Measurable, Realistic, Ambitious, Time-bound Objectives - Aligning Lesson Assessment to the highest level of rigor - Creating specific Content, procedural key points Will be asked to attend this session
9/12	Guidepost for Excellent Teaching Training	New teachers will reflect and improve their practice on “Power Rows” in the Guidepost for Excellent Teacher Training
10/9	Course Collaboration	Teachers will collaborate with other teachers across the district in their content to identify best practices and reflect on data.
10/20	Guidepost 5: Data Driven Decisions	TWBAT use assessment data, including historical data, diagnostics, and ongoing assessments to drive instructional planning and delivery decisions
10/24	Guidepost for Excellent Teaching Training	New teachers will reflect and improve their practice on “Power Rows” in the Guidepost for Excellent Teacher Training
11/3	TBD dependent on current Data and culture/Climate of campus	
1/ 4	Course Collaboration	Teachers will collaborate with other teachers across the district in their content to identify best practices and reflect on data.
1/12	SpEd & ELL	TWBAT utilize 2 strategies specifically aimed at increasing SpEd and ELL performance.
2/15	TBD dependent upon Semester Exam data and Culture and Instructional observation needs	
3/12	Course Collaboration	Teachers will collaborate with other teachers across the district in their content to identify best practices and reflect on data.

3/23	TBD dependent upon Semester Exam and Culture and Instructional observation needs	
4/6	TBD dependent upon Mock Exams data and Culture and Instructional observation needs	
4/20	TBD dependent upon Mock Exams data and Culture and Instructional observation needs	
5/3	Campus Needs Assessment (Content Reflections)	TWBAT reflect on the school year and provide insight on campus areas of strength and areas of growth.
5/10	Campus Needs Assessment (Culture/Campus/Organization Reflections)	TWBAT reflect on the school year and provide insight on campus areas of strength and areas of growth.
5/17	Campus Needs Assessment (Content Reflections)	TWBAT reflect on the school year and provide insight on campus areas of strength and areas of growth.
5/24	Campus Needs Assessment (Culture/Campus/Organization Reflections)	TWBAT reflect on the school year and provide insight on campus areas of strength and areas of growth.

IDEA Public Schools

IDEA South Flores College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Similar to our district's mission, ISFCP's mission is to ensure that our College for All mission becomes a reality by sending 100% of our scholars to and through college.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Special Education RISE
<ul style="list-style-type: none"> Becky Lopez: Principal Yolanda Phipps: Administrative Assistant Eric Cordova: Assistant Principal of Instruction Valerie Trevino: Assistant Principal of Instruction Victoria Luna: Assistant Principal of Instruction Melanie Moran: Assistant Principal of Operations Kendall Taylor: 8th grade administrator 	<ul style="list-style-type: none"> Amanda Kmiec: Director of College Counseling Benita Holguin: College Counselor Najma Osman: College Counselor Gerardo Villarreal: Academic Counselor Karla Salas, LMSW: Social Worker 	<ul style="list-style-type: none"> Sharon Romero: Teacher Leslie Samuel : Co-teacher Mallorie Gonzalez: Co-teacher Bridget Barrientez: Co-teacher Patsy D’Souza: Co-teacher Luis Garcia: Teacher Claudia Aguilar: Teacher
Sixth Grade	Seventh Grade	Eighth Grade
<ul style="list-style-type: none"> Veronica Natividad: Math Jonatan Ayala: ELA Ashante Thicklin: Science Jackie Plata: Humanities Amador Castro: Special Education 6/7 	<ul style="list-style-type: none"> Rod Edmond: Math Abigail Renteria: ELA Brenda Fuentes: Science Jennifer Torres: Humanities Sinah Galindo: Special Education 6/7 	<ul style="list-style-type: none"> Arlene Cantu: Math Angie Flores: ELA Clara Garcia: Science Chris Casella: Humanities Salvador Cardenas: Special Education Brian Edmonds: Special Education
Ninth Grade	Tenth Grade	Eleventh Grade
<ul style="list-style-type: none"> Sergio Moreno: Math Jacquelyn Lopez: ELA Yesnely Flores: Science Ismael Hernandez: Humanities Deborah Villarreal: Special Education 9/10th 	<ul style="list-style-type: none"> Nahin Aldana: Math Vacant: ELA Katherine Johnson: Science Johnny Garcia: Humanities 	<ul style="list-style-type: none"> Elisabeth Hedrick-Moser: ELA Madison Regan: Math* Bakhtiar Mohammed: Science Amanda Wittnebel: Humanities Diana Clarke: Special Programs Administrator 6 – 12th*
Twelfth Grade	Electives	Operations Staff

<ul style="list-style-type: none"> • Diana Villarreal: ELA • TeAndra Jackson: Math • Maria Medina Gomez: Science • Angie Chavez: Humanities 	<ul style="list-style-type: none"> • Norma Trevino: Spanish I/II • Luis Lopez: Spanish III/AP • Sara Ravell: IB Spanish • Ernesto Cuevas: IB Art • Cynthia Martinez: Art I/II • Angelica Mancinas: AR • Erin El-Tawil: IB Art • Caitlin McCloskey: TOK • Isabel Escarpita: IB Spanish • Lisa Lozano: RTTC • Travis Johnson: 6/7 PE • Eduardo Menchaca: 9 PE* • Abderrahmane Abdiche: AP Microecon • Eynav Ovadia: AP Art History • Hector Falla: MS Professional Comm. 	<ul style="list-style-type: none"> • Jill Rodriguez: Business Clerk • Gabi Aguilar: Receptionist • Alejandra Olivares: Registrar • Erika Olivares: SIS Coordinator • Guillermo Rodriguez: Facilities Manager • Health Aide: Jena Mendiola • Shae Spriggs: CNP Manager • Marivel Agustin: 21st Century Manager
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*Bilingually Certified

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Becky Lopez (Principal, Administration)	September 17th	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Melanie Moran (Principal of Operations, Administration)	October 22nd	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Gerardo Villarreal (Academic Counselor, Administration)	November 19th	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Benita Holguin (College Counselor, Administration)	December 10th	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Najma Osman (College Counselor, Administration)	January 21st	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Victoria Luna (Assistant Principal of Instruction, Administration)	February 18th	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Eric Cordova (Assistant Principal of Instruction, Administration)	March 18 th	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Valerie Trevino (Assistant Principal of Instruction, Administration)	April 21 st	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Kendall Taylor (8 th grade administrator, Administration)	May 20th	<ol style="list-style-type: none"> 1. Owl of The Month 2. Review Calendar for the Upcoming Month 3. Announcements/ 1-pager review for upcoming events 4. Priority Focus and Strategy Planning
Diana Clarke (Special Programs Content Leader)		
Diana Villarreal (Grade Level Chair, 11 th and 12 th Grade)		
Johnny Garcia (Grade Level Chair, 10 th Grade)		
Jacquelyn Lopez (Grade Level Chair, 9 th Grade)		
Angie Flores (Grade Level Chair, 8 th Grade)		
Brenda Fuentes		

(Grade Level Chair, 7th Grade)
Jackie Plata
(Grade Level Chair, 6th Grade)

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Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	72,701
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	8,810

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Victoria Mendoza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jonatan Ayala 2. Abigail Renteria 3. Angie Flores 4. Jacquelyn Lopez 5. Vacant 6. Elisabeth Hedrick-Moser 7. Diana Villarreal 	<p>Committee Chair(s): Sergio Moreno</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. TeAndrea Jackson 2. Madison Regan 3. Nahin Aldana 4. Arlene Cantu 5. Rod Edmond 6. Veronica Natividad 7. Eric Cordova
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Yesnely Flores</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ashante Thicklin 2. Brenda Fuentes 3. Clara Garcia 4. Katherine Johnson 5. Bakhtiar Mohammed 6. Maria Medina Gomez 	<p>Committee Chair(s): Rebecca Lopez & Jerry Villarreal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jackie Plata 2. Brenda Fuentes 3. Angelica Flores 4. Jacqueline Lopez 5. Johnny Garcia 6. Diana Villarreal
<p>Art</p> <p>Committee Chair(s): Ernesto Cuevas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Erin El-Tawil 2. Eynav Ovadia 3. Cynthia Martínez 	<p>Electives</p> <p>Committee Chair(s): Edwardo Menchaca</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Angelica Mancinas 2. Hector Falla 3. Travis Johnson

Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Rebecca Lopez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Melanie Moran 2. Yolanda Phipps 3. Victoria Luna 4. Eric Cordova 5. Kendall Taylor 6. Valerie Trevino 7. Jackie Plata 8. Brenda Fuentes 9. Angie Flores 10. Jacquelyn Lopez 11. Johnny Garcia 12. Diana Villarreal 	<p>Committee Chair(s): Rebecca Lopez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Gerardo Villarreal 5. Karla Salas, LMSW 6. Melanie Moran 7. Victoria Luna 8. Kendall Taylor 9. Eric Cordova 10. Valerie Trevino 11. Amanda Kmeic 12. Najma Osman 13. Benita Holguin

New Initiatives
<ul style="list-style-type: none"> • Community Engagement • Campus Pride and Culture • Vertical Alignment to AP and IB
Continuing Initiatives
<ul style="list-style-type: none"> • Scholar voice, writing, and attendance accountability

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 11th	Faculty Meeting	<p>OWBAT analyze campus data and create a plan as a grade team to address the problem.</p> <p>Or</p> <p>OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)</p>
August 25 th	Content Meeting	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
September 1st	Faculty Meeting	<p>OWBAT analyze campus data and create a plan as a grade team to address the problem.</p> <p>Or</p> <p>OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)</p>
September 8th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
September 15 th	Faculty Meeting	<p>OWBAT analyze campus data and create a plan as a grade team to address the problem.</p> <p>Or</p> <p>OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)</p>
September 22nd	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
September 29 th	Faculty Meeting	<p>OWBAT analyze campus data and create a plan as a grade team to address the problem.</p> <p>Or</p> <p>OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)</p>
October 6 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
October 13 th	Faculty Meeting	OWBAT analyze campus data and create a plan as a grade team to address the problem.

		<p>Or</p> <p>OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)</p>
October 20 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem.
		Or
October 27 th	Faculty Meeting	OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
November 3 rd	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem.
		Or
November 10 th	Faculty Meeting	OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
November 17 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem.
		Or
December 1 st	Faculty Meeting	OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
December 8 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem.
		Or
December 15 th	Faculty Meeting	OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)

January 12 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
January 19 th	Faculty Meeting	OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
January 26 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
February 2 nd	Faculty Meeting	OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
February 9 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
February 23 rd	Faculty Meeting	OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
March 2 nd	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
March 16 th	Faculty Meeting	OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
March 23 rd	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
March 30 th	Faculty Meeting	OWBAT analyze campus data and create a plan as a grade team to address the problem. Or

		OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
April 6 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
April 13 th	Faculty Meeting	
April 20 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
April 27 th	Faculty Meeting	
May 4 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
May 11 th	Faculty Meeting	
May 18 th	Content Meetings	OWBAT articulate deliverable actions from the meeting focus (i.e. use ANEZZ-C to analyze a text and the authors purpose)
		OWBAT analyze campus data and create a plan as a grade team to address the problem. Or OWBAT articulate deliverable actions from the meeting focus (i.e. collect a writing sample for scholars from TELPAS)
May 25 th	Faculty Meeting	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Toros College Preparatory



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA Toros, we emphasize the development of individual **character** and relentless pursuit of **excellence** in both athletic and academic environments, which we believe will provide students with the **opportunity** to reach their full academic and athletic potential, transfer into success in college, and as our students transition into the professional world, becoming contributing citizens.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Teresa Lopez	Rolando Gonzalez	Amanda Gutierrez-Interventionist/SPED
7 th /8 th	9 th /10 th	11 th /12 th
Mamie Anodjo Karina Escamilla Cayetano Castro Hector Chavez	Mary de la Cruz Yaritza Escamilla Chris Olivarez Yvonne Villarreal	Raymond Villagomez Jodi Beth Hazel Juan Aguinaga Lizeth Grajada
Spanish		
Gabriela Godinez		
Physical Education		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Operations Staff	Temporary Staff	
Janelle Montes-Testing Coordinator Shirley Salinas-SIS Coordinator Teresa Lopez-Business Clerk/Admin Assistant		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Viviane Manzano, Principal	August 28, 2020	1. Student Culture
Nora Cuevas, Assistant Principal of Instruction	November 27, 2020	1. Family Outreach
Juan Aguinaga, Humanities Teacher/Grade Team Leader/Content Team Leader	January 29, 2021	1. Student Performance
Jodi Beth Hazel, English Teacher/Content Team Leader/NMSI Site Director	February 26, 2021	1. College Matriculation
Mary de la Cruz, Math Teacher	April 16, 2021	1. End of Year Events
	May 28, 2021	1. Summer Teacher Professional Development

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	98,912
164	State Compensatory	1,822,062
404	Accelerated Reader/Math	317,756
165	State Bilingual	55,380
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	773
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	5,506

Total

IDEA Toros College Preparatory
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	182	
At Risk		
SPED		
F.A.R.M.		
ELL		
Male	156	
Female	26	
Amer. Indian	0	
Asian	0	
Black	0	
White	7	
Hispanic	64	

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Jodi Beth Hazel</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Yvonne Villarreal 2. Hector Chavez 	<p>Committee Chair(s): Mary de la Cruz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Mamie Anodjo 2. Lizeth Grajeda
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Raymond Villagomez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Yaritza Escamilla 2. Karina Escamilla 	<p>Committee Chair(s): Nora Cuevas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Viviane Manzano 2. Rolando Gonzalez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Viviane Manzano</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Cory Flanagan 2. Nora Cuevas 	<p>Committee Chair(s): Rolando Gonzalez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Amanda Gutierrez 2. Cory Flanagan

New Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Curriculum Vertical/Horizontal Alignment• Social Media Family Communication Campaign• Math & Reading Intervention block | <ul style="list-style-type: none">• Ramp Up Week• Summit Pre-New Teacher Institute• Vision launches with new staff |
|---|--|

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Summer Teacher Professional Development• Data driven instruction• Mentoring | <ul style="list-style-type: none">• Road to & through college course• CSI Intervention |
|---|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/14/20	Data Driven Instruction	Teachers will be able to analyze and identify student work gaps through data
9/4/20	Student Culture	Teachers will know the BOY student culture expectations and objectives
10/8/20	Together Teacher	Staff will learning key planning skill in order to be a more organized leader through-out the school year.
11/13/20	Kagan Learning Training	Staff will be able to implement \ Kagan strategies effectively in their classrooms.
12/11/20	Non Verbal Behavior Re-Direction	Teachers will be able to implement non verbal behavior re-direction effectively in their classrooms
02/5/21	Progress Towards Goals and OCS	Teachers will be able to analyze and create next steps based off of current student independent assessment data.
03/12/21	Effective reading and writing strategies	By the end of the session teachers will be able to implement effective writing and reading strategies in their classrooms.
04/16/21	Summit Basecamp Regional Training	Teachers will be able to implement high level rigor strategies in their personalized learning projects.
05/14/21	Staff Step Back	Staff will be able to analyze and reflect on current end of the year culture and academic data. Staff will write action plans to fill in gaps.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Tres Lagos College Prep



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Tres Lagos College Prep is committed to preparing our students to be future leaders of tomorrow. We believe that every Lobo should receive meaningful and rigorous instruction, that will jumpstart their academic career and put them on a path to success in college. Our staff is devoted to providing students with the skills that will lead to self-awareness, self-management, social-awareness and social skills that will help them bring innovative transformation to their community while maintaining a college identity. Like a Lobo pack, we all stand behind the belief that high expectations lead to a strong culture of achievement and belonging.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Isaac Yanes – Principal Leslie Ortiz – Assistant Principal of Instruction Jorge Chipres - APO Sandra Ramirez – Admin Assistant	Jennifer Haro – Academic Counselor	Angelica Lopez – RISE Stephanie Chico – DI Ashly Alonzo – Intervention Steven Donovan - Sped
6 th Grade	7 th Grade	8 th Grade
Maricela Hernandez – ELA Sonia Barragan – Math Perla Reyes – Science Lenis Gonzalez - Humanities	Damaris Cantu – ELA Jonathan Meza – Math Lenis Gonzalez – Humanities Perla Reyes - Science	Arcadio Padilla– ELA Juan Leon – Algebra I George Whatley – Biology Brittney Thornton -Humanities Alejandra Davis – Spanish
Physical Education	9 th Grade	SPED/CSI
Pedro Espinosa – PE Coach		Stephanie Chico Ashly Alonzo Steven Donovan

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Tania Zarza – Hotspot Yvette Mercado – RISE Co-Teacher Marissa Montoya – RISE Co-Teacher Lizbeth Rodriguez Cordova – RISE Co-Teacher	April Vargas – Testing Coordinator	Deseray Valdez – Business Clerk Nydia Sanchez – Registrar Olga Gomez – SIS Pete Doria - IT
Operations Staff		
Delilah Contreras – Receptionist Kassandra Gonzalez – Health Aide Francisco Rivera – Transportation Manager Adolfo Aguayo – Transportation Assistant Manager Irma Lugo – CNP Manager Laura Alvarado – CNP Assistant Manager Ashleigh Lopez – School Monitor		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Isaac Yanes (Principal) Norma Mendoza (PIR) Jennifer Haro (AC) George Whatley (GTL) Jorge Vela De La Cruz (Teacher) Giorgio Luna (CC) Parent Reps to be Determined	Sept	1. School Culture 2. Initiatives 3. Community involvement
	Dec	1. Celebrations 2. OTG 3. Special Pops
	Feb	1. Special Pops 2. Community involvement 3. Testing
	April	1. Celebrations 2. Parent satisfaction 3. Staff satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	158,332
164	State Compensatory	2,916,634
404	Accelerated Reader/Math	508,642
165	State Bilingual	88,649
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	106,131
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	12,848

Total

IDEA Tres Lagos College Prep
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	325	
At Risk	184	57%
SPED	32	10%
F.A.R.M.	279	86%
ELL	175	54%
Male	163	50%
Female	162	50%
Amer. Indian	0	0%
Asian	5	1.54%
Black	3	0.92%
White	21	6.46%
Hispanic	296	91.08%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Damaris Cantu Committee Members: 1. Maricela Valle, Jocelyn Rojas, Priscilla Urbina, Leslie Ortiz</p>	<p>Committee Chair(s): Sandra Cepeda Committee Members: 1. Sonia Baragan, Jonathan Meza, Juan Leon, Isaac Yanes</p>
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): George Whatley Committee Members: 1. Perla Perez, Alejandro Palacios, Norma Mendoza</p>	<p>Committee Chair(s): Norma Mendoza Committee Members: 1. Lenis Gonzalez, Jorge Vela De La Cruz, Andres Flores</p>
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Isaac Yanes Committee Members: 1. Norma Mendoza, Jennifer Haro, Giorgio Luna</p>	<p>Committee Chair(s): Jennifer Haro Committee Members: 1. Isaac Yanes, Norma Mendoza, Giorgio Luna, Jorge Chipres</p>

New Initiatives

- PWI- Persistence plan
- Grade Team and Content Team Tactical Meetings
- Updated Culture Rounds and Rubric for Teachers
- SPED and EL instructional Rounds
- Teacher of Month and Teacher Appreciation
- Morning Meetings
- Weekly IDEA 55 Lessons in
- Participation Goals for Events
-

- Grade Team Leaders and Content Team Leaders Bi Monthly Professional Development and Collaboration/Strategy Meetings
- ACT alignment and content planning
- Monthly Parent events (PD, Community, Guest speakers)
- Teacher Committee Participation
- AP Training for more teachers
- Campus Communication involvement
- Grade team share of possible picture opportunities in Tactical meeting
- Texas A&M Partnership and events
- Cross Content alignment of best practices
- Site Based Decision Making Committees (PTA)

Continuing Initiatives

- **IVY League Field Lesson**
- **Daily Exit Ticket Huddle**
- **Aggressive Monitoring Tracker**
- **Gradecam School-wide grading system**
- **Enrichment/Intervention Schedules**
- **Bi-weekly SWAM with teachers**
- **Monthly Homeroom Competitions**
- **Student Homeroom Ambassadors**
- **Homecoming/Tailgate**
- **Daily ADA Shout outs**
- **Weekly Homeroom Competitions**
- **Monthly ADA Incentives**

- After school clubs and organizations
- Facebook Live events
-

Staff Development		
Date	Session Title/Topic	Session Objective(s)
August	Guidepost 2 Training	TWBAT set up strong systems and procedures.
August	Persistence	TWBAT incorporate campus persistence plan into their weekly systems
Sept	Special Pops (Accommodations)	TWBAT understand special pops and accommodations for each of their students
Sept	Bully System	TWBAT understand Campus Bully system, procedures and response
Sept	Special Pops/EL	TWBAT understand best practices for EL learners
Oct	Guidepost 2 Follow up training	TWBAT follow up on campus response system
Oct	SWAM	TWBAT incorporate SWAM with Content Groups
Oct	Writing in the classroom	TWBAT incorporate FRQ and other components of AP in their grade level class
Nov	OTG procedures	TWBAT incorporate follow ups with parents and students to ensure 100% students on track
Dec	Data Conversation set up	TWBAT prepare for Data Conversations
March	Telpas	TWBAT understand EL, telpas timeline and deliverables
March	ACT	TWBAT incorporate ACT practice in all grade levels

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Walzem College Prep



2020 – 2021 Student Achievement Improvement Plan

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Starting in 2021, 100 percent of IDEA Walzem College Prep scholars will attend and later graduate from a four-year college or university of their choice. Through our commitment to race and social equity we aim to equip all our scholars with the skills and mindsets necessary to obtain a college degree that will break the cycle of poverty and impact the legacy for each of our

families and change the course of history for the entire Walzem community for generations to come. Through a commitment to racial and social equity our Walzem Wolves will be prepared to engage with a diverse and ever-changing world through their rigorous academic experience and social emotional skills that are rooted in the Walzem 4- R's.

- Results
- Relentlessness
- Responsibility
- Relationships

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

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3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	General Special Ed Teacher
Alicia Ramirez Francisco Garcia Mallory Duncan Bonnibelle Trejo	Lauren Ayala Flick Cameron Ervin-Dillard Jorge Gomez Amy Bryant Joelisse Galarza	Tangela Murphy Melissa Todd Andy Avila
Sixth Grade	Seventh Grade	Eighth Grade
Frederick Gibson Felecia Bunch Metzeri Cantu	Kristina Patino Tearanei Carrington Latoya Lofton Jon Villescascas	Amber Curry Geoffrey Hernandez Matthew Wilkinson Dorcas Coriano Monica De La Rosa
Ninth Grade	Tenth Grade	11 th Grade
Angelica Cantu Diana Carpio Megan Gonzales Raymond Martinez Monabell Jacobo Isamar Cisneros	Julian Williams Michelle Gonsalez Jocelyn Garcia Ruben Mancha Claudia Coppin	Jasmin Hickman Jeanette Veliz Nancy Reeb Ingrid Cepeda Michelle Garcia
Twelfth Grade	Physical Education	Intervention Teachers
Sarah Francis Ricardo Uribe Credo Djedje Griselda Rodriguez	Kristina Patino Bria Bennett	Terrell Walker Ibbys Benavides

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Kristina Gonzales Brett Kirby Alia Williams Renella Coker Emma Ireta Jeffrey Vela Kenna Cervantes Triana Orosco		Genevieve Martinez
Operations Staff	Temporary Staff	
Ramon Moreno James Lopez Erica Renteria Krystal Coleman Patricia Olivarez Chasity Russell Vanessa Rangel Kathryn Eckenrode *Enrollment Coord.		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Alicia Ramirez, College Prep Principal Bonnibelle Trejo-APO Francisco Garcia, API Mallory Duncan, API Lauren Ayala-Flack-Director of College Counseling Cameron Ervin-Dillard- College Counselor Jorge Gomez-College Counselor Amy Bryant-Academic Counselor Joelisse Galarza-Social Worker Kristina Gonzales Kristina Patino Terrell Walker Angelica Cantu Jacob Montag Jasmine Hickman Sarah Francis Diana Carpio Credo Djedje Dorcas Coriano Ricardo Uribe Tangela Murphy Marcella Lozano	5/26/2020	1. Brainstorm Strengths and Areas of Improvement
	5/27/2020	1. Prioritize Areas of Improvement
	6/3/2020	1. Create a School Improvement Plan for Areas of Improvement
	8/31/2020	1. Review SAIP and create GRPI/RASI and strategies and tactics around quarter 1 deliverables
	10/26/2020	1. 1. Reflect on quarter 1 deliverables and adjust based on data 2. Review SAIP and create GRPI/RASI and strategies and tactics around quarter 2 deliverables
	1/11/2021	1. Reflect on quarter 2 deliverables and adjust based on data 2. 3. Review SAIP and create GRPI/RASI and strategies and tactics around quarter 3 deliverables
	3/29/2021	1. Reflect on quarter 3 deliverables and adjust based on data 2. Review SAIP and create GRPI/RASI and strategies and tactics around quarter 4 deliverables
	5/24/2021	1. Brainstorm 2020-2021 Strengths and Areas of Improvement

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	195,202
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	8,223

Total

IDEA Walzem College Preparatory

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	596	100%
At Risk	168	28%
SPED	74	12%
F.A.R.M.	477	80%
ELL	112	19%
Male	296	50%
Female	300	50%
Amer. Indian	0	0.00%
Asian	4	0.67%
Black	132	22.15%
White	46	7.72%
Hispanic	398	66.78%
Native Hawaiian	5	0.84%
Two or More Races	11	1.85%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Mallory Duncan, Jacob Montag</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Latoya Lofton 2. Geoffrey Hernandez 	<p>Committee Chair(s): Diana Carpio, Sarah Francis</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Frederick Gibson 2. Juan Rivera 3. Sarah Francis
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Credo Djedje, Jorge Gomez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Amber Curry 2. Matthew Wilkinson 3. Credo Djedje 4. Jorge Gomez 5. Ingrid Cepeda 	<p>Committee Chair(s): Mallory Duncan, Francisco Garcia, Kristina Gonzales, Kristina Patino, Sarah Francis, Melissa Todd, Jasmine Hickman</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kristina Gonzales 2. Brett Kirby 3. Kristina Patino 4. Melissa Todd 5. Angelica Cantu 6. Jasmine. Hickman 7. Monica De La Rosa
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Genevieve Martinez, Bonnibelle Trejo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. T. Walker 2. G. Hernandez 3. A. Avila 4. N. Reeb 5. I. Cepeda 6. M. Jacobo 7. J. Montag 	<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1.

New Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none"> • School Wide Backwards Planning Professional development • School Wide Common Data Tracking System (Physical and Virtual) • College counselors will collaborate with local universities to hold financial aid workshops (ex: FAFSA/TASFA) for scholars and families. • Math - Professional Development on facilitating foundational gap sprints for middle school math teachers • MATH- incorporate weekly sprints in hot spots for fluency gaps identified such as: Negative Numbers, multiplication, adding fractions and ordering numbers. • Math- Professional Development on what data to track and how to track it. • MATH- 8th and 12th Grade teachers will implement designated calculator days. Allowing for calculator fluency for basic math skills as well as for skills to complete higher rigor subject matter work. | <ul style="list-style-type: none"> • Family & Community Engagement- Utilization of Hero emailing process for demerits • Family & Community Engagement- Weekly check-ins with manager include review of incidents in Hero and verification of adequate follow-up • "Wolves University" - Consistent monthly event (i.e. second thursday of the month) parents are invited to open house style event to each classroom to interact directly with content Team Leaders with academic content. • Monthly Check-in with AC/SW for campus need/resources to identify community resources for support. • Utilizing in-kind donation forms and connecting resources on an as needed basis. • Verify community resources and desire to participate in afterschool/weekend adult learning program • Implementing adult learning programs within school setting • Lead team will implement C3 program on campus which includes college |
|---|---|

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none"> • Common Planning Time for vertical alignment • Professional Development on Lesson Planning to include a full lesson cycle. • Common Board Configuration in all 6th-12th grade classrooms • College counselors will deliver in-class TSI presentations for 9th-12th to identify student misconceptions before testing. • Road To and Through College teacher and college counselors will revamp personal statement lesson to include brainstorm, sentence stems, feedback rounds, and staff review. • High school teachers will complete rounds for review on 12th grade personal statements to provide feedback to reach proficient and exemplar personal statements. • College counselors will provide weekly distribution of transparent On Track to Graduate and On Track to Promotion data to all teachers and lead team to include weekly gradebook reports. • College counselors will conduct weekly meetings with OTG students of concern to review grades, next steps, progress, and provide support. | <ul style="list-style-type: none"> • Communication for families through Remind • Road to and Through College teachers will deliver continuous lessons on deadlines, time management, and organization. • 100% of IDEA Walzem College Preparatory teachers will utilize 90/60/30 rubric for 90/60/30 meetings. • All Contents- Teachers invest students in Go Green Initiatives • All Contents professional development on data deep dives. |
|---|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
	ELA- ELA teachers will engage in Lesson Planning Professional Development to ensure proficiency on writing lesson plans.	TWBAT write proficient lesson plans that are backwards plan from End of Year assessment and unit assessment.
	ELA- ELA teachers will engage in vertically aligned professional development to ensure alignment of annotation strategies.	TWBAT to practice teaching school wide annotation strategies to build literacy across the campus.
	ELA- CTL will consistently hold content meetings providing feedback, communication, and time for vertical alignment.	TWBAT to make data driven decisions through content strategy meetings.
	ELA-Teachers will engage in backwards planning Professional Development to ensure knowledge of backwards planning.	TWBAT write proficient lesson plans that are backwards plan from End of Year assessment and unit assessment.
	College counselors will deliver beginning of year professional development to teachers on grading policy and gradebook expectations.	TWBAT to set up gradebook and execute IDEA Walzem grading policy.
	College counselors will deliver beginning of year professional development to teachers on the C3 program.	TWBAT to articulate the purpose of C3 program and identify their role in college matriculation goal.
	100% of IDEA Walzem College Preparatory staff will be trained in HERO Documentation System.	TWBAT set up their HERO accounts and use HERO as a school wide behavior system.
	Culture & Climate- Administration will provide beginning of the year professional development sessions clearly outlining culture norms including dress code, cell phone usage and other common infractions in order to adhere to the Ladder of Consequences.	TWBAT implement school wide culture norms including dress code, cell phone usage and other common infractions in order to adhere to the Ladder of Consequences.
	Culture & Climate- GTLS will conduct weekly follow ups with grade teams regarding grade level demerits.	TWBAT make data driven decision using behavior data.
	Culture & Climate- SPED & RISE teams will meet weekly to review IEPs and Behavior Plans for 100% of scholars.	TWBAT to make data driven decisions based on IEP and
	100% of IDEA Walzem Staff will be trained in ADA escalation matrix.	TWBAT to articulate and execute their role and responsibilities in the escalation matrix. TWBAT to identify how the escalation matrix will be communicated.
	Math - Professional Development on facilitating foundational gap sprints for middle school math teachers	TWBAT to plan and execute sprints to close foundational knowledge gaps.
	Math- Professional Development on how to track data	TWBAT to implement a tracking system for individuals, classes and school wide.
	Math-Professional Development on Backwards planning and lesson plan writing for all new teachers	TWBAT write proficient lesson plans that are backwards plan from End of Year assessment and unit assessment.
	Math and Science - Student Work Analysis Professional Development	TWBAT to analyze student data using the SWAM protocol for every unit assessment, mid unit assessment and exit tickets.
	Math and Science Professional Development for literacy strategies including writing to learn and accountable talk	TWBAT to adopt a school wide literacy strategy to annotate, write and accountable talk.
	Math and Science 100% of IWCP AP instructors are required to complete a minimum 3 hours of AP training through college board each semester.	TWBAT to align course to AP rigor.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Weslaco College Preparatory



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

The school community at IDEA Weslaco College Preparatory prioritizes our College for All mission by ensuring that *all* Team & Family members receive the requisite support to pursue the pinnacles of their successes. We value the uniqueness in talent and perspective that our parents, students, and staff bring to our school, be it through their socioeconomic status, citizenship, ethnicity, race, gender, gender identity and sexual orientation.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Support Staff
Leanna Sarinana – Principal Lorraine Vasquez and Viviann Lopez – Assistant Principal of Instruction Jose Gonzalez – Assistant Principal of Operations	Oscar Martinez III – DCC April Flores and Melissa Medina – CC Meranda Barron – AC	Carmelita Gonzalez – Admin Assistant Janet Vasquez – Testing Coordinator
6 th Grade	7 th Grade	8 th Grade
Christine Elliott Selene Aleman Alma Casas Daisy Alvarado Julio Montes Mark Silva	Alanisa Galindo Dina Ysasi Rick Garza Brianna Silva Carlos Puentes Osvaldo Cantu	Daniel Rodriguez Karisa Loya Ernesto Espinoza Amanda Garza Mirna Hernandez
9 th Grade	10 th Grade	11 th Grade
Ana Hernandez Jennifer Campos Jacqueline Moreno Eblihm Chavez	Gildardo Fernandez Nancy Cabrales Amsi Zuno Hector Hernandez	Hugo De Hoyos Christian Resurreccion Jonathan Elliott Wesley Suggs
12 th Grade	Electives	SPED
Esteban Melendez Thomas D’Adamo Adrian Correa Michael Blackmon	Jessica McGowan Jerry Gutierrez Vanessa Hernandez Jerry Montes Abigal Garcia Christian Wilcox Aglae Quinones Salvador Campos	Brenda Gonzalez Ramiro Vielma Valerie Jimenez

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Operations Staff	Clerical/Technical
Brianna Silva	Juan Penuelas – CNP Manager Jose Tamayo – Facilities Manager Eslendi De Leon – Transportation Manager	Julissa Araguz – Registrar Maria Cantu – Business Clerk Amelia Silva - Receptionist

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Christine Elliott, 6 th GTL Alanisa Galindo, 7 th GTL Daniel Rodriguez, 8 th GTL Jaqueline Moreno, 9 th GTL Hector Hernandez, 10 th GTL Wesley Suggs, 11 th GTL Adrian Correa, 12 th GTL	August 17	1. BOY Reflections and Planning
	September 8	1. Safety on Campus, Schedule Set up
	September 25	1. Persistence Process Decisions
	November 4	1. OTG Reflection
	November 30	1. SE Exam Schedule finalization
	January 12	1. Instructional Schedule
	February 2	1. MOY LPAC
	February 23	Saturday School Decisions
	March 23	Final Exam Decisions/EOY Schedule
	April 6	STAAR/AP Goal Progress – Re-teach planning
	April 27	Graduation
	May 11	1. EOY Close out checklist finalization

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	255,070
164	State Compensatory	4,698,651
404	Accelerated Reader/Math	819,414
165	State Bilingual	142,812
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	860,181
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	13,949

Total

IDEA Weslaco College Preparatory

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	791	100%
At Risk	442	56%
SPED	31	39%
F.A.R.M.	725	92%
ELL	210	27%
Male	398	50%
Female	392	50%
Amer. Indian	2	.3%
Asian	1	.1%
Black	3	.4%
White	21	2.7%
Hispanic	763	96.5%

Campus Committees		
English Language Arts	Math	Humanities
<p>Committee Chair(s): Jennifer Campos Committee Members:</p> <ol style="list-style-type: none"> 1. Selene Aleman 2. Karisa Loya 3. Nancy Cabrales 4. Christian Resurreccion 5. Thomas D'Adamo 6. Dina Ysasi 	<p>Committee Chair(s): Esteban Melendez Committee Members:</p> <ol style="list-style-type: none"> 1. Christine Elliott 2. Alanisa Galindo 3. Daniel Rodriguez 4. Ana Hernandez 5. Gildardo Fernandez 6. Hugo De Hoyos 	<p>Committee Chair(s): Amanda Garza Committee Members:</p> <ol style="list-style-type: none"> 1. Rick Garza 2. Eblihm Chavez 3. Hector Hernandez 4. Wesley Suggs 5. Michael Blackmon
Science (As Applicable)	School Culture and Climate	Matriculation
<p>Committee Chair(s): Ernesto Espinoza Committee Members:</p> <ol style="list-style-type: none"> 1. Alma Casas 2. Jaqueline Moreno 3. Amsi Zuno 4. Jonathan Elliott 5. Adrian Correa 	<p>Committee Chair(s): Lorraine Vasquez Committee Members:</p> <ol style="list-style-type: none"> 1. April Flores 2. Vanessa Hernandez 3. Jose Gonzalez 	<p>Committee Chair(s): Oscar Martinez Committee Members:</p> <ol style="list-style-type: none"> 1. Aglae Quinones 2. Kimberlee Klostermann 3. Julio Montes
Staff Quality, Recruitment and Retention	Family and Community Involvement	
<p>Committee Chair(s): Viviann Lopez Committee Members:</p> <ol style="list-style-type: none"> 1. Melissa Medina 2. Osvaldo Cantu 3. Daisy Alvarado 4. Jerry Gutierrez 	<p>Committee Chair(s): Meranda Barron Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica McGowan 2. Jerry Montes 3. Mark Silva 	

New Initiatives	Continuing Initiatives
<ul style="list-style-type: none"> • Systems and Procedures safety; social distancing practices • Virtual Field Lessons • Improvements in family events to be virtual or drive thru; purchases for events 	<ul style="list-style-type: none"> • ACT prep through RTTC • Senior Matriculation celebrations • STAAR Preparation • APSI Registration

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/3-8/8/20	BOY PD	Various Topics
9/22/20	Safety Camp Practices	
9/29/20	SPED/504 Accommodations Follow Through	Matrix Creation
10/13/20	Accommodations Central Use	
12/15/20	5 Love Languages	
1/5/21	New Year Kick off – Re-registration and Lock Down	
1/26/21	TELPAS MOY Training	
2/16/21	OTG Training/S2 Planning	
3/9/21	STAAR Testing Training	
4/20/21	AP Testing Training	
	AP Quarterly Sessions each 9 weeks	
	GTL/CTL Meetings/Sessions each 3 weeks	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

**Weslaco Pike College
Preparatory**



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Jose Aguilar Janet Guerrero Trena Valdez Todd Wilson Santos Galvan	Yvette Gonzalez Jacqueline Broshears Monica Garza Haydee Solis	Brenda Huerta Roberto Gutierrez Alexis Bosler Martha Mendez
Sixth Grade	Seventh Grade	Eighth Grade
Laura Vega Trena Valdez Stepahnie Trevino Dawn Garcia	Jessica Salinas Todd Wilson Jose Trevino Hiram Maldonado Andrea Candanoza	Ernesto Farias Valerie Curiel Daniel Rodriguez Krystle Zambrano Claudia Razo
Ninth Grade	Tenth Grade	Eleventh Grade
Tarsis Garcia Elizabeth Lozano Angel Martinez Richard Marmolejo Stephanie Martinez	Arianna Izaguirre Ricardo Suarez Julio Turrbiartes Jose Valdez Edgar Flores Roel Mireles Sandra Salazar	Jannett Aguinaga Dorelia Barajas Gabriel Hernandez Michael Sanchez Eduardo Reyes Natilisa Rodriguez Manuel Sanchez
Twelfth	Electives	Physical Education
	Sara Barierra	Joe Gonzalez Rene Venecia

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Erika Gonzalez Christine Gonzalez Irasema Gracia Blanca Gomez Federico Sifuentes David Trevino		Rosalinda Zapata Nora Rivera Flor Galindo Samantha Trevino Rebecca Garcia Denise Gonzalez
Operations Staff	Temporary Staff	
Millie Cisneros Mabely Barboza Silvia Saucedo Juana Silva Lisa Gonzalez Sonia Blanco Rosalinda Alameda Marcela Cantu Vivina Palacios Elizabeth Sandifer Gilbert Lugo Heriberto Mata Yolanda Sandoval Hilario Reyna Bianca Elizondo Josue Tafolla Dina Ybarra Reyes Soto Antonio Hernandez Antonio Martinez Marlene Lopez Anna Hernandez Irma Ramirez Jessica Garcia Marcy Alvarado Camerina Juarez		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Jose Aguilar-Principal Janet Guerrero-Principal in Residence Trena Valdez-Assistant Principal of Operations Todd Wilson-Assistant Principal of Operations Yvette Guzman-Director of College Counseling Santos Galvan-Assistant Principal of Operations	9/1/20	1. Staff and Student Culture (Physical and DL expectations review)
	11/3/20	1. Progress Towards Goals/Family and Student Involvement
	1/12/21	1. Staff Quality, Recruitment and Retention
	3/2/21	1. Progress Towards Goals
	4/13/21	1. Data-Driven Decisions (AP/STAAR/EOC-driven)
		1.
		1.
		1.

Campus Budget Summary

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411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

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211	Title I Regular	318,412
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	10,719

Total

Weslaco Pike College Prep

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	664	100%
At Risk	265	40%
SPED	57	9%
F.A.R.M.	533	80%
ELL	146	22%
Male	326	49%
Female	338	51%
Amer. Indian	0	0%
Asian	3	.45%
Black	0	0%
White	10	1.51%
Hispanic	650	97.89%

**As of April 2016*

Campus Committees

Campus Committees	
English Language Arts	Math
<p>Committee Chair(s): Janet Guerrero Committee Members:</p> <ol style="list-style-type: none">1. Laura Vega2. Jessica Salinas3. Valerie Curiel4. Tarsis Garcia5. Arianna Izaguirre6. Jannette Aguinaga7. Stephanie Martinez8. Cassandra Montelongo9. Roel Mireles10. Dawn Garcia	<p>Committee Chair(s): Joe Aguilar Committee Members:</p> <ol style="list-style-type: none">1. Trena Valdez2. Todd Wilson3. Krystle Zambrano4. Richard Marmolejo5. Julio Turrubiarres6. Natilisa Rodriguez7. Mike Sanchez8. Amairany Torres
Science	School Culture and Climate
<p>Committee Chair(s): Dorelia Barajas Committee Members:</p> <ol style="list-style-type: none">1. Jose Trevino2. Daniel Rodriguez3. Elizabeth Lozano4. Jose Valdez5. Eddie Reyes	<p>Committee Chair(s): Tiffani Julks Committee Members:</p> <ol style="list-style-type: none">1. Trena Valdez2. Todd Wilson3. Krystle Zambrano4. Elizabeth Lozano5. Julio Turrubiarres6. Gabriel Hernandez7. Martha Mendez8. Rene Venecia
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Haydee Solis

Committee Members:

1. Santos Galvan
2. Daniel Rodriguez
3. Martha Mendez
4. Claudia Razo
5. Flor Galindo

Committee Chair(s): Alin Tovar

Committee Members:

1. Valerie Curiel
2. Robert Gutierrez
3. Alexis Bosler
4. Clarissa Pena
5. Andrea Candanoza
6. Hiram Maldonado
7. Joe Gonzalez
8. Sam Trevino

Social Studies

Committee Chair(s): Emily Carlisle

Committee Members:

1. Stephanie Trevino
2. Ernesto Farias
3. Angel Martinez
4. Ricardo Suarez
5. Gabriel Hernandez

100% College Matriculation

Committee Chair(s): Yvette Guzman

Committee Members:

1. Jackie Broshears
2. Sandra Salazar
3. Edgar Flores
4. Manny Sanchez

New Initiatives

- Town Halls for Staff
- Town Halls for Parents
- Imagine Learning for all Middle School grade levels
- Senior class activities/festivities
- Senior class parent meetings
- Saturday School for Masters Level students in the Fall



Continuing Initiatives

- Scholastic Scope for MS ELA
- Student Coaching Academy (twice in the Fall, once in Spring)
- Wall maps for all History courses (build context of global areas)
- Student Incentive and recognition
- Staff incentives and recognition
- Differentiate Honor Roll celebrations (breakfast, lunch, dinner)
- Incentivize ACT scores (meets a 21-24; 25-30; 30+)
- Incentive AP scores (passed exams) and AP Scholars
- Teacher PD for all SpEd students' support
- Increased differentiated tutorials



Staff Development

Date	Session Title/Topic	Session Objective(s)
8/18/20	1C Keeping our Families Together and Culture of Joy	Invest all stakeholders in students' success.
8/25/20	SDC Round 1 Goal Setting/TCP	Set SMART goals that drive instruction.
9/1/20	Differentiated Sessions: 2C/2E- Pacing or 3D- Unpacking KD	Impact student engagement and understand/replicate the process of unpacking student knowledge and skills.
9/15/20	Unpacking the Unit	Identify and understand
9/22/20	CTL Led- Unpacking KDA 2.0	Strengthen the process of unpacking knowledge and skills-- adding the ACCESS component.
9/29/20	GET 5: Data Driven Decisions (differentiated between Data Conversations and re-teach strategies)	Use assessment data and ongoing assessments to drive instructional planning and delivery decisions.
10/13/20	3C/3D Creating Strong Exemplars (Criteria for Success, Misconceptions)	Create exemplars for all student practice including criteria for success to address student misconceptions.
10/27/20	4C Aggressive Monitoring 1.0 (New) Aggressive Monitoring 2.0 (Veteran)	Monitor student learning throughout the lesson cycle and adjust instruction accordingly.
11/3/20	Follow-up on data-tracking and SGI.	Invest in strong data-tracking practices and identify components of small group instruction.
11/10/20	Aggressive Monitoring follow up	Update to AM 2.0-- update with the component of reteach/remediation.
12/1/20	EOC retesting/Persistence (Holiday Cards)	Invest students and families to persist at Pike.
12/15/20	SLL 5F: Building trust and team	Invest teachers and staff in TEAM and FAMILY.
1/12/21	GET 2C Reset and Reinvest Culture	Step back on current culture and course correct.
1/19/20	4E Build college ready literacy across contents (Focus: Reading, Writing, Speaking/Listening	Build college-ready literacy contents focused on reading, writing, speaking opportunities.
2/2/21	Effective Reteach/Remediation	Uses individual and whole group reteach, highlights the specific gaps in student learning and uses strong questioning to have students self identify misunderstandings
2/9/20	DDI Systems Part 1- Focus: ET and unit assessments	Track daily and long term assessments to respond to misconceptions.
2/23/20	DDI Systems Part II- Focus: Reteach Calendar and Strategy	Analyze data in objective tracker to determine reteach strategy.
3/2/20	TELPAS	Complete TELPAS process

3/9/20	Mastery Machine Prep	Understand and implement rollout of Mastery Machine to move the academic needle.
3/23/20	STAAR Training	Understand and identify roles and responsibilities of STAAR assessments.
4/13/20	Reteach/Remediation 2.0	Share and implement teacher best practices.
4/20/20	SLL 5F: Building Trust and Team	Invest teachers and staff in Team and Family.
5/11/20	EOY Checklist	Close out all end of year next steps.
5/18/20	Summer Persistence	Invest students and families to persist at Pike.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Academy Achieve



2020- 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At **IDEA ACHIEVE**, our mission is to ensure 100% of our scholars make it to and through the Tier I College or University of their choice.

A college degree broadens a students freedom to choose the quality of their life leading to better health status', higher employment rates, stronger social ties, and greater commitment to civic responsibilities.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$127M
- 2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment: 80,352
- 3C. Schools in operation: 152
- 3D. Total Funds Raised (millions): \$51M

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Shandra Johnson, Principal Shayla McCray, API for Grades 1-3 Jacqueline Adams, PIR Johnathon Kruger, PIR Rachel King, APO Lilivette Viera/Ashley Hussey, GTL Pre-Kindergarten/Kindergarten Itzel Rhodes, GTL Grade 1 Renaldo Francis, GTL Grade 2-3 TBD, Parent Representative	Friday, September 25, 2020	<ol style="list-style-type: none"> 1. Parent Involvement Committee Meeting 2. Culture 3. Academics Expectations-Curriculum Night 4. Grandparents Day 5. Data Review
	Friday, October 23, 2020	<ol style="list-style-type: none"> 1. Make a Difference Week 2. Red Ribbon Week 3. Book Character Dress Up 4. Bully Prevention Month 5. Quarter 1 Awards 6. Data Review
	Friday, November 13, 2020	<ol style="list-style-type: none"> 1. Can drive 2. PTG Meetings 3. Data Review 4. 1-3 Field Lesson
	Friday, December 18, 2020	<ol style="list-style-type: none"> 1. Toy Drive 2. Pre-K/K Field Lesson 3. Christmas celebration for students & staff 4. Data review
	Friday, January 29, 2021	<ol style="list-style-type: none"> 1. Quarter 2 Awards 2. Parent Info Session 3. Data Review
	Friday, February 26, 2021	<ol style="list-style-type: none"> 1. 100th Day of School 2. Campus Culture 3. Parent Info Session 4. Valentine's Celebrations 5. Data Review
	Friday, March 26, 2021	<ol style="list-style-type: none"> 1. Dr. Seuss Birthday Week Activities 2. Parent Info Session 3. Quarter 3 Awards 4. Data review
	Friday, April 24, 2021	<ol style="list-style-type: none"> 1. Teacher Appreciation Week 2. Parent Info Session 3. Data Review
	Friday, May 21, 2021	<ol style="list-style-type: none"> 1. STAAR Data 2. 5 de mayo 3. EOY Field Trips 4. Kinder Completion Ceremony & Awards Assemblies 5. Millionaire club AR 6. C.N.A. 7. EOY Check off List

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199	General Fund	\$100,510
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Funding Sources - State

161	State Gifted & Talented	\$ 0
163	State Special Education	\$ 148,550
164	State Compensatory	\$2,736,430
404	Accelerated Reader/Math	477,215
165	State Bilingual	\$ 83,172
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources - Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$0
212	Title I Migrant	\$ 0
224	IDEA-B Formula	\$ 0
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ 0
262	Title II, Part D, Technology	0
263	Title III – Bilingual	\$ 10,132

Total: \$0

IDEA Academy Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	Academy 347/63 CP	
At Risk	Academy 135/24 CP	39% / 38%
SPED	Academy 18/9 CP	05% / 1.4%
F.A.R.M.		
ELL	Academy 134/22 CP	39% / 35%
Male	Academy 180/36 CP	52% / 57%
Female	Academy 167/27 CP	48% / 43%
Amer. Indian	Academy 0/0 CP	0%
Asian	Academy 10/1 CP	02% / 01%
Black	Academy 78/18 CP	22% / 28%
White	Academy 40/5 CP	11% / 07%
Hispanic	Academy 203/39 CP	58% / 62%

**As of 5/6/2020*

Campus Committees

Language Arts and Reading	Math
Committee Chair(s): Shandra Johnson Committee Members: <ol style="list-style-type: none"> 1. Kelly Finney 2. Alicia Washington 	Committee Chair(s): Shaunice Pattillo Committee Members: <ol style="list-style-type: none"> 1. Valeria Fasci 2. Renaldo Francis
Science/Social Studies	School Culture and Climate
Committee Chair(s): N/A Committee Members: <ol style="list-style-type: none"> 1. 	Committee Chair(s): Shayla McCray Committee Members: <ol style="list-style-type: none"> 1. Ashley Hussey 2. Lillivette Viera 3. Vivian Parrish 4. April Malone 5. Mariela Torrez 6. Shaunice Pattillo
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Johnathon Kruger Committee Members: <ol style="list-style-type: none"> 1. April Esparza 2. Reina O'Banyoun 3. Audrey Patterson 4. Courtney Turner 5. Andrew Blanco 6. Rachel Thomas 7. Tosha Walker 	Committee Chair(s): Sade Darlington Committee Members: <ol style="list-style-type: none"> 1. Itzel Rhodes 2. Ivana Hill 3. David Mendez 4. Elizabeth 5. Kayla Loud 6. Luis Pastor 7. Jacqueline Hill

Data Sources: Pre-Kinder – 2nd

Reading DI:

ACHIEVE

Grade	DI Reading	DI Language	DI Math
PreK		91%	100%
Kinder	69%	71%	
1st	30%	30%	
2nd	39%		
On Grade Level	53%	73%	100%

Math :

Kinder Math	1 st Grade Math	2 nd Grade Math
EOM2 86/65/32	EOM3 78/54/29	EOM4 48/30/15
EOM3 91/76/64	EOM3 74/60/52	EOM5 76/64/43

Ren Star Reading

Grade	One Year Growth	On Grade Level
1 st (43)	78%	60%
2 nd (44)	70%	52%

Ren Star Math

Grade	One Year Growth	On Grade Level
1 st (43)	74%	60%
2 nd (44)	64%	45%

Areas of Strength	Areas of Need
<ul style="list-style-type: none">• PK and Kinder Grade DI Reading• Strong Student Culture	<ul style="list-style-type: none">• 1st and 2nd Grade Reading Gaps• 2nd Grade (Upcoming 3rd) Math Gaps• Focus on Special Pops• Wit & Wisdom Implementation

English Language Arts and Reading

Committee Chair: **Shandra Johnson**

New Initiatives

- Fluency development continued in STAAR grades
- PD on differentiated instruction
- Novel study conducted in upper grades
- Homeroom teacher will be held accountable for AR goals (weekly points earned and percentage) of their students by using a tracker in homeroom class
- Every classroom will have a classroom library with varied genres
- NEW 3rd Being a Writer Curriculum
- Bi-Weekly Data Meetings
- Provide intervention opportunities during recess, conference or after school or intervention block

- Individual academic plans in literacy will be developed for each student in need. These plans will be developed through collaboration with the grade level teams, the campus leaders and interventionists (RTI committee)
- Progress monitoring meetings will be conducted every three weeks to develop intervention and enrichment plans
- Daily exit ticket data by Period
- Intervention teacher assigns homework to intervention students aligned to content teacher objectives
- Track Exit tickets on white boards outside
- STAAR students will continue to use individual data trackers

Continuing Initiatives

- All grade levels should have open-ended responses for all Independent work
- All grade levels should have students practice writing sentences. Consistency when it comes to capitalizing beginning of sentences and ending it with a punctuation mark.
- Early start on after school tutorials
- Intervention by based on student need
- Hands on resources aligned with DI
- More planning time during half days/Conf. time
- IW and centers are aligned to DI
- Homework is prescriptive and aligned to DI
- Horizontal collaboration occurs bi-weekly (grade level)
- Ambitious goals are set for students and follow NIFDI/IDEA curriculum guidelines
- Backwards planning is tracked throughout the year to insure that goals are met
- DI Data is used to identify students in need and provide intervention
- Students are held accountable for their goals by using lesson trackers and thermometer charts
- Ensure BOY placement is accurate
- Offer after school tutoring and access to AR Zone for struggling readers
- Ensure that struggling students are on the RTI plan and tracked
- Create a DI homework binder for grades PK-2nd
- Collect IW work and rigorous literacy center templates for grades PK-2nd and make accessible
- Collaborate vertically (PK-5th)
- Student portfolios will be used to track student progress and to be utilized during conferences and will include mastery tests, checkouts, weekly sample of independent work, end of modules, behavior charts.
- Writing portfolios

- STAAR Resources- Teacher planning resources
- Frequent PTGs with children needing intervention
- Availability to copier supplies/paper
- Use STAAR data to provide intervention for students in need.
- Provide intervention opportunities through the use of tutoring after school and on Saturday's
- Align instruction to TEKS and STAAR objectives
- Use backward planning throughout the year to ensure all objectives and skills are taught
- Continued use of higher order thinking skills through question stems
- Continued use of exit tickets to ensure students are at mastering and to provide further data
- Balanced Literacy in STAAR grade levels (3-5)
 - Guided reading using DI according to reading level
 - Shared reading-on level
 - Reading workshops-according to reading level
- Renaissance Star data will be used to target students to meet a year's growth in their reading level
- AR Book testing data will be used to track student progress
- Bi-weekly data conversations will occur with appraiser to discuss data and next steps for struggling students
- Continue to motivate students to create warm learning environments where kids enjoy what they are doing
- 3rd Grade Teacher will incorporate Mastery Machine in classrooms

Mathematics

Committee Chair: Shandra Johnson

Committee Chair: Johnathon Kruger

New Initiatives

- Grades 1-2 DreamBox

All Grade Levels:

- 3rd Grade Teacher will incorporate Mastery Machine in classrooms.
- Daily exit ticket data by Subpopulations
- Envision must be supplemented with more rigorous resources like Motivation Math or Measuring Up
- Vertical Alignment with 1st-3rd math is paramount to maintain cohesiveness with strategies and expectations. Collaborate with Math Interventionist to track student progress and hold students accountable to ensure they meet yearly progress.

Continuing Initiatives

Kinder: Teachers will align independent work activities, and homework to TEKS. DI curriculum needs to be aligned to the state standards in order to prepare students for more rigorous lessons. Target students that need intervention early at kinder level. Teachers will work with high performing students during academic block in order to introduce them to grade level TEKS

First: Teachers will focus on mental math and fast facts (addition and subtraction) daily. Teachers will implement an exit ticket to check for understanding of content mastery before students can move on to the next lesson. Include a reteach/intervention block at the end of every rotation to provide additional support for struggling students. Students need to be exposed to next level TEKS in ILearning HotSpot. Teachers will monitor the progress of the students on weekly basis

Second: Basic facts need to be implemented daily through the use of fast fact drills of multiplication and division. Teachers need to use academic vocabulary in the daily delivery of content. Teachers need to introduce problem solving strategies and STAAR formatted problems during independent practice and exit tickets. Teachers will implement a daily challenge station with rigorous word problems that can be solved with the use of manipulative for early finishers

Third: Fill any fluency gaps. Focus on STAAR alignment. Leverage and push excelling scholars as student leaders. Teachers will focus on teaching scholars to plan and strategize as to how to solve problems. Teacher will use STAAR Level up practice for scholars moving successfully through Eureka Curriculum.

Kinder: Setting ambitious goals for all groups and follow NIFDI curriculum.

- Independent Centers should be aligned with Direct Instruction and continue to be challenging and meaningful
- integrate rote counting during morning/afternoon meeting
- interactive math school wide subscriptions
- more math in-services from IMs APIs and Coaches
- Homework will be assigned weekly

First Grade: Continue giving fast facts for homework

- Continue setting extremely high expectations to challenge students to finish lessons and progress through the program rapidly.
- Word walls in all classrooms will continued to align with DI
- Math centers should include manipulative that they will eventually see on STAAR. Such as base ten blocks, thermometers, and shapes.
- Independent work will have STAAR formatted questions aligned to first grade TEKS

Second Grade: Continue extended block for intervention with small groups.

- Word wall will be aligned with DI and STAAR
- Designated STAAR block at least one thirty-minute session a week. Block should be aligned to 2nd grade TEKS

New Initiatives

- Thursday Club Day
- Curriculum Night
- Monthly Engagement Theme
- Academy and CP Communication Alignment
- Pre-Kinder Culture Camp
- Drive Thru BBQ – Back to Schools
- PTG Night (talk to parents about upcoming lessons to see how they will help at home)

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Love Committee• Report card night every quarter• Parent weekly• Weekly call to parents• School messenger (about important dates/ information)• Coffee with Principal• Dr. Seuss Week activities after school for parents to come and celebrate Read Across America with their child | <ul style="list-style-type: none">• Report Card Night• Group Chat (Reminder App. Where parents receive messages from teacher or other parents)• Facebook• Red Ribbon Week• ADA raffles |
|---|--|

Staff Quality, Recruitment and Retention**Committee Chair: Johnathon Kruger****New Initiatives**

- Weekly Observation Feedback Meetings
- Leveraging teacher relationships with students and parents to allow for more ownership of classroom and grade level
- Grade team leader will be first point of contact for teachers – this will help make hierarchy more fluid
- Grade Team Leader Swag
- Teacher of the Month
- Announcements regarding IDEA 55 – daily – student led announcements

Continuing Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">• Personal phone call• Welcome Letter and BOY PD one pager• Schedule Classroom Observations• Registration Recruitment• Teacher Weekly (Training Calendar)• Staff Bios / Surveys• Personal phone call• Mixer• IDEA T-Shirts• All Staff Summer Reading Book Club (Energy Bus)• Teacher Bi-Weekly• DI Overview• Continuous Training- The more training the more successful a teacher will feel in the classroom• Teacher shout out at Faculty Meetings- This lets the teacher know that their hard work and effort does not go unrecognized• Appreciation gifts are a really neat initiative and are always welcomed by our teachers as a token of appreciation especially during the more strenuous time of the year• | <ul style="list-style-type: none">• Personal phone call• GET Strands Information• IDEA Professional Development Cycle• All Staff Technology Issue• Team Builders• All Staff Call• Culture Camp• Laying out and establishing a STRONG foundation for professional growth; co-teacher to teachers, teachers to API's, API's to Principals, etc.• Immediate feedback after classroom walk through so that teachers are aware of their "glows/grows" to implement necessary changes for effective and successful classroom environment• Having weekly faculty meeting is a great way to keep teachers informed and a strong effort to improving communication |
|--|--|

School Culture and Climate

Committee Chair: **Shayla McCray**

New Initiatives

Students

- Monthly Incentives for students, such as having kite day, ice cream day, academic block activity, cap day, sunglass day, wear your favorite sneakers, mustache day, and etc. There are so many little things we can do.
- Hallway expectations for ALL grade levels.
- Classroom- Sit Tall, Talk Big, Answer on Signal, Respect posters in all classrooms.
- Restroom procedures in restrooms
- Student Announcement

Teachers

- Teacher/Co-Teacher of the Month-designated by lead team.
- STAAR Pep-Rally
-

Continuing Initiatives

Students

- Morning meeting reflection journal kept in homeroom used when students receive an infraction-- as needed
- ADA celebrations for homerooms – monthly challenge – during electives
- Weekly homeroom perfect attendance – next week homerooms have special activity
- SEL- Focused Morning Meeting
- Monthly Incentives for students, such as having moon jumps, Kite Day, Easter Egg Hunt, and Bubble Day
- Hallway Expectations for Grades 3rd and up. Using new phrases such as Bubbles and Wings
- Incentives for dress code- students will receive a reward as a class when completing a Puzzle of a student in correct uniform
- Lower grades adopt a STAAR classroom to motivate and show Team and Family during testing.
- Reflection System
- Restroom procedures posted in restrooms
- Tokens will be given to teachers on the 1st day of the month
- Implementing Intensive Culture Training during the first week of school for students depending on grade level
- Incentives for perfect attendance every Quarter for students
- Incentives for Meeting Goals with Thermometer Charts
- Teacher Student Game Rewards
- Cafeteria- teachers on duty with students.
- Signals- pen and pencil, restroom, water, tissue, and Give me 5.
- Classroom- Sit Tall, Talk Big, Answer on Signal, Respect.

Teachers

- Visuals while monitoring transitions – green, yellow, red for all lead team and electives/math – ALL for End of day
- Tickets for rewards
- Shout outs during faculty meetings.
- Beginning and Ending dinner party with faculty.
- Inviting faculty to District Events.
- Parent Events such as Sports with Dad, Muffins for Mom, Breakfast with Grandparents.
- Having socials once every month during faculty meetings to improve climate and Team and Family. Example: each grade level will host the social with an icebreaker, snacks, or games
- 5 days of Secret Santa. (Teacher per 1 student)
- Parent Teacher Organization- Teachers and parents come together to fundraise for incentives for students. Grade levels should assign about 3 people per classroom for volunteers
- Monthly Rewards for Teacher Perfect Attendance
- Teacher of the Month- designated by lead team, teacher will have a designated parking space in front of school for their reigning month, and will be recognized in the 1st faculty meeting of the month and school marquee

Teachers will attend the staff development listed, which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

Date	Focus	Outcome	Owner
August 18, 2020	SPED Documentation Goal Setting Overview	RWBAT - Begin Administering/Documenting Scholar Modifications and Accommodation - Complete Goal Setting form by August 30th	Rachel Thomas Johnathon Kruger
August 25, 2020	Grade Level Team Time	RWBAT -Plan Finalize Next Engagement -Positive Parent Calls -Mission List	GTL
September 1, 2020	GET 2E – Rules and Consequences	RWBAT - IWBAT practice and receive feedback on <u>responding to off task behaviors using the school wide 2+2+1</u> culture systems 2E – Proficient by 9/24	Sade Darlington
September 8, 2020	GET 3C: Lesson Planning Vision	RWBAT create <u>aligned lesson vision to meet the level of rigor of the standard</u> (teacher exemplar is necessary to be proficient) RWBAT annotate for and engage in practice sessions on lesson delivery for other colleagues. Practice includes all essential elements such as practicing out loud, with signals, and with correction procedures. 3C – Proficient by 9/28	Shandra Johnson – Content Shayla McCray - DI
September 15, 2020	Differentiate Teacher Skill Practice -GET 2C/2E (Culture) -GET 3C (Planning)	RWBAT: -practice to mastery assigned action steps in order to maximize scholar learning time and outcomes	Shandra Johnson – 3C Jacqueline Adams – 2C/2E
September 22, 2020	GET 4A: Instructional Clarity	RWBAT create and post <u>daily</u> key points that are aligned to the standard or objective being taught RWBAT delivery key points that uses <u>academic language in the standard</u> or objective and state the criteria to demonstrate mastery DI	Shandra Johnson – Content Shayla McCray - DI

		<p>RBWBAT provide framing for each lesson, and daily goal review. Teacher may briefly introduce the lesson, vocabulary, theme, or skill before starting the script</p> <p>RWBAT activate prior knowledge in a quick and seamless manner that does not jeopardize lesson pacing. Teacher incorporates visuals, objects, and concise explanations.</p> <p>RWBAT maintains fidelity to script 90% of the time, starting and ending on time.</p> <p>4A – Proficient by 10/12</p>	
September 29, 2020	Grade Level Team Time	<p>RWBAT</p> <ul style="list-style-type: none"> -Plan Finalize Next Engagement -Positive Parent Calls -Mission List 	GTL
October 6, 2020	<p>Differentiate Teacher Skill Practice</p> <ul style="list-style-type: none"> -GET 2C/2E (Responding to Behavior) -GET 3C (Planning) -GET 4A (Model) 	<p>RWBAT:</p> <ul style="list-style-type: none"> -practice to mastery assigned action steps in order to maximize scholar learning time and outcomes 	<p>Adams – 2C/2E</p> <p>Kruger– 3C</p> <p>Johnson-4A</p>
October 13, 2020	GET 4C/4D– Monitoring students learning (Aggressive Monitoring)	<p>RWBAT:</p> <ul style="list-style-type: none"> - to practice and <u>receive feedback on monitoring scholars learning using the teacher exemplar</u> (strategic pathway based on data) -craft CFU questions that are aligned to <u>addressing scholar’s error in the moment</u> <p>4C – Proficient by 11/2</p> <p>4D-Proficient by 11/16</p>	Adams/Kruger
October 20, 2020	5D: Reteach and Remediation	<p>RWBAT:</p> <ul style="list-style-type: none"> -practice conducting SWAM and plan a <u>model or guided discourse</u> to reinforce or reevaluate scholar. <p>5D – Proficient by 12/18</p>	Kruger
October 27, 2020	Grade Level Team Time	<p>RWBAT</p> <ul style="list-style-type: none"> -Plan Finalize Next Engagement 	GTL

		-Positive Parent Calls -Mission List	
November 3, 2020	Differentiate Teacher Skill Practice -GET 4A (Model) -GET 4C (Monitoring) - GET 5A (SWAM)	RWBAT: -practice to mastery assigned action steps in order to maximize scholar learning time and outcomes	4A-Johnson 4C-Adams 5D-Kruger
November 10, 2020	Grade Level Team Time	RWBAT -Plan Finalize Next Engagement -Positive Parent Calls -Mission List	
November 17, 2020	Ranger Family Thanksgiving Meal	RWBAT: Take time together to be Thankful and share a meal together.	
December 1, 2020	Grade Level Team Time	RWBAT -Plan Finalize Next Engagement -Positive Parent Calls -Mission List	
December 8, 2020	Gift of Time: Individual Time	RWBAT: - Enjoy their time with family and friends.	
Week of December 15th	Holiday Celebration	Location and Date: TBD	

IDEA Public Schools

Idea Academy Alamo



2020 – 2021 Student Achievement Improvement Plan

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Ana Garza, Principal Doria Gonzalez, API Jocelyn Garza, API Roxanne Castaneda, API Lee Garza, APO	Amanda Champion, AC	Nelson Salinas Kristina Gorena Marie Masten
Kindergarten	First Grade	Second Grade
Mariela Lopez Valerie Villanueva Miriam Ponce Andrina Garza	Jennifer Rivas Vanessa Villareal Lisa Palomares Ashley Ferretiz	Kayren Garcia Lizzette Elizondo Michael Guerra Claudia Rangel
Third Grade	Fourth Grade	Fifth Grade
Shelley De Leon Maria Perez Belinda Maldonado	Annett Gaytan Claribel Garza Jessica Chapa	Marissa Gomez Esmeralda Munoz Ammie Ortiz Stephanie Chapa
Physical Education	Pre Kinder	
Cathryn Cantu	Alma Garza Nadia Vasquez	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Lidia Longoria Melinda Caballero Jacqueline Tafolla Abdiel Reyes Yesenia Delias Alejandra Flores Sandy Reyes Iris Bautista Esperanza Pedroza Veronica Ramirez Manuel Rodriguez	Diana Partida Karla Perez Maria Rodriguez	Nikki Reyna Vanessa Bustamante Victoria Garza Vivian Medina
Operations Staff	Temporary Staff	
Ignacio Martinez		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Ana Garza (Principal, Administration)</p> <p>Amanda Champion (Academic Counselor, Administration)</p> <p>Doria Gonzalez (Assistant Principal of Instruction, Administration)</p> <p>Seidy Capuchines (Assistant Principal of Instruction, Administration)</p> <p>Jocelyn Garza (Assistant Principal of Instruction, Administration)</p>	2 nd Thursday of every month	<ol style="list-style-type: none"> Review Calendar the year or 1st two quarters School Pictures LPAC/DIBELS BOY/CELLA Start of 3rd & 4th grade tutorials Saturday Academy Dates Round 1-Goal Setting Movie Nights Camp RIO Tutorial Chaperon Meeting Grade level Parent Meetings T v T Volleyball Grandparent's Day 16 de septiembre Lock In
<p>Lee Garcia (Assistant Principal of Operations, Administration)</p> <p>Sara Barajas (PK Grade Level Chair)</p> <p>Mariella Lopez (K Grade Level Chair)</p> <p>Vanessa Villarreal (1st Grade Level Chair)</p> <p>Michael Guerra (2nd Grade Level Chair)</p> <p>Shelley De Leon (3rd Grade Level Chair)</p>		<ol style="list-style-type: none"> Fire Prevention Week: October Red Ribbon Week: October Custodian Appreciation day Fire Drills DIBELS BOY Bully Prevention Month Character Dress Up Day: Cafeteria Staff Day Boss' Day Little STAR Character Dress up Soccer Game T v St Pancake ADA Dojo Incentive Awards Assemblies Boo Week Report Card Night- Sessions for Parents Professional Development: PK Event
<p>Claribel Garza (4th Grade Level Chair)</p>		<ol style="list-style-type: none"> Can Food Drive Thanksgiving Feast DI Tutorial Round 2- 2X2 X-Mas Party Venue

<p>Seidy Capuchines (5th Grade Level Chair)</p> <p>Abdiel Reyes (Co-Teacher Representative)</p> <p>Diana Partida (Elective Representative)</p> <p>(Parent Representative) ?</p>		<ol style="list-style-type: none"> 6. Veterans Day Punch and Pastries 7. PTG 8. X-Mas Pictures 9. Class Group Pictures 10. Fall Festival 11. Christmas Pictures 12. Class Group Pictures 13. Professional Development
		<ol style="list-style-type: none"> 1. RTI 2. Org. Health Survey 3. Welcome Back Activity (January) 4. X-Mas Gift for students 5. X-Mas Parties 6. Scholastic Book Fair 7. Staff Party/Parade Revisit 8. Winter Recital 9. Staff Group Pictures 10. DIBELS MOY k-2 11. Lock- In 12. Secret Santa 13. Literacy Night
		<ol style="list-style-type: none"> 1. Quarter 2 Behavior & STAAR Incentive 2. Mother & Father Dance: 3. Themed Attendance Week for January 4. Valentine's Day Picture 5. X-Mas Items Continued 6. Yearbook 7. Campus Culture 8. 100th Day of School: Jan 24th 9. AC STAAR Training in January 10. PTG 11. Course Collaboration -PD 12. Little Star MOY 13. Science Fair 14. Pancake ADA 15. Report Card Night- Sessions for Parents 16. Awards Assemblies
		<ol style="list-style-type: none"> 1. Retention Candidates 2. Job Fair 3. STAAR Testing Prep 4. Budget 5. Valentine Pictures: 6. LPAC

		<ul style="list-style-type: none"> 7. Counselor's Day 8. T v S soccer Game 9. Valentine's Dance 10. Dr. Seuss B-Day 11. Month of Love
		<ul style="list-style-type: none"> 1. TELPAS 2. Lottery 3. End of tutorial (STAAR) 4. Kinder Graduation 5. Easter Hunt- 6. Welcome to IDEA Event 7. Summer School Plans 8. STAAR 9. Texas Public School Week 10. Donuts w/ Dad 11. Professional Development
		<ul style="list-style-type: none"> 1. EOY Conversations 2. Autism Awareness 3. TOY and Co-teacher of the Year 4. DIBELS/TELPAS 5. Teacher Appreciation Week 6. Summer PD for A Coaches & Staff 7. Summer Training 8. Lottery 9. Little STAR 10. Incoming students DI testing 11. Book Fair 12. STAAR ALT 2 13. College Signing Day 14. Admin. Assistant Appreciation Day 15. WTI in April 16. Easter Egg Hunt 17. Report Card Night- Parent Sessions 18. Tea-Time with Mom 19. Earth Day Project 20. Bus Driver Appreciation
		<ul style="list-style-type: none"> 1. EOY Check outs 2. Kinder Graduation Revisit 3. EOY Staff Party 4. STAAR Data 5. 5 de Mayo 6. CNA/SAIP

		<div>7. Muffins for Mom</div> <div>8. STAAR 3-5</div> <div>9. DI Incentives</div> <div>10. Summer PD</div> <div>11. Summer School Logistics & Schedules</div> <div>12. SSI</div> <div>13. DIBELS EOY</div> <div>14. WTI</div> <div>15. Little STAR</div> <div>16. EOY LPAC</div> <div>17. Teacher Appreciation Week</div> <div>18. CPN Appreciation</div> <div>19. Nurse Appreciation</div> <div>20. STAAR Pep-Rally</div> <div>21. Awards Assemblies</div> <div>22. 5th grade Gala</div> <div>23. Splash Day</div>
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Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	520,650
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	42,802

Total

Idea Academy Alamo
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2019*

Campus Committees

English Language Arts	Math
Committee Chair(s): R. Castaneda Committee Members: S. De Leon C. Garza B. Maldonado S. Chapa A Garza D. Gonzalez V. Villarreal A. Gaytan	Committee Chair(s): Ana Garza Committee Members: S. De Leon C. Garza B. Maldonado C. Cantu A Garza D. Gonzalez V. Villarreal M. Masten
Science (As Applicable)	School Culture and Climate
Committee Chair(s): Ana Garza Committee Members: E. Munoz A Ortiz J. Tafolla H. S. Capuchines	Committee Chair(s): Amanda Champion Committee Members: A Champion M. Lopez V. Villarreal K. Perez D. Partida J. Garza J. Rivas S. St
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Jocelyn Garza Committee Members: L. Garcia D. Gonzalez C. Garza M. Gomez	Committee Chair(s): A. Champion Committee Members: 1. E. Minoz 2. S, Barajas 3. Alma Garza

New Initiatives: Math

- Math interventionist to target academic gaps in students who are below grade level
- Begin the year including TEKS aligned questions in problem sets and exit tickets
- Sharing TEKS with Dreambox teacher earlier in the year
- Assigning Dreambox as homework as well
- Allowing students to access Dreambox during class after completing assignments
- Having a set plan for academic block to establish consistent routine •

Continuing Initiatives: Math

Lower Grades (K-2nd) Math

- Continue to have planning times to ensure effective lessons
- Continue lesson rehearsal times to improve quality of instruction
- Continue to analyze data after major assessments to identify low performing objectives and students
- Work with Hotspot facilitator to encourage student practice of math using the software
- Continue the focus on problem solving in the math classroom
- Continue to use accountable talk to engage students in discussion around problems
- Continue to give exit tickets at the end of each daily lesson
- Continue to track assessments in the classroom and use student individual trackers
- Scope and Sequence to balance lesson planning and delivery
- Small group intervention beginning after quarter 1
- Data tracking for teachers and students of assessments and progress.

STAAR Grades (3rd-5th)/Math

- Continue to have planning times to ensure effective lessons
- Continue lesson rehearsal times to improve quality of instruction
- Continue to analyze data after major assessments to identify low performing objectives and students
- Work with Hotspot facilitator to encourage student practice of math using the software
- Continue the focus on problem solving in the math classroom
- Continue to use math journals in the classroom for vocabulary and notes
- Continue to use accountable talk to engage students in discussion around problems
- Continue to give exit tickets at the end of each daily lesson to assess mastery
- Continue to track assessments in the classroom
- Continue to do tutoring after school and Saturday Camps
- Alignment of class practice and HW to STAAR
- Scope and Sequence to balance lesson planning and delivery
- Restructure data days to focus more on the how low objectives will be taught.
- Small group intervention beginning after quarter 1
- Data tracking for teachers and students of assessments and progress.

New Initiatives ELA

Lower Grades (K-2nd): ELA

- Imagine Learning

STAAR Grades (3rd-5th)Reading

- Imagine Learning for CSI

Continuing Initiatives ELA

Lower Grades (K-2nd): ELA

- Proactive remediation (identifying skills and doing warm ups on a weekly basis)
- Individualized and small group intervention conducted daily based on continuous DI instruction.

STAAR Grades (3rd-5th)/Reading

- Continue to have planning times to ensure effective lessons
- Continue lesson rehearsal times to improve quality of instruction
- Continue to analyze data after major assessments to identify low performing objectives and students

<ul style="list-style-type: none"> • Backwards planning and tagging of presentation books for lesson delivery. • Weekly data conversations -DI Data is used to identify students in need and provide intervention. • Ensure BOY placement is accurate with completion of EOY / BOY roster verification. • Homework and IW is prescriptive and aligned to DI • Offer after school tutoring and academic block, recess/conference for struggling readers • Tracking of RTI • Students are held accountable for their goals by using lesson trackers and thermometer charts • Weekly differentiated script practice based on teacher need. • Celebration of goals-Weekly, monthly, thermometer celebrations done by teacher in classroom. • Teach Boost documentation of teacher observations to track progress of teacher development. • BOY/MOY Parent Meetings on curriculum and share progress towards goals. • Improve Tracking of RTI with addition of triweekly meetings with RTI point person, API, Sped teacher for better progress mentoring. • Bring back DI Goal Celebrations for: Program completion, jump points, book jumps. • Quarterly report card night along with information sessions on attendance, academics (based on grade level). 	<ul style="list-style-type: none"> • Continue to use accountable talk to engage students in discussion around focus question • Continue to give exit tickets at the end of each daily lesson to assess mastery • Continue to track assessments in the classroom • Continue to do tutoring after school and Saturday Camps • Continue socratic seminars • Alignment of class practice and HW to STAAR • Scope and Sequence to balance lesson planning and delivery • Restructure data days to focus more on the how low objectives will be taught. • Small group intervention beginning after quarter 1 • Data tracking for teachers and students of assessments and progress. •

Staff Development

Date	Session Title/Topic	Session Objective(s)
Aug. 3,10, 17, 24	First week of school debrief	Strong start and culture (meetings will be every Monday)
Sept. 14	Tracking and goal setting	
Sept 21	Curriculum / content meetings	
Sept 28	Persistenc	
October 5	RTI	
October 12	Data Accountability	
October 19	Social Emotional interventions 1 st Q of school	
November 9	Data Accountability	
November 16	Grade level /PTG work time	
December 7	Data Presentations	
December 14	Intervention Plan revisti	

	GET Specific PD
Aug.	1A-Smart Goals 2A-Physical Envirionment
Sept.	2C-Culture of Achievement 2D -Systems and Procedures
Oct.	3C-Planning Lesson Vision/Cycle 3D Lesson Cycle 4A-Instructional Clarity
Nov.	4C- Monitors Student Learning 4D-Responding to Gaps in Student Learning
Dec.	5D-Remediation and Reteaching
Jan.	1B-Invests Students 2C-Culture of Achievement 2D-Systems and Procedures

Feb.	4A-Instructional Clarity 4C- Monitors Student Learning 4D-Responding to Gaps in Student Learning
Mar.	6A-Closing the Achievement Gap 6B- No Excuses 6C- Whatever it Takes
Apr.	6D-100% Everyday 6E- Sweating the small Stuff 6F- Team and Family

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Bluff Springs Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Bluff Springs Academy students are courageous and empathetic, self-driven learners who believe they have the power and responsibility to shape their community. Bats will make connections across various disciplines, time periods, and geographies to develop their sense of self and duties as global citizens. Curiosity will drive students to flex their college-ready skills by generating solutions to complex challenges and envisioning the world as it might be. Bluff Springs Academy students will push each other's thinking by asking "Why?" and "So what?" and be equipped with the skills to develop claims, justify their positions, and communicate in ways that influence change and strengthen relationships. Our scholars will confidently understand how they learn best, entering college prep with a robust set of learning habits and resources to deploy as they challenge secondary coursework, college, and careers. Mighty bats will engage in experiences outside of the classroom that will challenge and fortify their sense of self and their home community, returning with a vision for paying it forward. We - students, teachers, parents, and leaders - will journey together and share our stories as we expand our Mighty Bat Team & Family!

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Bridget Olivares – Assistant Principal of Instruction Abel Gonzalez – Assistant Principal of Instruction Quandra McGrue – Assistant Principal of Instruction Jessica Heckler – Assistant Principal of Operations	Morgan Eastland – Academic Counselor Alicia Jones – Social Worker Ivan Escareno – Testing Coordinator	Courtney Moreno – ELA Interventionist Nygia Nora – Math Interventionist
Kindergarten	First Grade	Second Grade
Elizabeth Cline Daniela De Leon Ines Menez Rebekah Andalcio	Jessica Dismuke Lynday Muller Rachel Ochs	Anna Harrison Valentina Davalos Katherine Irwin
Third Grade	Fourth Grade	Fifth Grade
Kellie Guerra Trent Symmonds Amber Philpot	Sarah Hernandez Kandy Jimenez Isidro Garcia	Brittney Bell Claire Hoffmann Noemi Gonzalez (Paz) Bethany Wiersma
Physical Education	Special Education	
Marissa Flores Matthew Rice	Bryony Castillo Candice Minter Jennifer Conte Oscar Garza Tania Rodriguez	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Asmaa AlSammarrie Ashley Lopez Christian Ramirez Raul Castro Juana Sanchez Silvia Brown Maria Jose Hernandez Bri Hatch Amberlynn Balli Cassandra Thomas Armand Lefebvre Lizzie Jones Salma Cantu Irma Carlos Jaime Bishop	Shonterick Johnson – HotSpot Facilitator Open - AR Facilitator	Yvette Aragon – Administrative Assistant
Operations Staff	Temporary Staff	
Marissa Flores – SIS Karla Sanchez – Receptionist Michelle Trevino – Business Clerk James Schmidt – Facilities Manager Michelle (West) Villanueva – Registrar Felicia Arizpe – Health Aide Virginia Medina – School Monitor		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Virginia Callaway (Executive Principal)	Stepback Series #1: July 17, 2020	1. Review and reflect on all 19-20 campus goals and data
	Stepback Series #2: July 21, 2020	2. Determine priorities for the 20-21 school year and develop priority work teams and plans
	Five 2-4 hour PD sessions for Grade Team Leaders and Assistant Principals in addition to 16 Grade Team Meetings.	3. Prepare to coach teammates to proficiency in Behavior Management Systems 4. Identify ways to build family partnerships 5. Identify scholars who are struggling with behavior and/or academics and next steps with RtI
	Two 2-4 hour PD sessions for Content Team Leaders and Assistant Principals in addition to near a dozen Content Team Meetings.	6. Conduct Student Work Analysis Meetings for shared standards 7. Create vertically aligned strategies for problem solving and annotating
	Weekly during Lead Team Tacticals	8. Share current state and next steps on campus goals 9. Identify, collaborate, and activate next steps to continue to improve campus culture and academics
	Parent Focus Groups in English and Spanish: Sept. 20, 2020	10. Share parent feedback on instruction and culture and identify campus rituals and traditions
	Principal Chats – July 7, Aug. 4, Aug. 11, Aug. 25	11. Q&A with new and returning parents about the new school year
	Midyear Priority PTG – Feb. 1, 2020	12. Determine current state and next steps per campus priorities

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,281
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	141,552
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	23,347

Total

IDEA Bluff Springs Academy

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	689	
At Risk	404	59%
SPED	59	9%
F.A.R.M.	586	85%
ELL	318	46%
Male	353	51%
Female	336	49%
Amer. Indian	0	0%
Asian	4	.58%
Black	59	8.56%
White	56	8.13%
Hispanic	559	81.13%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Kellie Guerra and Amber Philpot</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sarah Hernandez 2. Lyndsay Muller 3. Bridget Olivares 4. Katherine Irwin 5. Noemi Paz 6. Isidro Garcia 	<p>Committee Chair(s): Claire Hoffmann</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Quandra McGrue 2. Rachel Ochs 3. Valentina Davalos 4. Trent Symmonds 5. Kandy Jimenez 6. Bri Hatch 7. Nygia Nora
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. 	<p>Committee Chair(s): Abel Gonzalez and Bridget Olivares</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Elizabeth Cline 2. Jessica Dismuke 3. Anna Harrison 4. Amber Philpot 5. Kandy Jimenez 6. Claire Hoffmann
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Ginny Callaway</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bridget Olivares 2. Jessica Heckler 3. Abel Gonzalez 4. Bryony Castillo 5. Quandra McGrue 	<p>Committee Chair(s): Morgan Eastland</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alicia Jones 2. Jessica Heckler 3. Elizabeth Cline 4. Jessica Dismuke 5. Anna Harrison 6. Amber Philpot 7. Kandy Jimenez 8. Claire Hoffmann

New Initiatives

- Meet 100% Enrollment
- Implement Electives in Grades 1st – 5th
- Increase teacher proficiency in making instructional decisions based on: TEKS; college-ready vertical alignment; provided curriculum; current student data

-

Continuing Initiatives

- A State Accountability Rating (if applicable)
- 97.5% Average Daily Attendance
- 90% Student Persistence

-

STAFF DEVELOPMENT

2020 - 2021 IDEA Bluff Springs Academy PD Calendar

FALL SEMESTER					SPRING SEMESTER			
Date	Meeting	Topic	Presenter(s)		Date	Meeting	Topic	Presenter(s)
Aug 1	Teacher Workday (optional)	Classrooms ready for FDOS	None		Jan 4	Whole Day PD	AM: Course Collaboration PM: Work Time on Campus assigned by managers	HQ/Callaway
Aug 3	BOY Professional Development	Campus PD + Back to School Bash (Virtual)	BSA Lead Team		Jan 11	Grade Team Meeting	Tactical	GTL
Aug 4	BOY Professional Development	Campus PD	BSA Lead Team		Jan 25	Q2 Celebration + Jan Awards Ceremonies posted on Friday	State of the School + Tasty Treat	Callaway
Aug 5	BOY Professional Development	Campus PD	HQ		Feb 1	Grade Team Meeting	Tactical	GTL
Aug 6	BOY Professional Development	Campus PD	HQ		Feb 8	Monday Faculty PD	STAAR Teachers: Make decisions for MOY LPAC (testing accommodations)	Eastland
Aug 7	BOY Professional Development	Campus PD + Back to School Parade + Virtual Meet the Teacher	BSA Lead Team		Feb 15	Grade Team Meeting	Tactical + Leader Trust Surveys	GTL
Aug 8	Teacher Workday	Classrooms ready for FDOS	None		Feb 19	Whole Day PD	Course Collaboration + On Campus PD = Announcements & Work Time	HQ/Callaway
Aug 10	BOY Professional Development	Campus PD	BSA Lead Team		Feb 22	Monday Faculty PD	STAAR Teachers: Finalize Accommodations & Supplemental Aids	Castillo
Aug 11	Grade Team Meeting	Tactical	GTL		Mar 1	Grade Team Meeting	Tactical	GTL
Aug 17	Grade Team Meeting	Tactical	GTL		Mar 12	Whole Day PD	Course Collaboration + On Campus PD = Announcements & Work Time	HQ/Callaway

Aug 24	Monday Faculty PD	Restart Planning	Callaway		Mar 22	Faculty PD (90 minutes)	STAAR Training + Writing/5th M&R Logistics	Eastland
Aug 31	Monday Faculty PD	Restart Planning	Callaway		Mar 30	Q3 Celebration + Data Night	Report Card Pickup	All Teachers
Sept 14	Monday Faculty PD	Keeping our Families + SpEd Refresher	Eastland + Castillo		Apr 5	Grade Team Meeting	Tactical + Grade Level Retention Survey	GTL
Sept 21	FLEX	TBD based on campus data	Callaway		Apr 12	FLEX	TBD based on campus data	Callaway
Sept 28	Grade Team Meeting	Tactical	GTL		Apr 19	Grade Team Meeting	Tactical	GTL
Oct 5	Grade Team Meeting	Q1 Grades (Last Week) Communication to Families	GTL		Apr 26	Grade Team Meeting	Tactical	GTL
Oct 9	Professional Development	Course Collaboration Campus PD: RTI (45 min)	HQ		May 3	Monday Faculty PD	STAAR Training Refresher + Logistics	Eastland
Oct. 19	Q1 Celebration	TCP Recognition & Quarter 1 State of the School (Report Cards Mailed Home)	All Teachers		May 10	FLEX	TBD baed on campus data	Callaway
Oct 26	Grade Team Meeting	Tactical + Leader Trust Surveys	GTL		May 17	Monday Faculty PD	Review EOY Check-out List for Teachers and LWOS Logistics and Expectations + Prepare for Awards Cermonies	Callaway + GTAs
Nov 2	Grade Team Meeting	Tactical	GTL		May 24	Monday Faculty PD	1) EOY Teacher Awards: Paper Plates + Core Values 2) EOY Checklists & Grade Verification	Callaway
Nov 9	Grade Team Meeting	GPTW Survey (15 - AG) + Tactical	GTL					
Nov 16	Monday Faculty PD	Homeroom Teacher & Parent Partnerships	Callaway					
Nov 30	Monday Faculty PD	SE/Mock Testing Training & Logistics	Eastland					
Dec 7	Grade Team Meeting	Tactical	GTL					
Dec 14	Monday Faculty PD	Winter Break Operations Check-out List	Heckler/Schmidt					

IDEA Public Schools

Brackenridge Academy



2020 - 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Brackenridge focuses on creating socially conscious, college-ready scholars who are set on becoming productive, well-rounded citizens capable of taking on the many hurdles that they may encounter. Our scholars will be positive contributors to the labor force and create changes that impact the future of others. Students will feel safe and have a sense of family when they step on our campus every day. IDEA Brackenridge is committed to developing life-long independent learners who take ownership of their learning.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Administrative Staff	Counseling Staff	Specialty Teachers
Marlitha Williams, Principal Tony Rubacalva, API ?, API Josiah Farley, APO	Julie Griez, Academic Counselor	Vicotria Rudolpho, Special Ed Teacher Academy Darinina Lucios nterventionist <u>Dadianna Lucios, Interventionist</u>
Pre-Kindergarten	Kindergarten	1 st Grade
Takera King- Lead Sylvia Gama- Co April Carillo- Lead Flor Cruz- Co	Pricilla Garcia- Lead Lisa Geigenmiller- Lead Melissa Torres- Lead Laquantra Moffatt- Lead Traci McNeil- Co Melanie Travieso- Co Yelani Molina- Co Raquel Gonzales- Co	Jessica Rios- Lead ¿- Lead Juana Bocanegra- Lead Taylor Risica- Lead Lauren Stinnet- Co Sarah Perez- Co
2 nd Grade	3 rd Grade	4 th Grade
Sheena Miller- Lead Gracie Word- Lead ¿- Co ¿- Co ¿-Co	Allison Wycoff- Lead Sarah Salazar- Lead Amanda Sanchez- Lead	Natalie Lopez- Lead Kellie McCoy- Lead ?-Lead
5 th Grade	Electives	Operations Staff
Adela Cisneros- Lead Tamira Gunter- Lead ?- Science Lead	Patricia Andazola- Co Veronica Vasquez- Co ?- Co Jason Cullwel- Co	Christina Gonzales- Receptionist Nadine Castilleja- Business Clerk Jerica Salinas- SIS clerk Josiah Farley- APO Pablo Muniz- FM

*Bilingually Certified

Para- Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Marlitha Williams, Principal Tony Rubacalva, API ?, API Josiah Farley, APO	Julie Griez, Academic Counselor	Darinina Lucios nterventionist Dadianna Lucios, Interventionist Danvis Bryan- Testing Coordinator
Pre-Kindergarten	Kindergarten	1 st Grade
Sylvia Gama- Co Flor Cruz- Co	Traci McNeil- Co Melanie Travieso- Co Yelani Molina- Co Raquel Gonzales- Co	Lauren Stinnet- Co Sarah Perez- Co
2 nd Grade	3 rd Grade	4 th Grade
ĩ- Co ĩ- Co ĩ-Co		
5 th Grade	Electives	
	Patricia Andazola- Co Veronica Vasquez- Co ?- Co Jason Cullwel- Co	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Marlitha Ragland (Principal, Administration)	Tuesday September 1, 2020	<ol style="list-style-type: none"> 1. Student Incentives 2. Teacher Incentives 3. Culture Rubric
Julie Greisz (Academic Counselor, Administration)	Tuesday October 6, 2020	<ol style="list-style-type: none"> 1. Fall festival 2. Red Ribbon Week 3. Bully Prevention Month 4. Core Value Awards 5. Data Review
Tony Rubacalva (Assistant Principal of Instruction, Administration)	Tuesday November 3, 2020	<ol style="list-style-type: none"> 1. Can drive 2. Blood drive 3. Data Review 4. Budget Review
? (Assistant Principal of Operations, Administration)	Tuesday December 1, 2020	<ol style="list-style-type: none"> 1. Toy Drive 2. Blanket Drive 3. Christmas celebration for students & staff 4. Data review
King, Takira (Teacher, Pre-Kinder)	Tuesday February 2, 2021	<ol style="list-style-type: none"> 1. Career week 2. Data review 3. Field Lessons
Mellissa Torres (Teacher, Kinder)	Tuesday March 2, 2021	<ol style="list-style-type: none"> 1. Spring Fling 2. Data review 3. Campus Culture 4. Commitment to College
Jessica Rios (Grade Level Chair, 1 st Grade)	Tuesday April 6, 2021	<ol style="list-style-type: none"> 1. Earth month 2. Budget review 3. Data review
	Tuesday May 4, 2021	<ol style="list-style-type: none"> 1. EOY celebrations 2. Family picnic 3. 5 de Mayo 4. Royal Readers 5. Parent Satisfaction

Campus Budget Summary

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Funding Sources – Local

199	General Fund	\$
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Funding Sources - State

161	State Gifted & Talented	\$
163	State Special Education	\$ 217,752
164	State Compensatory	\$4,011,206
404	Accelerated Reader/Math	699,528
165	State Bilingual	\$ 121,917
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources - Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$380,075
212	Title I Migrant	\$
224	IDEA-B Formula	\$
255	Title II, Part A, Classroom Size Red./Eisenhower	\$
262	Title II, Part D, Technology	0
263	Title III – Bilingual	\$ 6,681

Total: \$

Brackenridge Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	616	100%
At Risk	218	35%
SPED	37	6%
F.A.R.M.	492	79%
ELL	92	14%
Male	307	49%
Female	309	50%
Amer. Indian	2	.003%
Asian	0	0%
Black	16	02%
White	45	7%
Hispanic	543	88%

**As of 10/25/2013*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Jenine Bryan</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Natalie Lopez2. Gracie Word3. Allison Wycoff	<p>Committee Chair(s): Ashley Boudreaux</p> <p>Committee Members</p> <ol style="list-style-type: none">1. Kelli Mccoy2. Tamira Gunter3. Amanda Sanchez
Staff Quality, Recruitment and Retention	School Culture and Climate
<p>Committee Chair(s): Marlitha Williams-Ragland</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Toni Rubacalva2. Sarah Salazar3. Adela Cisneros	<p>Committee Chair(s): Julie Greiz</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Takeria King2. April Carillo3. Lisa Geigenmiller
	Family and Community Involvement
	<p>Committee Chair(s): Josiah Farley</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Jessica Rios2. Nina Lucios

New Initiatives

- Clear & Consistent Parent Communication
- Grade Level Newsletters
- Restorative Circles each Morning
- Spelling Bee
- Science Fair
- Schoolwide Hispanic/Black/Asian American Heritage activities.

- BIGs&LITTLES program for reading and math.
- Professional Learning Communities (acrosse reading, math, science, Socialstudies.
- Smile Club- Positivity Organization
- Green Club- Campus Beautification Organization

Continuing Initiatives

- Continue VIP
- After School Clubs
- New Student Touch points
- Restorative Practices
- Implement the Ruler Method program to improve student's awareness of their emotions and better equip them with the necessary tools to express themselves.
- Conduct afterschool tutoring and provide small group pullout sessions for 1-5rd grade at risk students.

- Conduct book studies with all staff.
- Implement Planners campus wide.
- Implement new District Math & Reading curriculum for 3rd grade.
- Implement Decoding Reading and Corrective Math for 3rd Grade intervention programs.
- Incorporate the use of the Reading/Writing Workshop.
- Continue Fall/spring festivals
- PSP- Parent School Partnership Program

[illegible]

IDEA Public Schools

IA Brownsville



2020 – 2021 Student Achievement Improvement Plan

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

To educate and mold students of underserved communities so they are able to attain entrance to top tier universities and become part of a functional society at a global level.

DISTRICT GOALS 2019-20:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%
- 1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1I. Average ACT score (Class of 2020, September 2019): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composit score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$101M
- 2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

CAMPUS PRIORITIES 2020-21:

- 1) PRIORITY #1: Data Driven Culture**
- 2) PRIORITY #2: Build Content Capacity**
- 3) PRIORITY #3: Retain High Performing Staff**
- 4) PRIORITY #4: Reaching All Learners**

1

PRIORITIES
1) Build a strong campus culture of Data Driven Instruction a) Track mastery daily for individual priority students b) Effective implementation of SWAM meetings
2) Vertically align content-ready skills (Build Content Knowledge) a) CTs drive vertical alignment of content-specific skills b) First instruction reaches our most struggling learners
3) Retain high performing teachers (staff retention) a) Increase staff "Joy Factor" b) Improve work life balance

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Luz Zuniga Carlos Montero Carmina Rodriguez Elizabeth Rodriguez	Clarisa Zamora	Dawn Garza Daliarlene Saenz Deborah Braungart Liliana Flores Erika Lopez Leandra Ruiz
Kindergarten	First Grade	Second Grade
Regina Santoy (ELA) Cynthia Mandujano (Math) Claudia Zuniga (ELA) Lalis Lopez (ELA)	Perla Alvarado (ELA) Veronica Benavidez (ELA) Sandra Sanchez (Math)	Jorge Longoria (Math) Jonathan Salas (Reading) Erica Santamaria Lopez (DI)
Third Grade	Fourth Grade	Fifth Grade
Francisco Vasquez (Math) Sarah Barrera (Reading) Christabelle Leyva (Writing)	Laura Giron (Math) Sara Stumbaugh (Reading) Roger Reyna (Writing)	Sophia Perez (Science) Ana Duran (Math) Juan Saucedo (Reading)
Physical Education		
Nalani Gonzalez		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Ana Singlaterry (KG ELA) Lucero de Leon (KG ELA) Alejandra Caballero (KG Math) Keila Benavides (1 st ELA) Michelle Delgadillo (1 st ELA) Jose Rivera (RISE) San Juana Rico (RISE) Nancy Calle (ELA) Epifanio Sanchez (PE) Xenia Cruz (Science)	Graciela Munoz (AR) Maria Cano (HotSpot)	Sandra Garza (Administrative Assistant)
Operations Staff	Temporary Staff	
Veronica Alvear (SIS) Andrea Padilla (Receptionist) Juan Ramirez (Business Clerk) Juan Carlos Vela (Facilities Manager) Yolanda Herrera (Registrar) Gerado Ramirez (Transportation Manager) Ana Lozano (Cafeteria and Nutrition Program Mgr) Jasmin Cervantes (Health Aide)	Lunch Monitors: Aracely Camacho Vivian Villarreal Carmen Orozco Cristina Quintanilla Norma Logan Anel Gracia	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Luz Zuniga (Principal, Administration) Jacklyn Verdin (Principal in Residence, Administration) Clarisa Zamora (Academic Counselor, Administration)	September (last Thursday of the mo)	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates
Elizabeth Rodriguez (Assistant Principal of Instruction, Administration) Carmina Rodriguez (Assistant Principal of Instruction, Administration) Carlos Montero (Assistant Principal of Operations, Administration)	October	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates
Lucero de Leon (K Co-teacher) Michelle Delgadillo (1 st Grade Co-teacher) Jorge Longoria (2 nd Grade Teacher) Frank Vasquez (3 rd Grade Teacher) Roger Reyna (4 th Grade Teacher)	November	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates
Xenia Cruz (5 th Grade Co-teacher) Epifanio Sanchez (Elective Representative) Erika Lopez	December	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates
	January	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates

(Sped Representative) Belinda Trevino (Parent Representative) (Community Representative)	February	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates
	March	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates
	April	1. School Culture & Climate 2. Family & Community Involvement 3. Staff Retention & Campus Communication 4. Operations 5. ELA 6. Math 7. Science / Humanities 8. CNA Updates

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

IDEA Brownsville
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	706	N/A
At Risk	391	55%
SPED	34	5%
F.A.R.M.	529	75%
ELL	332	47%
Male	382	54%
Female	324	46%
Amer. Indian	0	0%
Asian	6	0.85%
Black	0	0%
White	17	2.41%
Hispanic	682	96.6%

**As of March 2020*

2019-2020 Campus Needs Assessment Committees

English Language Arts	ELA 3-5
<p>Committee Chair(s): <i>Claudia Zuniga K-2</i> https://bluejeans.com/664398273</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Regina Santoy 2. Perla Alvarado 3. Veronica Benavidez 4. Michelle Delgadillo 5. Erica Santamaria Lopez 	<p>Committee Chair(s): <i>Karina Rodriguez</i> https://bluejeans.com/982663531</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sarah Barrera 2. Christabelle Leyva 3. Juan Saucedo 4. Jonathan Salas 5. Dali Saenz
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): <i>Jacklyn Verdin</i> https://bluejeans.com/3997474699</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sophia Perez 2. Xenia Cruz 3. Graciela Munoz 4. Leandra Ruiz 5. Joe Rivera 	<p>Committee Chair(s): <i>Luz Zuniga</i> https://bluejeans.com/675238559</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Keila Benavidez 2. Dawn Garza 3. Liliana Flores 4. Nalani Gonzalez San Juana Rico
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): <i>Sandra Garza</i> https://bluejeans.com/933469333</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Laura Giron 2. Ana Duran 3. Lalis Gracia 4. Sara Stumbaugh 5. Deborah Braungart Lucero Cortinas 	<p>Committee Chair(s): <i>Claire Zamora</i> https://bluejeans.com/879647715</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ana Singlaterry 2. Paola Guerrero 3. Roger Reyna 4. Epi Sanchez 5. Nancy Calle 6. Erika Lopez

New Initiatives

- Content Meetings
- Generation Genius (science)
- Whooo's Reading App
- Wit & Wisdom read alouds for K& 1
- Chess and soccer
- Move This World (SEL Curriculum)
- National Elementary Society
- Duke Tip Program
- Progress Reports for Academics and Extra-curricular activities, RtI
- Read Aloud blocks in schedule

- Bobcat Reading Club
- Bobcat PAWS (Parents At Work) *subject to COVID guidelines
- Education Galaxy

Continuing Initiatives

- Kickboard
- Exact Path Software
- Study Island
- Playworks
- Running club
- Bobcat Den
- Tutorial
- Intervention blocks
- PowWow
- Junior Coaches (add 3rd-5th) *subject to COVID
- Bill McDonald Consultant
- **Flipgrid**

-

Staff Development

Fall Semester			Spring Semester		
Date	Topic	Objective	Date	Topic	Objective
8/3/2020	SOS and Tracking Success (Goal Setting/IPDP)	Luz	1/4/2021		
8/4/2020	Interventions & Curriculum Updates	Liz	1/11/2021	Accommodations	
8/5/2020		Claire	1/25/2021		
8/6/2020		RR/DB/EL	2/1/2021	General TELPAS Training	
8/7/2020		Karmina	2/8/2021		
8/10/2020	Persistence	GLA	2/22/2021	Parental Involvement	
8/17/2020	Research in the Content	Luz	3/8/2021	Retention Meetings	
8/24/2020	RtI	Liz	3/12/2021	Curriculum & Instruction	
9/14/2020	RtI	GLA	3/22/2021		
9/21/2020	RtI	Liz	3/29/2021	STAAR Oath Training	
9/28/2020	Data Accountability (Campus View)	Luz	4/5/2021		
10/5/2020	Data Accountability (Grade Level View)	GLA	4/12/2021	K-2 Placement Testing	
10/9/2020	Curriculum & Instruction		4/19/2021	Student Persistence	
10/19/2020	Data Accountability (Content View)	ILT	4/26/2021	CNA	
10/26/2020		Luz	5/3/2021	CNA Grade Level	
11/2/2020	Social emotional interventions	GLA	5/10/2021	EOY Checklist/Rosters	
11/9/2020		ILT	5/17/2021	Finalize Rosters	
11/16/2020		Luz	5/24/2021	EOY Celebrations	
11/30/2020		ILT	5/29/2021		
12/14/2020	Grade Level Semester Data Meeting + Mid Year Progress	Luz			



Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Burke Academy



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Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Tiffany Langbein – Principal Emilie Fernandez – Assistant Principal Priscilla Olivarez – Assistant Principal Kate Wilkes - PIR Adrian Sena - APO	Sara Hendrix – Social Worker	Monica Guerrero – Interventionist Linda Nichols – Special Education Carly Medeiros – Special Education
Prekindergarten	Kindergarten	1st Grade
Britany Villeda Bianca Benavidez Ariel Ortega	Liza Chermak Christina Calderon Monica Nevarez Samantha Ortiz	Jenali White Desiree Trejo Ashley Garcia
Second Grade		
Cusandra Serrano Alyssa Turner SaraNicole Jimenez		
Physical Education		
Ryan Lawson		

Co-Teachers	Facilitators	Clerical/Technical
Cassandra Reyes - PreK Stephanie Rivera - Kinder Jeremy Vasquez - Kinder Jawuan Miller – 1st Barbara Ogan – 1st Genevieve Gaitan – 1st Angela Frazier – Rise Luis Arellano – 2 nd Phelencia Wheaton – AR/HS	Ruth Carranza – Cafeteria Manager Gregory Bosmans – Facilities Manager Elizabeth Rollie - Nurse	Tracy Conroy- Administrative Assistant Betty Pancake - SIS Guadalupe Chelms- Receptionist Dyshane Martin – Business Clerk/ Testing Coor.
Operations Staff	Temporary Staff	
Mayra Perales – Custodian Fidelina Hobbs - Custodian Larry Salinas – Custodian Juana Mondragon - CNP Kattia Murillo - CNP Olga Rodriguez – CNP Alma Trevino – CNP Elvira Zuniga - CNP		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Tiffany Langbein (Principal, Administration) Tracy Conroy (AA) Dyshane Martin (BC/TC) Sara Hendrix (Social Worker, Administration) Emilie Fernandez (Assistant Principal of Instruction, Administration) Pryscilla Olivarez (Assistant Principal of Instruction, Administration) Adrian Sena (Assistant Principal of Operations, Administration) Kate Wilkes (Principal in Residence) Britany Villeda (GTL, PreK) Liza Chermak (GTL, Kinder) Jenali White (GTL, 1st Grade) Cusandra Serrano (GTL, 2nd Grade)	08/18	1. Monthly Calendar Review 2. Monthly PTG towards Campus Goals 3. OCS protocol with ADA 4. OCS protocol with Persistence 5. Staff Celebrations – Employee of the Month Decisions <ul style="list-style-type: none"> a. Operations b. Academy Staff c. College Prep
	09/15	
	10/20	
	11/17	
	12/15	
	01/19	
	02/16	
	03/23	
	04/20	
	05/18	

Campus Budget Summary

The following funds are being combined in the Scholar Achievement Improvement plan to meet the needs of the scholars on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	148,550
164	State Compensatory	2,736,430
404	Accelerated Reader/Math	477,215
165	State Bilingual	83,172
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	2,349

Total

Campus Name
Campus Demographics*

Scholar Populations	Number of Scholars	Percentage of Scholars
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		
Two or More Races		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Emilie Fernandez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Monica Nevarez – K 2. Desiree Trejo – 1st 3. Jenali White – 1st 4. Alyssa Turner – 2nd 5. SaraNicole Jimenez – 2nd 	<p>Committee Chair(s): Pryscilla Olivarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Liza Chermak – K 2. Christina Calderon – K 3. Ashley Garcia – 1st 4. Cusandra Serrano – 2nd
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Pryscilla Olivarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Tiffany Langbein – Principal 2. Britany Villeda - PreK 3. Liza Chermak - K 4. Christina Calderon - K 5. Jenali White – 1st 6. Cusandra Serrano – 2nd 	<p>Committee Chair(s): Tiffany Langbein, Kate Wilkes</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sara Hendrix – Social Worker 2. Kate Wilkes - PIR 3. Emilie Fernandez – API 4. Pryscilla Olivarez – API 5. Britany Villeda – GTL PreK 6. Liza Chermak – GTL Kinder 7. Jenali White – GTL 1st 8. Cusandra Serrano – GLT 2nd
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Tiffany Langbein, Kate Wilkes</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sara Hendrix – Social Worker 2. Emilie Fernandez – API 3. Pryscilla Olivarez – API 4. Tracy Conroy - AA 	<p>Committee Chair(s): Sara Hendrix, Adrian Sena</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kate Wilkes - PIR 2. Emilie Fernandez – API 3. Pryscilla Olivarez – API 4. Britany Villeda – GTL PreK 5. Liza Chermak – GTL Kinder 6. Jenali White – GTL 1st 7. Cusandra Serrano – GLT 2nd

New Initiatives

ELA

PreK-Kinder:

- Conduct script practice afterschool weekly for one hour
- Hold quarterly step backs with Lead Teachers and Lead Team
- Conduct monthly Curriculum Nights for families
- Train all staff on SpEd accommodations/modifications at weekly PD including PLAFFP writing
- Review data at monthly group check ins to build skill in teachers using data to prioritize scholars and skills
- Train staff on using DI Dashboard to identify groups/scholars not on track
- Train 100% of staff on Habits of Discussion at BOY

1st – 2nd Grade:

- Implement BAW program with aggressive monitoring during IW time to prioritize skill gaps/reteach
- Incorporate writing prompts aligned to novels in reading (2nd grade)
- Planning time by content to ensure alignment between grade levels.
- Content Committees will meet monthly to ensure vertical alignment
- Daily lesson rehearsals with the API during planning period
- Designated double DI block for all groups not on grade level with the Interventionist
- Implementation of Novels in 2nd grade aligned to TEKS using RACE responses and daily skills with Exit Ticket tracking
- Word walls in all classrooms with academic vocabulary
- Independent scholar tracking in all non-DI classrooms
- Use COW in BAW/Novel classrooms for AR testing time
- Collaboration between AR/Hotspot and content teachers to:
 - Math/HotSpot- specify which TEKS scholars need further practice within Hotspot on RM City
 - Reading/AR- Ensure scholars are reading novels at the appropriate reading level.
- Train 100% of staff on Habits of Discussion at BOY

Math/Science

PreK-Kinder:

- Meet with teachers weekly for script practice after school – rotate with Distar and Sigs/RMSE program
- Use PD time to create aligned IW centers
- Strongest teacher will pull for Intervention in K
- Conduct script practice afterschool weekly for one hour
- Hold quarterly step backs with Lead Teachers and Lead Team
- Conduct monthly Curriculum Nights for families
- Train all staff on SpEd accommodations/modifications at weekly PD including PLAFFP writing
- Review data at monthly group check ins to build skill in teachers using data to prioritize scholars and skills
- Train staff on using DI Dashboard to identify groups/scholars not on track
- Train 100% of staff on Habits of Discussion at BOY

1st – 2nd Grade:

- Individual tracking aligned to backwards plan and EOY goals
- Train 100% of staff on Habits of Discussion at BOY
- Incorporate aligned what and how key points specific to the skill not the Exit Ticket
- Provide lesson planning feedback weekly with lesson rehearsals during planning time – led by API
- Track TEKs with wall trackers and individual trackers – scholar driven

Science/Social Studies:

- Incorporate Hispanic Heritage, Black History Month and Culturally Diverse fairs throughout the school year
- Train 100% of staff on Habits of Discussion at BOY
- Read Alouds/Novels selected with science/social studies focus and aligned to TEKs
- Implement pilot science curriculum to fidelity
- Use rotation calendar for science/social studies period – led by API

Continuous Initiatives

ELA

PreK-Kinder:

- Ambitious goals are set for scholars and follow NIFDI/IDEA curriculum guidelines
- Ensure BOY reading assessments are completed and accurate
- Backwards planning is completed by teachers and posted/reviewed at check ins
- IW and centers are aligned to DI
- Homework is a review and aligned to daily lessons
- DI Data is used to identify scholars in need and provide intervention
- Lesson trackers and thermometer charts are used to ensure scholars know their goals and track them daily
- Provide intervention in PreK/K during 4th rotation, recess, lunch bunch, conference and after school
- Bi-weekly RtI meetings with tracking for our most struggling scholars

1st Grade:

- Ambitious goals are set for scholars and follow NIFDI/IDEA curriculum guidelines
- Ensure BOY reading assessments are completed and accurate
- Backwards planning is completed by teachers and posted/reviewed at check ins
- IW and centers are aligned to DI
- Homework is a review and aligned to daily lessons
- DI Data is used to identify scholars in need and provide intervention
- Lesson trackers and thermometer charts are used to ensure scholars know their goals and track them daily
- Provide a double block of DI in 1st grade for our lowest scholars
- Implement Saturday School for our lowest groups beginning in September
- Bi-weekly RtI meetings with tracking for our most struggling scholars
- Teachers post group progress in GroupMe and include skills the group struggled with

Math

PreK:

- Follow Distar script to fidelity and use data to determine priority skills
- Teacher teaches lowest group and Co-Teacher rotates with the other two groups
- Use scholar data to determine skills board activities/intervention
- Aligned IW centers with aggressive monitoring
- Conduct delayed testing by the Lead Team within 48 hours from the NIFDI call

Kinder-1st:

- Follow Eureka Curriculum outline to fidelity
- Create aligned Power Point lessons to Eureka curriculum
- Use aggressive monitoring during all scholar IW time
- Check homework daily and ensure fixups are completed
- Reteach when needed at the start of daily lessons
- Track daily exit ticket mastery on live document
- Pull priority scholars for intervention (Kinder)

Staff Development

Date	Session Title/Topic	Session Objective(s)
08/13	Whole Class Reset	BWBAT plan and practice a whole class reset by... 1. Conducting OCS for the procedure 2. Revising the procedure focusing on clear what to do directions with steps 3. Re-teaching the procedure 4. Redirecting by having scholars Do It Again
8/27	RtI	BWBAT learn about RTI, receive electronic document on which to record services/outcomes, and role play RTI meeting scenarios
08/27	Hot spot/AR Zone	BWBAT make connections between what they are teaching and what scholars will be doing in labs.
09/10	Aggressive Monitoring	BWBAT aggressively monitor the quality of scholar work by...Creating a monitoring pathway to see all scholars. Using an exemplar to plan checkpoints.
09//24	Behavior Modification Planning	BWBAT learn what a BIP is; how to implement it; how to track it; and how to communicate progress/regress with families.
10/08	Tracking	BWBAT review and assess the current procedure for individual scholar trackers and adjust ensure 100% of scholars and classrooms are meeting tracker expectations.
10/22	Scholar Relationships	BWBAT continue building relationships through strategic team building planning and implement within class meeting.
11/12	Reteach/Skills Board	BWBAT implement reteaching using tracking of errors and skills board implementation at the start of every lesson.
11/26	Supporting Special Pops	BWBAT add accommodations to a lesson plan 1. Create a seating chart that prioritizes support for scholars in special pops. 2. Review IEP goals 3. Review accommodations/modifications
12/10	Middle of Year PTG/Gear Shift	BWBAT examine available data and make plans to adjust gears for the 2nd semester for campus goals to be reached.
01/14	SWAM	BWBAT learn and practice the procedures for a SWAM meeting – content specific.
01/28	Analyzing Scholar Work	BWBAT analyze scholar work to identify procedural and conceptual gaps.
02/11	Joy Factor	BWBAT increase joy factor by implementing Pepper, Challenge, and Surprise & Suspense.
02/25	Habits of Evidence	BWBAT build Habits of Evidence by using <i>Everybody Writes</i> to prompt scholars to cite and explain key evidence in science and social studies.
03/11	Habits of Discussion	BWBAT review and tighten expectations for scholars to actively listen, agree, build off, and disagree with each other while reinforce these habits during class discussion.
03/25	Engage all scholars	BWBAT engage all scholars by implementing effective turn and talks.
04/08	State Testing Security	BWBAT articulate testing expectations and how they will best support Burke College Prep scholars.
04/22	State Testing Protocols	BWBAT articulate testing protocols through unpacking the state testing manual providing by Texas State Dept.

05/13	Campus PTG/Step Back	BWBAT identify our progress towards goals and use OCS to identify root causes and next steps to increase data for the next school year.
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Teachers will attend the staff development listed which will address high priority areas, improve scholar learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Carver Academy



2020-21 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Carver prepares students from underserved communities for success in college and citizenship by creating a challenging learning environment, setting high expectations and believing that everyone can learn- College for ALL!

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Guadalupe Diaz- Principal Justina Gonzalez- APO Martha Hernandez- API 3-5 Alyssa Vela- API K-2	Jenny Spain- Academic Counselor	Nexa Rodriguez- SpEd Robert Eakin- Sped Johanna Charles- Hotspot Maritza Perez- AR Christopher Morrow – PE Rosslyne Okpu- ART
Kindergarten	First Grade	Second Grade
Shawnee Huerta- Math Jennifer Lopez – Math Delana Rainey -ELA Marisa Soza-ELA	Esperanza Sistos- ELA Antoinette King- ELA Kenisha Marshall- Math	Armando Vela- Math Donald Servais- Academic Block Patricia Holguin- ELA Eveatte Benson- DI Reading
Third Grade	Fourth Grade	Fifth Grade
Tenesha Price- ELA Joslynn Oliveira- Writing/ELA Catrina Santa Cruz- Math Edna Garza- Academic Block	Aslin Cantu-Math Alyssa Oliveira- Writing Jonathan Silva- Reading . Juan Aguilar - Interventionist	Desiree Gil- ELA Jose Jimenez- Science Diana Hernandez- Math Gina Rios- Academic Block
Physical Education		
Christopher Morrow		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<p>Michelle Alex- Kinder</p> <p>Alexis Lopez- Kinder</p> <p>Yogema Guillen, Kinder</p> <p>Elizabet Shoulders- Kinder</p> <p>Veronica Gonzalez, 1st</p> <p>Yanzelle Arreola- 1st</p> <p>Donald Servais- 2nd Academic Block</p> <p>Edna Garza- 3rd Academic Block</p> <p>Jina Rios- 5th Academic Block</p>	<p>Maritza Perez- AR</p> <p>Johana Charles- HotSpot</p> <p>Rosslyne Okpu- ART</p>	<p>Michelle Gonzales- Sr. Administrative Assistant</p> <p>Jane Suarez- SIS</p> <p>Gabrielle Johnson- Receptionist</p> <p>Eamika Jones – health aide</p> <p>Adriana Morales – Business Clerk</p>
Operations Staff	Temporary Staff	
<p>John Deleon</p> <p>Luis Maciel</p> <p>Justina Gonzalez</p>		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Guadalupe Diaz (Principal, Administration) Jennifer Spain (Academic Counselor, Administration) Martha Hernandez (Assistant Principal of Instruction, Administration) Alyssa Vela (Assistant Principal of Instruction, Administration) Justina Gonzalez (Assistant Principal of Operations, Administration) Delana Rainey (GTL, Kinder) Antoinette King (GTL, 1st Grade) Armando Vela (2nd Grade, Math Teacher) Tenesha Price (3rd Grade, ELA Teacher) Alyssa Oliveira (4th Grade, Writing Teacher) Desiree Gil (5th Grade, Math Teacher) Christopher Morrow (PE) Michelle Gonzalez-AA	Thursday, August 21, 2020	1. See attachment
	Thursday, September 25, 2020	1.
	Thursday, October 23, 2020	1.
	Thursday, November 13, 2020	1.
	Thursday, December 11, 2020	1.
	Thursday, January 22, 2021	1.
	Thursday, February 19, 2021	1.
	Thursday, March 26, 2021	1.
	Thursday, April 22, 2021	
	Thursday, May 21, 2021	

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	192,700
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	4,258

Total

Carver Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	640	100%
At Risk	173	27.03%
SPED	53	.08%
F.A.R.M.	0	.0%
ELL	59	.09%
Male	309	48.28%
Female	331	51.72%
Amer. Indian	4	.01%
Asian	2	.03%
Black	85	1.32%
White	45	.70%
Hispanic	342	25.31%

**As of April 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Martha Hernández, API</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Tenesha Price - 3 2. Desiree Gil - 5 4. Alyssa Oliveira - 4 5. Delana Rainey - K 	<p>Committee Chair(s): Diana Hernandez, Teacher</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Armando Vela – 2nd 2. Catrina Santa Cruz-3rd 3. Aslin Cantu – 4th 4. Kenisha Marshall- 1st
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Martha, API</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alyssa Vela- API 2. Jose Jimenez-5 3. Diana Hernandez-4 4. Christopher Morrow- PE 	<p>Committee Chair(s): Jennifer Spain Guadalupe Diaz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rainey Delena - K 2. Alyssa Vela - API 3. Justina Gonzalez- APO 4. Alyssa Oliveira-4 5. Missy Perez-AR
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Guadalupe Diaz Alyssa Vela</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Justina Gonzalez -APO 3. Antoinette King -1st 4. Michelle Gonzalez- AA 5. Catrina Santa Cruz- 3rd 	<p>Committee Chair(s): Alyssa Vela Jenny Spain</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Tenesha Price-3rd 2. Michelle Gonzalez- AA 3. Justina Gonzalez – APO 4. Desiree Gil- 5th 5. Armando Vela -2nd

New Initiatives

K-2

ELA:

- Be a Writer Curriculum

Math

- TEKS alignment using Lead4ward

3rd-5th STAAR Grades

- **Emphasize student personal data trackers 3-5,**
- **Collaboration between AR/Hotspot and content teachers to:**
 - **Math/HotSpot- specify which TEKS students need further practice with in Hotspot**
 - **Reading/AR- Ensure students are reading novels at the appropriate reading level.**
 - **Every 3rd-5th to become a Millioaire**

Continuing Initiatives

ELA

- IW and centers are aligned to DI
- Home work is prescriptive and aligned to DI
- Horizontal collaboration occurs weekly (grade level).
- Ambitious goals are set for students and follow NIFDI/IDEA curriculum guidelines
- Backwards planning is tracked throughout the year to insure that goals are met
- DI Data is used to identify students in need and provide intervention.
- Students are held accountable for their goals by using lesson trackers and thermometer charts
- Ensure BOY placement is accurate
- Provide intervention opportunities during recess, conference or after school, or intervention block (kinder)
- Offer after school tutoring for struggling readers
- Ensure that struggling students are on the RTI plan and tracked.

Math

Kinder: Setting ambitious goals for all groups and follow NIFDI curriculum.

- Independent Centers should be aligned with Direct Instruction and continue to be challenging and meaningful.
- Continue holding kids accountable by checking their work and doing fix-ups.

First Grade: Continue giving fast facts for homework

- Continue setting extremely high expectations to challenge students to finish lessons and progress through the program rapidly.
- Word walls in all classrooms will continued to align with DI.
- Continue holding kids accountable by checking their work and doing fix-ups.

Second Grade: Continue extended block for intervention with small groups.

Word wall will be aligned with DI and STAAR

- Continue giving fast facts for homework
- Continue holding kids accountable by checking their work and doing fix-ups.

- Use STAAR data to provide intervention for students in need.
- Provide intervention opportunities through the use of tutoring after school and on Saturdays.
- Align instruction to TEKS and STAAR objectives.
- Use backward planning throughout the year to insure all objectives and skills are taught.
- Continued use of higher order thinking skills through question stems.
- Continued use of exit tickets to ensure students are at mastering and to provide further data
- Students will practice stem questions missed on exit tickets/weekly assessments and get a parent signature on any failing exit ticket/weekly assessment
- STAAR students will continue to use individual data trackers
- Continue having morning science tutoring utilizing the Stem Scopes Program.
- Balanced Literacy in STAAR grade levels.
 - (1) Guided reading using DI according to reading level
 - (2) Read Aloud-above level and (3) Frayer Model
- Continue with academic word walls (Frayer Models), vocabulary foldable, and hands on activities.
- Continue to align concepts to real life situations where students can make connections.
- Continue to motivate students by creating warm learning environments where kids enjoy what they are doing.
- Continue to set high expectations and make learning rigorous but rewarding to the students.

Staff Development

Date	Session Title/Topic	Session Objective(s)	Grade Levels
7/20-7/24	Teaching and Learning Institute For New Teachers	Newly Hired Teachers will be onboarded by the local campus staff in order to acculturate, inform, and set expectations for the SY 19-20.	K-5
Week of August 10	I Learning Hot spot/AR Zone Play Book/Tumble Books/Morning Meeting Designer: Jenny Spain Presentation: Missy Perez/ J. Charles	TWBAT identify, practice, and apply knowledge of Playbook and how it extends instruction in the classroom. Teachers will understand importance of AR and hot spot and how Rigor can be added to students' prior learning. Key Point: Teachers will be able to make connections between what they are teaching and what students will be doing in labs. TWBAT will share morning meeting lesson plans for the week and share success stories for morning meeting.	K-5
Week of Aug 17	Restorative Discipline Designer: Jenny Spain Presentation: Spain/ Diaz	TWBAT learn what RD is and how to utilize it in the classroom setting.	K-5
Week of Aug 24	RTI I, II, and III Designer: Robert Eakin Presentation: Eakin/ Rodriguez	TWBAT learn about RTI, receive electronic document on which to record services/outcomes, and role play RTI meeting scenarios	K-5
Week of Aug. 31	Behavior Modification Plan Designer: Diaz & Spain Presentation: Spain	TWBAT learn what BIP is; how to implement it; how to track it; and how to communicate progress/regress with parents	K-5
Week of September 7	Engaging Students With Poverty in Mind Designer: Diaz Presentation: Diaz	TWBAT examine poverty paradigms and learn how to approach kids from disadvantaged backgrounds effectively and caringly.	

			K-5
September 14/21	K-2 Vertical Alignment ELA/Math 3-5 Content Training Designer: Diaz Presentation: Diaz	K-2 TWBAT revisit ELA/Math TEKS, alignment and share strategies they are using to increase writing in classroom. 3-5 Split ELA/Math/Science will work with consultants, peers, and or LEAD to team to ensure they are prepared to 2nd six weeks.	K-5
Week of Sept .28	ALL STAFF PD	ALL STAFF PD	K-5
Week of Oct. 5	Rigor in Lesson Plans and Classroom Delivery; 90/30 Update Designer: Martha Hernandez/ Vela Presentation: A. Vela	TWBAT learn and practice applying Rigor (Questions and Teacher Student Actions) in lesson plans and for instruction. TWBAT report PTG on students in CSI and make plans for Q2.	3-5
Week of October 12/ 19	Building Culture: Professional Development for Parent Communication Designer: Jenny Spain Presentation: Diaz/ Spain	TWBAT observe and apply Parent Communication Strategy taught at Boy, using school scenarios (WHAT TO DO AND WHAT TO AVOID)	3-5
Week of Nov 2	ALL STAFF PD	ALL STAFF PF	K-5
Week of November 9/16	Data Analysis using Driven by Data Data Analysis and what to expect in a data conversation Designer: Diaz Presentation: Diaz	TWBAT use Driven by Data learning to track students, in particular ELL and Sped.	3-5
Week of December 1	All STAFF	ALL STAFF	K-5
Week of December 7	MOY GEAR SHIFTING Designer: Diaz Presentation: Diaz	TWBAT examine available data and make plans to adjust gears for the 2 nd semester in order for campus goals to be reached.	3-5
Week of December 14	CSI: 90-30 Designer: Diaz Presentation: Diaz	90:30	3-5

Week of January 4	ALL STAFF PD	ALL STAFF PD	K-5
January 11	STAAR Plan Designer: Diaz Presentation: Diaz	TWBAT prepare STAAR plans for differentiated groups	3-5
Week January 18	SMART Goals and Trackers/Discipline or Culture Trackers/PM Folders Designer: Martha Hernandez Presentation: Martha Hernandez	TWBAT revisit SMART goals and share best trackers in maintaining student mastery trackers.	3-5
February 1	ALL STAFF PD	ALL STAFF PD	K-5
Week of February 8	Buddy System Designer: Jennifer Spain Presentation: Spain	TWBAT understand the benefits of the buddy system and effectively implement that system in classroom.	3-5
Week of February 15	Instructional Strategy 3rd-5th Buddy teach or small group, K-2 Discipline tracker, fix ups, and use of ELL strategy Designer: Jennifer Spain Presentation: Spain/ Vela	TWBAT provide updates to our campus on the items listed.	K-5
Week of Mar 1	ALL STAFF PD	ALL STAFF PD	3-5
Mar 8	Rigorous Curriculum and Delivery of Instruction Designer: Diaz Presentation: Diaz	TWBAT identify next steps in planning and delivering a rigorous instruction. TWBAT identify the scope and sequence of the yearly PD for this priority.	3-5
Week of Mar 22	STAAR PLAN Designer: Diaz Presentation: Diaz	TWBAT revisit the STAAR plan implementation and shift gears in order to meet the annual goals.	3-5
Week of Mar 30	ALL STAFF PD	ALL STAFF PD	K-5

Apr 5	Retention Training Designer: Vela/Diaz Presentation: Vela /Diaz	TWBAT determine the criteria for retention, language economy for parent conferences, and learn rationale for retention.	3-5
Apr 12	Teacher Retention Dialogue Designer: Spain/ Vela Presentation: Spain/ Vela	TWBAT discuss the retention spheres of influence and how to make the campus more powerful workplace	3-5
Week of May 3	Campus Needs Assessment Work time and Q and A Designer: Diaz Presentation: Diaz	TWBAT spend time creating surveys, collecting data for CAN and making place for campus Stepback.	
Week of May 31	Campus Stepback Designer: Diaz Presentation: Diaz	2 day agenda: TWBAT dig deep into campus data, identify root causes of success and failures as well as set 3-4 campus priorities for the school year.	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Academy Donna



IDEA
Public Schools



2020 - 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS Vision:

IDEA Academy Donna will build life-long learners by establishing a safe, welcoming, and rigorous environment for students, parents, and staff. Together we will ensure academic achievement on the path to and through college!

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Pre-K
Sylvia Verdooren Principal Freddie Martinez AP Belinda Gonzales AP Marycarmen Quintanilla AP Alberto Castillo AP of operations	Anahi Gonzalez Academic Counselor	Rose Ruiz Ylissa Garza
Kindergarten	First Grade	Second Grade
Dulce Ramirez Gabrielle Zuniga Ashley Garza April Longoria	*Yezenia Ramirez Jasmin Villarreal Edna Parra Cynthia Alonso	Anakaren Solano Lizette Belmares Jessica Olivo *Rogelio Huerta
Third Grade	Fourth Grade	Fifth Grade
Justine Garcia Esmer Torres Efrain Madrigal Roxanne Gaona	*Polette Perez Fernando Fuentes Elissa Perez Victoria Ramirez	Cesia Zepeda Esteban Gonzalez Cynthia Varela
Physical Education	Specialty Teachers	
Randy Flores	Gigi Loresco Ligaya Roa Karyna Martinez Mercedes Kim	

*Bilingually Certified

Para-Professionals Campus Staff	
Co-Teachers	Office Staff
Irma Ortiz SpEd Magdalena Leal K Veronica Garza AR Stephany Tijerina PE Rosalinda Magana SpEd Wanda Deiter SpEd Maria Hernandez SpEd Nallely Berumen SpEd Valerie Guzman PK Miranda Gonzalez K David Martinez 2 nd Dora Uribe K Selina Moreno HS Yolanda Garza AR Christina Pina K Jasmine Ramos 1st Lizzette Alva 1 st Stephanie Segura K Amanda Garces 2 nd	Elizabeth Quintero, Admin Assistant Stephanie Brouwen, 21 st Century
Operations Staff	
Alberto Torres, Transportation Mgr. Jose Barron, Facilities Mgr. Maria de Leon, CNP Manager Elsa Hernandez, SIS Jeanette Martinez, Business Clerk	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Sylvia Verdooren (Principal, Administration) Anahi Gonzalez (Academic Counselor, Administration) Freddie Martinez (Assistant Principal of Instruction, Administration) Belinda Gonzalez (Assistant Principal of Operations, Administration) Marycarmen Quintanilla (Assistant Principal of Operations, Administration) Rose Ruiz, (Grade Level Teacher, Pre Kinder) Dulce Ramirez (Grade Level Teacher, K) Jazmin Villarreal (Grade Level Chair, 1 st Grade) Rogelio Huerta (Grade Level Chair, 2 nd Grade) Justine Garcia (Teacher, 3 rd Grade) Victoria Ramirez (Grade Level Chair, 4 th Grade) Cesia Cepeda (Grade Level Chair, 5 th Grade) Ligaya Roa (Grade Level Chair, RISE) (Parent Representative) Vanessa Vera (Community Representative)	September, 2020	1. Parent Involvement Committee/Parent University 2. Culture
	October 2020	1. Fall festival 2. Red Ribbon Week 3. Bully Prevention Month 4. Core Value Awards 5. Data Review
	November 2020	1. Can drive 2. Data Review 3. Budget Review
	December 2020	1. Toy Drive 2. Christmas celebration for students & staff 3. Data review
	February 2021	1. Career week 2. Data review 3. Field Lessons
	March 2021	1. Dia de los Ninos festival 2. Data review 3. Campus Culture 4. Commitment to College
	April 2021	1. Earth month 2. Budget review 3. Data review
	May 2021	1. EOY celebrations 2. Family picnic 3. 5 de Mayo 4. Millionaire club AR 5. Parent Satisfaction

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199	General Fund	\$0
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Funding Sources - State

191	State Gifted & Talented	\$ 0
193	State Special Education	\$ 257,345
194	State Compensatory	\$4,738,697
404	Accelerated Reader/Math	826,398
195	State Bilingual	\$ 144,029
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources - Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$457,602
212	Title I Migrant	0
224	IDEA-B Formula	\$
255	Title II, Part A, Classroom Size Red./Eisenhower	\$
262	Title II, Part D, Technology	0
263	Title III – Bilingual	\$ 30,982

Total:

IDEA Academy Donna
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	889	100%
At Risk	606	68%
SPED	52	5.85%
F.A.R.M.	852	95.84%
ELL	424	47.69%
Male	459	51.63%
Female	430	48%
Amer. Indian	0	0%
Asian	2	0.22%
Black	1	0%
White	15	01.69%
Hispanic	871	9.98%

**As of 10/25/2013*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Justine Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jasmin Villarreal 2. Elissa Perez 3. Anakaren Solano 4. Polette Perez 5. Marycarmen Quintanilla 	<p>Committee Chair(s): Efrain Madrgial</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Fernando Fuentes 2. Steve Gonzalez 3. Victoria Ramirez 4. Rogelio Huerta 5. Edna Parra
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Cesia Cepeda</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Randy 2. Esmer Torres 3. Yezenia Ramirez 4. Lizette Belmares 	<p>Committee Chair(s): Cynthia Varela</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ashley Garza 2. Ylissa Garza 3. Cynthia Trejo 4. Erica Garza 5. Belinda Gonzales
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Grace Roa</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rose Ruiz 2. Roxanne Gaona 3. Gabrielle Zuniga 4. Mercedes Kim 5. Freddie Martinez 	<p>Committee Chair(s): Dulce Ramirez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Gigi Loresco 2. Cynthia Alonso 3. Jessica Olivo 4. April Longoria 5. Anahi Gonzalez

New Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">• New SEL program (Move your world)• Differentiating Instruction PD• Reading, Writing, Speaking, Listening incorporated into all contents/grades | <ul style="list-style-type: none">• Targeted planning time with coaches for every new module• New model for teaching to accommodate for covid19 safety guidelines |
|--|--|

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Provide ongoing RTI Staff Development for all staff.• Incorporate the RTI process with all students identified as RTI.• Pre-K and Kinder culture camp• Implement Summer School with selected Kinder E to E students.• Bring Marissa Wong to train all 3-5 math teachers | <ul style="list-style-type: none">• Provide additional curriculum resources for our bilingual population to improve student success.• Content meetings every two weeks for 1 hour |
|---|--|

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/18/2020	Goal Setting/Relationship building cont'd.	TWBAT set goals for the year and strategies to reach them
9/1/2020	Deep Dive into TELPAS & the language proficiency indicators	TWBAT to understand TELPAS scoring guidelines and plan instruction that will target all areas
9/15/2020	Unpacking GET 4E (R,W,S,L)	TWBAT to understand the strands that will be evaluated and plan strategies they will use.
9/29/2020	Create plan to target 4E-Reading/Writing components	TWBAT to practice applying strategies in their lesson plans to use for students to practice.
10/13/2020	RTI Follow up	TWBAT review RTI documentation and submit new students documentation
10/27/2020	Create plan to target 4E-Listening/Speaking components	TWBAT to practice applying strategies in their lesson plans to use for students to practice.
11/10/2020	Creating a culture of joy in the classroom	TWBAT revisit what joy in the classroom looks like and incorporate different strategies in their plan.
12/1/2021	Differentiating Instruction	TWBAT to understand what differentiating instruction looks like and develop target areas to focus for each group (ELL, Sped, High achievers etc.)
12/1/2021	Differentiating Instruction cont'd	TWBAT to understand what differentiating instruction looks like and develop target areas to focus for each group (ELL, Sped, High achievers etc.)
12/15/2021	TELPAS Writing	TWBAT to understand expectations for writing samples
11/19/19	Reset on Relationship building	TWBAT to reset their view on relationships built with students/parents other staff and reconnect as necessary
12/5/19	Lesson Internalization Review	TWBAT to prepare for second semester and plan lessons aligned to gaps identified
1/7/2021	Round 2 of Staff Development Cycle	TWBAT to understand the 2x2 conversation and prepare to fill out documentation.
2/3/20	TELPAS	TWBAT to understand TELPAS and their role in supporting students
3/20/20	STAAR training	TWBAT to know the testing procedures for STAAR testing
4/10/20	Round 3 of Staff Development Cycle	TWBAT to understand how to fill out the APR and prepare for the conversation

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Eastside Academy



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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

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- 3C. Schools in operation: 152
- 3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

<ul style="list-style-type: none"> • Janie Gomez—Executive Principal • Alan Rheel—Assistant Principal of Operations • Shannon Tolliver—Assistant Principal of Instruction • Reina Mendiola—Assistant Principal of Instruction 	<ul style="list-style-type: none"> • Jennifer Culver—Academic Counselor 	<ul style="list-style-type: none"> • Shanita Stanley -SpEd Teacher • Reymundo Garcia—SpEd Teacher • Londa Heath -RISE Teacher • Frozen - RISE Teacher • Frozen – Interventionist • Frozen – Interventionist
Kindergarten	First Grade	Second Grade
<ul style="list-style-type: none"> • Veronica Flores – Reading / Math • Victoria Garza – Reading / Math • Diana Ayala – Reading / Math • Monica Sanchez – Reading / Math 	<ul style="list-style-type: none"> • Alejandra Meza – Reading • Ana Guzman – Garza – Reading • Kassandra Garza – Math 	<ul style="list-style-type: none"> • Naquawn Lee - Reading • Kanesha Bell – Math • Kyandria Thomas– ELA
Third Grade	Fourth Grade	Fifth Grade
<ul style="list-style-type: none"> • Karla Garcia—ELA • Alejandra Morin—Writing • Ashley Learned—Math 	<ul style="list-style-type: none"> • Angelica Espinoza—ELA • Stephanie Ortega—Writing • Amanda Meadows—Math 	<ul style="list-style-type: none"> • Bianca Johnson—ELA • Jennifer Lynn—Science • Javier Guerra—Math
Physical Education		
<ul style="list-style-type: none"> • Jacinda Jackson 		

*Bilingually Certified

Para-Professionals Campus Staff

Co-Teachers	Facilitators	Clerical/Technical
<ul style="list-style-type: none"> • Dario Gonzalez – Kinder Co-teacher • Carla Haygood – Kinder Co-teacher • Samantha Espinosa – Kinder Co-teacher • Mercedes Ballez – 1st Co-Teacher • Bryana Villarreal – 2nd Co-Teacher • Jason Whitehead – RISE Co-teacher • Rachel Seiler – RISE Co-teacher • Rachel Williams – RISE Co-teacher • Ruben Torres – RISE Co-teacher 	<ul style="list-style-type: none"> • Rorie Rodriguez – Hot Spot Facilitator • Julian Flores—AR Facilitator • Frozen—AR Facilitator • Joel Caples—PE Co-Teacher 	<ul style="list-style-type: none"> • Blanca Mendiola - Administrative Assistant • Gloria Munoz - Receptionist
Operations Staff	Ops Support Staff	
<ul style="list-style-type: none"> • Alfred Elizardo – Business Clerk • Leticia Gonzalez - SIS/Registrar • Naomi Palacios— Facilites Manager • Janet Ortiz—Health Aide 	<ul style="list-style-type: none"> • Gloria Zuniga – Cafeteria Manager • Terrance Cisneros – Custodian • Karen Arevalo– Custodian • Ronnie Casares – Custodian • Peggy Palacios – Custodian • Omar Rodriguez—Custodian • Angelica Cantu – Food Service Spec. • Patricia Cuellar – Food Service Spec. • Diana DeLuna – Food Service Spec. • Carol Gardduno – Food Service Spec. • Cecilia Gaytan – Food Service Spec. • Janet Martinez – Food Service Spec. • Ricardo Sanchez – Cafeteria Assistant Manager • Dolores Rodriguez – Food Serv Spec. • Claudia Garay – Food Service Spec. • Cindy Nino – Food Service Spec. • Roel Patino – Food Service Spec. • Belinda Rivas – Food Service Spec. 	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<ul style="list-style-type: none"> • Janie Gomez – Executive Principal • Alan Rheel -Assistant Principal of Operations • Shannon Tolliver - Assistant Principal of Instruction • Reina Mendiola - Assistant Principal of Instruction 	August 17, 2020	<ol style="list-style-type: none"> 1. Campus Priority: Aggressive Monitoring: Scanning for Compliance 2. Cultural Rounds: GTL, CTL and SPED teams 3. Operations: Escalation Matrix implementation 4. Annual Calendar Review
	August 24, 2020	<ol style="list-style-type: none"> 1. Campus Priority: SpEd Accommodations and SpEd Binders 2. Tracking Culture: Rubric Implementation and ADA tracking 3. Annual Calendar Review
	September 14, 2020	<ol style="list-style-type: none"> 1. PTG Q1 2. Campus Priority: Aggressive Monitoring: Hunting for the Gap and How & When to reteach 3. Talent Review
	November 16, 2020	<ol style="list-style-type: none"> 1. PTG Q2 2. Middle of Year Step Back and Step Forward 3. Talent Review
	September 21, 2020	<ol style="list-style-type: none"> 1. Ensuring Data Driven Instruction is a Reality 2. Cultural Rounds: K - 5 3. Drafting 20-21 budget
	January 11, 2021	<ol style="list-style-type: none"> 1. PTG Q3 2. Cultural Rounds: K - 5
	January 25, 2021	<ol style="list-style-type: none"> 1. Campus Priority: Small Group Instruction and supporting Data Driven Instruction methods
	March 8, 2021	<ol style="list-style-type: none"> 1. Final Review Calendars 2. Planning and coordinating for EOY ceremonies- Graduation, Awards, etc.
	April 5, 2021	<ol style="list-style-type: none"> 1. Pre-work and expectations for Step Back and Step Forward. 1. EOY logistics- Operations and Summer School
	May 10, 2021	<ol style="list-style-type: none"> 1. Step Back and Step Forward 2. PTG 4-EOY Evaluation 1. Planning the 2020-21 year

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	135,691
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	11,306

Total

IDEA Eastside Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	656	90%
At Risk	254	38.70%
SPED	57	7.83%
F.A.R.M.	674	92.58%
ELL	149	22.71%
Male	317	48.32%
Female	339	51.67%
Amer. Indian	1	0.15%
Asian	1	0.15%
Black	147	22.4%
White	18	2.75%
Hispanic	485	73.93%
Native Hawaiian	1	0.14%

**As of April 2019*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Bianca Johnson Committee Members:</p> <ol style="list-style-type: none">1. Angelica Espinoza2. Stephanie Ortega3. Karla Garcia4. Frozen5. Shannon Tolliver	<p>Committee Chair(s): Ashley Learned Committee Members:</p> <ol style="list-style-type: none">1. Javier Guerra2. Kassandra Garza3. Frozen4. Kaneshia Bell5. Amanda Meadows6. Reina Mendiola
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Jennifer Lynn Committee Members:</p> <ol style="list-style-type: none">1. Naquawn Lee2. Kassandra Garza3. Alejandra Morin4. Reina Mendiola	<p>Committee Chair(s): Reina Mendiola Committee Members:</p> <ol style="list-style-type: none">1. Monica Sanchez2. Ana Guzman – Garza3. Javier Guerra4. Amanda Meadows5. Karla Garcia6. Ashley Learned7. Janie Gomez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Shanita Stanley Committee Members:</p> <ol style="list-style-type: none">1. Ana Guzman – Garza2. Karla Garcia3. Reymundo Garcia4. Londa Heath5. Shannon Tolliver	<p>Committee Chair(s): Veronica Flores Committee Members:</p> <ol style="list-style-type: none">1. Victoria Garza2. Diana Ayala3. Alejandra Meza4. Jennifer Culver

New Initiatives

- Specific support to special populations by our SPED team
- Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning.
- Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development.
- Operating mechanisms to create a PTO to increase parent involvement
- Improve ADA with implementation of the escalation matrix
- Inclusion of GTLs and CTLs on culture and instructional walkthroughs
- SPED walkthroughs with the SPED team and administration to ensure accommodations are being made.
- DI for Intervention (Decoding)
- Positive School Culture building through consistent and regular celebration of student success & weekly grade team and school wide assembly
- Push to begin Parent Organization to boost family and community involvement
- Literacy Initiative in Content
- Consistent LP Feedback
- IDEA Eastside “Don’t Talk About It, BE ABOUT IT” Initiative (School Culture and Motivation)
- Cultural Rounds specific to the GET Power Rows and coaching to proficient.
- Student led data tracking to increase accountability in student performance metrics.
- TEKS instruction and disaggregation to align curriculum with state assessments (STAAR)

Continuing Initiatives

- Eureka Math, Wit and Wisdom, and Being a Writer implementation
- Training and implementation of differentiated instruction (more tailored to individual teacher needs)
- Continued implementation of mastery machine during STAAR ramp up
- Continued SIOP strategies and trainings for teachers throughout the year and observation of implementation of SIOP strategies.
- Implementation of TEACHBOOST to both Coach and Develop teachers

Staff Development - FALL SEMESTER

Date	Meeting	Topic	Presenter(s)
	BOY Professional Development	Course Collaboration #1	HQ
	BOY Professional Development	Back to School Bash	IDEA Eastside Lead Team
	BOY Professional Development	Various	IDEA Eastside Lead Team
	BOY Professional Development	Various	IDEA Eastside Lead Team
	BOY Professional Development	Various	IDEA Eastside Lead Team
	Teacher Workday	none	none
	FDO Debrief/Staff Development	Debrief, Feedback, Plan of Action	
	Content Team Meetings	Literacy Priority	Content Leaders
	Faculty Meeting	Trackers	IDEA Eastside Lead Team
	Labor Day		
	Reaching All Learners	Accommodations/Sped Folder Review	
	Content Team Meetings	Literacy Priority	Content Leaders
	Faculty Meeting	Literacy Priority	Content Leaders
	GTL Meetings	GTL Meetings: Field Lesson	Grade Leaders
	Columbus Day		
	Reaching All Learners	IA Logistics	ELA Team
	Content Team Meetings	Literacy Priority	Content Leaders
	Faculty Meeting	SPED Binder Check	S. Stanley/SPED Team

	Content Team Meetings	Annotation Strategies Across Contents	
	Faculty Meeting	Data Desegregation	ELA Team
	Thanksgiving Break		
	Content Team Meetings	Literacy Priority	Content Leaders
	Faculty Meeting	SPED Binder Check	S. Stanley/SPED Team
	Content Team Meetings	Literacy Priority	Content Leaders
	Faculty Meeting	2x2 Training + Christmas Party Log	IDEA Eastside Lead Team

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.



Edgemere Academy
2020 – 2021 Student Achievement Improvement Plan

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No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Here at IDEA Academy Edgemere give 100% Everyday,
As Team and Family, we Sweat the Small Stuff
and do Whatever It Takes in
Closing the Achievement Gap-
No Excuses!

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Rebecca Cobian Principal * ** Lakisha Belton PIR API Yvette Delgado ** API Nubia Salinas API Jennifer Garcia APO John Marin **	Monica Carroll AC	Ericka Zambrano CSI Vanessa Quiett AR/Hotspot
Kindergarten	First Grade	Second Grade
Araceli Celaya LEAD ** Melissa Reza April Alvarado Bethany Hererra Ashley Bazan Gina Lara ** Bianca Arrambula	Vivianna Luna LEAD ** Alejandro Aleman Cynthia Mccraine Anessa Anchondo Rivera Michael Rivera	Ivette Rosales LEAD Enrique Jimenez Alan Quinones Bethany Vera
Third Grade	Fourth Grade	Fifth Grade
Cynthia Sieren LEAD ** Victor Aguilar ** Amanda Bustos Joel Martinez	n/a	n/a
Physical Education	Prek	
Rebekah Herriot	Laura Sosa Lead Vivian Mendoza Nicole Torrez	

*Bilingually Certified ** Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Marcela Sanchez April Favela Jeni Leivas Pricilla Lopez Angelica Arboleda Iris Viramontes Destiny Tipton Leonor Tarin Ashley Anchondo Ericka Delgado Timothy Garcia Alejandra Arroyos		Administrative Assistant Danielle Caballero
Operations Staff	Temporary Staff	
FM Fernando Tapia CNP Manager Ernesto Gomez		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Rebecca Cobian, Principal Lakisha Belton PIR for Grades PK-K Yvette Delgado, API (Left 1-15-21) Kathia Cam de Keller, PIR (Left 12-20) Jennifer Garcia, API Yvette Delgado, API Nubia Salinas, API Monica Carroll, AC John Marin, APO Laura Sosa, GTL Pre-Kindergarten Araceli Celaya, GTL Kindergarten Vivianna Luna, GTL Grade 1 Ivette Rosales, GTL Grade 2 Estephania Audiffred, GTL Special Pops Mariana Lopez, Support Staff Representative Veronica Morales, CT Representative Mrs. Janice Briones Parent Representative	Friday, September 27, 2020	1. Parent Involvement Committee Meeting 2. Culture 3. Academics Expectations 4. Grandparents Day 5. Data Review
	Friday, October 25, 2020	1. Make a Difference Week 2. Red Ribbon Week 3. Book Character Dress Up 4. Bully Prevention Month 5. Quarter 1 Awards 6. Data Review
	Friday, November 15, 2020	1. Can drive 2. Veteran's Day Project 3. Sports Day with Dad 4. PTG Meetings 5. Data Review
	Friday, December 20, 2020	1. Toy Drive 2. Sports Day with Dad 3. Scholastic Book Fair 4. Christmas celebration for students & staff 5. Data review
	Friday, January 31, 2021	1. Quarter 2 Awards 2. Career week 3. Field Lessons (5 th Grade) 4. Parent Info Session 5. Data Review
	Friday, February 28, 2021	1. 100 th Day of School 2. Campus Culture 3. Parent Info Session 4. Valentine's Celebrations 5. Data Review
	Friday, March 13, 2021	1. Dr. Seuss Birthday Week Activities 2. Parent Info Session 3. Quarter 3 Awards 4. Data review
	Friday, April 24, 2021	1. Earth Day 2. Family picnic 3. Autism Awareness 4. Parent Info Session 5. Data Review
	Friday, May 22, 2021	1. STAAR Data 2. 5 de mayo 3. Teacher Appreciation Week 4. EOY Field Trips 5. Kinder Completion Ceremony & Awards Assemblies 6. Millionaire club AR 7. C.N.A. 8. EOY Check off List 9. Muffins for Mom 6. Summer Slide

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

<i>Funding Sources - State</i>		
161	State Gifted & Talented PIC21	
163	State Special Education PIC23	\$ 197,824
164	State Compensatory PIC11	\$ 3,644,124
404	Accelerated Reader/Math PIC24	\$ 635,511
165	State Bilingual PIC25	\$ 110,760
411	Technology Allotment	
192	Technology Sp. Fund	
<i>Funding Sources -Federal</i>		
204	Title IV Drug Free School	
211	Title I Regular 4120	\$ 312,860
212	Title I Migrant	
224	IDEA-B Formula 4130	\$ -
255	Title II, Part A, Classroom Size Red./Eisenhower 4121	\$ -
262	Title II, Part D, Technology	
263	Title III – Bilingual 4122	\$ 11,159

Edgemere Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	870	100%
At Risk	290	33%
SPED	73	8.40%
F.A.R.M.	580	66.60%
ELL	250	28.70%
Male	440	50.60%
Female	430	49.40%
American Indian	3	0.30%
Asian	12	1.40%
Black	35	4%
White	119	13.70%
Hispanic	692	79.50%
Native Hawaiian Two or more Race Category	9	1.00%

Campus Committees

Language Arts and Reading	Math
<p>Committee Chair(s): Yvette Delgado</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Araceli Celaya 2. Nubia Salinas 3. Yessenia Schueztler 	<p>Committee Chair(s): Yvette Delgado</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jennifer Garcia 2. Ana Aleman 3. Melissa Reza
Science/Social Studies	School Culture and Climate
<p>Committee Chair(s): Lakisha Belton</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bianca Arrambula 2. Ashley Bazan 3. Cynthia Siren 	<p>Committee Chair(s): Lakisha Belton</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessenia Shueltzler 2. Ivette Rosales 3.
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Rebecca Cobian</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Maiana Lopez 2. Vivian Mendoza 3. Viviana Luna 	<p>Committee Chair(s): Monica Carroll</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessenia Schuetzler 2. Janice Briones 3. John Marin

New Initiatives

Students should practice creative writing weekly through Morning Meeting

- Spelling words for homework weekly (sight words)
- Fluency development continued in STAAR grades
- PD on differentiated instruction
- Novel study conducted in upper grades
- Students will use reflection journals twice a week in every subject to prepare for TELPAS
- Homeroom teacher will be held accountable for AR goals (weekly points earned and percentage) of their students by using a tracker in homeroom class
- Every classroom will have a classroom library with varied genres
- SIOP strategies practiced in every classroom to assist ELLs
- NEW 2-5 Wit and Wisdom Curriculum
- NEW 2-4 Being a Writer Curriculum

- Individual academic plans in literacy will be developed for each student in need. These plans will be developed through collaboration with the grade level teams, the campus leaders and interventionists (RTI committee)
- Progress monitoring meetings will be conducted every three weeks to develop intervention and enrichment plans
- Daily exit ticket data by Subpopulations
- Intervention teacher assigns homework to intervention students aligned to content teacher objectives
- Track Exit tickets on white boards outside
- Writing small group instruction
- Published writing via Student Treasures Publishing
- CSI quarterly PTGs

Continuing Initiatives

- All grade levels should have open-ended responses for all Independent work
- All grade levels should have students practice writing sentences. Consistency when it comes to capitalizing beginning of sentences and ending it with a punctuation mark.
- Early start on after school tutorials
- Intervention by based on student need
- Hands on resources aligned with DI
- Bi-Weekly PTGs
- More planning time during half days/Conf. time
- IW and centers are aligned to DI
- Homework is prescriptive and aligned to DI
- Horizontal collaboration occurs bi-weekly (grade level)
- Ambitious goals are set for students and follow NIFDI/IDEA curriculum guidelines
- Backwards planning is tracked throughout the year to insure that goals are met
- DI Data is used to identify students in need and provide intervention
- Students are held accountable for their goals by using lesson trackers and thermometer charts
- Ensure BOY placement is accurate
- Provide intervention
- Offer after school tutoring and access to AR Zone for struggling readers
- Insure that struggling students are on the RTI plan and tracked
- Create a DI homework binder for grades PK-2nd
- Collect IW work and rigorous literacy center templates for grades PK-2nd and make accessible
- Collaborate vertically (PK-5th)
- Student will use individualized data trackers for the lower grades (PK-2nd) to promote further accountability
- Student portfolios will be used to track student progress and to be utilized during conferences and will include mastery tests, checkouts, weekly sample of independent work, end of modules, behavior charts.
- Writing portfolios

- STAAR Resources- Teacher planning resources
- Frequent PTGs with children needing intervention
- Provide assistance with copies
- Availability to copier supplies/paper
- Use STAAR data to provide intervention for students in need.
- Provide intervention opportunities through the use of tutoring after school and on Saturday's
- Align instruction to TEKS and STAAR objectives
- Use backward planning throughout the year to ensure all objectives and skills are taught
- Continued use of higher order thinking skills through question stems
- Continued use of exit tickets to ensure students are at mastering and to provide further data
- STAAR students will continue to use individual data trackers
- Continue writing program using Martha Morales Consulting
- Balanced Literacy in STAAR grade levels (3-5)
- Guided reading using DI according to reading level
- Shared reading-on level
- Reading workshops-according to reading level
- Renaissance Star data will be used to target students to meet a year's growth in their reading level
- AR Book testing data will be used to track student progress
- Bi-weekly data conversations will occur with appraiser to discuss data and next steps for struggling students
- Continue to motivate students to create warm learning environments where kids enjoy what they are doing
- Instructional planning time during academic block
- Incorporate HOT questions aligned to STAAR in Grades PK-5
- Teacher will incorporate Mastery Machine in classrooms

Mathematics :

Committee Chair: Jennifer Garcia

New Initiatives

- Grades 1-2 DreamBox
- ILearning

All Grade Levels:

- Teachers will incorporate Mastery Machine in classrooms.
- Daily exit ticket data by Subpopulations
- Envision must be supplemented with more rigorous resources like Motivation Math or Measuring Up
- Vertical Alignment with 3-5 math is paramount to maintain cohesiveness with strategies and expectations. Collaborate with Math Interventionist to track student progress and hold students accountable to ensure they meet yearly progress.

Continuing Initiatives

- Kinder: Teachers will align independent work activities, and homework to TEKS. DI curriculum needs to be aligned to the state standards in order to prepare students for more rigorous lessons. Target students that need intervention early at kinder level. Teachers will work with high performing students during academic block in order to introduce them to grade level TEKS
- First: Teachers will focus on mental math and fast facts (addition and subtraction) daily. Teachers will implement an exit ticket to check for understanding of content mastery before students can move on to the next lesson. Include a reteach/intervention block at the end of every rotation to provide additional support for struggling students. Students need to be exposed to next level TEKS in ILearning HotSpot. Teachers will monitor the progress of the students on weekly basis
- Second: Basic facts need to be implemented daily through the use of fast fact drills of multiplication and division. Teachers need to use academic vocabulary in the daily delivery of content. Teachers need to introduce problem solving strategies and STAAR formatted problems during independent practice and exit tickets. Teachers will implement a daily challenge station with rigorous word problems that can be solved with the use of manipulative for early finishers

Family and Community Involvement

Committee Chair: **Monica Carroll**

New Initiatives

- PTO committee
- Have monthly meeting with parents to keep them updated on what upcoming events will be happening
- Monthly or quarterly reading nights for parents and students
- Parent mentor (Where parents call other families to let them know about school activities.)
- 5K for IDEA Edgemere students/ families
- Bingo Nights

- Family carnival where kids run booths
- Career Day
- Visit Paw Center down the road
- Fly a kite with Parents
- Pizza Patrol for Perfect attendance
- Thanksgiving lunch with Parents
- Involving families with Special Olympics

Continuing Initiatives

- Report card night every quarter
- Parent weekly
- Weekly call to parents
- School messenger (about important dates/ information)
- Sports day with dad
- Muffins with mom
- Grandparents day
- Family Night at Peter Piper
- Dr. Seuss Week activities after school for parents to come and celebrate Read Across America with their child

- Open house to display students work
- Pre-Kinder Culture Camp
- Meet the Teacher Night
- Group Chat (Reminder App. Where parents receive messages from teacher or other parents)
- PTG Night (talk to parents about upcoming lessons to see how they will help at home)
- Facebook
- Red Ribbon Week
- Autism Awareness Month
- Down Syndrome Month
- Zero Hero Challenge
- ADA raffles

New Initiatives

- Planning Time- After every IA test, schedule will be created to relieve teacher to allow for planning time
- Leveraging teacher relationships with students and parents to allow for more ownership of classroom and grade level
- Grade team leader will be first point of contact for teachers – this will help make hierarchy more fluid
- Grade Team Leader Swag

Continuing Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none"> • Personal phone call • Welcome Letter and BOY PD one pager • Schedule Classroom Observations • Registration Recruitment • Teacher Weekly (Training Calendar) • Staff Bios / Surveys • Personal phone call • Mixer • IDEA T-Shirts • All Staff Summer Reading Book Club (Teach Like A Champion) • Teacher Bi-Weekly • DI Overview • Teacher Bi-Weekly • Continuous Training- The more training the more successful a teacher will feel in the classroom • Teacher shout out at Faculty Meetings- This lets the teacher know that their hard work and effort does not go unrecognized • Appreciation gifts are a really neat initiative and are always welcomed by our teachers as a token of appreciation especially during the more strenuous time of the year • Promoting Teacher Led Professional Development (Round 4/Talent ED) | <ul style="list-style-type: none"> • Personal phone call • GET Strands Information • IDEA Edgemere Family Event • IDEA Professional Development Cycle • All Staff Technology Issue • Team Builders • All Staff Call • Culture Camp • Laying out and establishing a STRONG foundation for professional growth; co-teacher to teachers, teachers to API's, API's to Principals, etc. • Immediate feedback after classroom walk through so that teachers are aware of their "glows/grows" to implement necessary changes for effective and successful classroom environment • Having weekly faculty meeting is a great way to keep teachers informed and a strong effort to improving communication • Teacher of the Month |
|--|---|

School Culture and Climate

Committee Chair: **Lakisha Belton**

New Initiatives

Students

- Monthly Incentives for students, such as having kite day, ice cream day, academic block activity, cap day, sunglass day, wear your favorite sneakers, mustache day, and etc. There are so many little things we can do.
- Merit/Demerit Card for **all** grade levels. This will help us keep a close track on students as well as fewer students in lunch detention. It is very important that it be introduced the first week of school and implemented immediately. Demerits will be given for any infraction, such as no uniform, talking back, no homework, not following instruction, etc.
- Hallway expectations for ALL grade levels.
- Classroom- Sit Tall, Talk Big, Answer on Signal, Respect posters in all classrooms.
- Restroom procedures in restrooms

Teachers

- Teacher/Co-Teacher of the Month-designated by lead team.
- Student Council
- Solid behavior plan

Continuing Initiatives

Students

- Announcements regarding IDEA 55 – daily – student led announcements (Eagle Soar Crew)
- Morning meeting reflection journal kept in homeroom used when students receive an infraction– as needed
- ADA celebrations for homerooms – monthly challenge – during electives
- Weekly homeroom perfect attendance – next week homerooms have special activity
- Daily use of IDEA 55/SOAR lessons/culture kit during morning meeting at a specific time frame (7:45-8:00), after breakfast and attendance so that it is more intentional with limited interruptions
- Implementing culture days through literature once a week during P.E.
- Implement Merit/Demerit cards across all grade levels consistently with a monthly incentive
- Monthly Incentives for students, such as having moon jumps, Kite Day, Easter Egg Hunt, and Bubble Day
- Hallway Expectations for Grades 3rd and up. Using new phrases such as Bubbles and Wings
- Incentives for dress code- students will receive a reward as a class when completing a Puzzle of a student in correct uniform
- Lower grades adopt a STAAR classroom to motivate and show Team and Family during testing.
- IDEA 55 posted throughout the school to serve as a reminder for students
- Detention system
- Restroom procedures posted in restrooms
- Tokens will be given to teachers on the 1st day of the month
- Implementing Intensive Culture Training during the first week of school for students depending on grade level
- Incentives for perfect attendance every Quarter for students
- Incentives for Meeting Goals with Thermometer Charts
- Teacher Student Game Rewards
- Hallways- Bubbles and wings, 3rd Tile, on a square
- Cafeteria- Homeroom teachers on duty with students.
- Signals- pen and pencil, restroom, water, tissue, and Give me 5.
- Classroom- Sit Tall, Talk Big, Answer on Signal, Respect.

Teachers

- Student Council
- Visuals while monitoring transitions – green, yellow, red for all lead team and electives/math – ALL for End of day
- Tickets for rewards
- SOAR lessons during morning meeting and using SOAR lesson language throughout the day
- Incentives for passing IA's (dance parties)
- STAAR Pep-Rally
- Shout outs during faculty meetings.
- Beginning and Ending dinner party with faculty.
- Inviting faculty to District Events.
- Parent Events such as Sports with Dad, Muffins for Mom, Breakfast with Grandparents.
- Having socials once every month during faculty meetings to improve climate and Team and Family. Example: each grade level will host the social with an icebreaker, snacks, or games
- Peer walk through to working vertically across all curriculums
- 5 days of Secret Santa. (Teacher per 1 student)
- Parent Teacher Organization- Teachers and parents come together to fundraise for incentives for students. Grade levels should assign about 3 people per classroom for volunteers
- Monthly Rewards for Teacher Perfect Attendance
- Teacher of the Month- designated by lead team, teacher will have a designated parking space in front of school for their reigning month, and will be recognized in the 1st faculty meeting of the month and school marquee

Science

Committee Chair: Lakisha Belton

New Initiatives

- campus-wide science project (PK-5)
- Grade 5 science fair
- partnership with local university (UTRGV) for possible school presentations or field trips
- invest in science programs/technology for enrichment with labs or campus-wide subscription (Peep and the Big Wide World, Scratch Jr, etc.)
- encourage parents to explore science through homework assignments at least once a week (PK-5)
- Science honor society to challenge top performing students
- Science Studies Weekly during academic block

- train teachers/professional development (PK-5) for science curriculum
- science lesson during Academic Block in every grade level. (science teacher can have a mobile lab and teach science to various classes once a month)
- grade 3-5 science lessons once a week, with each grade level covering a different category (exposure to vocabulary words)
- encourage students to be advocates for a better community through science (recycling, reusing, conserving, etc)
- Science educational videos to view during Fall semester MPR
- Science word of the day during announcements from Lead4ward

Continuing Initiatives

- Align DI curriculum with science TEKS objectives
- Align Independent work activities with science TEKS
- Establish a calendar for stem scopes across grade levels
- Have a Science Blast day during intervention block with culminating project for that science skill
- Provide students with assessments and tests throughout the quarter to ensure they are learning
- Equip teachers with the proper materials needed for each science area being taught

- Create science related enrichment activities for students to use during Intervention block
- PK-4 Science support during academic block

Social Studies

Committee Chair: Nubia Salinas

New Initiatives

- Maps and globes throughout classrooms
- Incorporate geography lessons/projects
- Map reading skills
- Have students participate in various Historical plays- (ex.: Thanksgiving)
- Monthly Projects ex: February-Black History Month
- Monthly Projects on Parent Weekly

- Social Studies educational videos to view during Spring semester MPR
- Biography Projects
- Texas History- Texas first Peoples, Texas Independence etc.
- Field lessons that include Historical markers, sights, battle grounds (ex: The Alamo in San Antonio, San Jacinto, Ft. Brown- Brownsville, Palmito Ranch Battlefield in Brownsville- Civil War, Palo Alto Battlefield-Mexican-American War)

Continuing Initiatives

- Implement a rotation during the week between Science/Social Studies blocks so students can gain knowledge of the subject
- Make resources available in order to enhance students' learning
- Align Language/DI content with Social Studies TEKS
- IW and activities are aligned with Social Studies
- Homework and projects are aligned with grade appropriate TEKS
- Social Studies Journal
- Continue morning and afternoon meetings
- Send projects home to provide hands on learning

- Social Studies Journal
- Hands on activities
- Social Studies resources
- Social Studies will be taught during academic block
- Continue with Social Studies/Science rotations
- Continue to use Texas Studies Weekly
- Align Social Studies curriculum with grade appropriate TEKS

Staff Development

Date	Session Title/Topic	Session Objective(s)
9/13/2020	Direct Instruction: Backwards Planning	TWBAT identify critical groups and next steps for Closing the Achievement Gap.
9/13/2020	Direct Instruction: Tracking students	TWBAT share best practices with tracking students in college house.
10/4/2020	Direct Instruction: Writing Initiative	TWBAT report on effectiveness of writing journals and sentence prompts (IW).
10/4/2020	Direct Instruction: RTI process	TWBAT revisit RTI folders and ensure all data points are updated.
11/8/2020	Across Campus: 100% Engagement and Thinking for ELL's	TWBAT utilize strategies in the classroom that will ensure engagement of all students during the lesson cycle.
11/8/2020	Direct Instruction: HOTS within program	TWBAT incorporate HOTS into IW.
11/8/2020	Eureka/W&W Practice and Feedback on Exit Slips, Quick Check for Understanding Direct Instruction: Preparing for PTG Meetings	TWBAT design and share their exit slips. TWBAT prepare and present PTG PowerPoint to peers and manager to ensure clear message is communicated.
12/6/2020	Across Campus: Mentorship Program / Adopt an Angel	TWBAT understand the selection process of “angels” and apply criteria to select a group of candidates for participation.
1/10/2021	Across Campus: State of the School	TWBAT analyze PTG and come away with clear next steps for improvement.
1/10/2021	Across Campus: Morning Meeting	TWBAT revisit morning meeting scope and sequence. TWBAT scope out the next 2 months and prep materials
1/10/20	Across Campus: Behavior Management	TWBAT revisit SMART goals and share best trackers in maintaining student behavior trackers.
1/10/2021	Across Campus: Current POP Observation Data	TWBAT analyze POP observation data from the last month. TWBAT create and execute clear and effective next steps in their lessons.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Academy Edinburg



2019- 2020 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

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and do **Whatever It Takes** in
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Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Nora E. Perez, Principal Selina Ortiz, API for Grades PK-K Christian Recinos, API for Grades 1-2 Claudia Villalobos, API for Grades 3-5 Elizabeth Red, AC for Grades PK-5 Erik J. Humphrey, APO Amber Banda, GTL Pre-Kindergarten Kristina Vasquez, GTL Kindergarten Sugey Guevara, GTL Grade 1 Elizabeth Lopez, GTL Grade 2 Christian Morin, GTL Grade 3 Sarairis Slusser, GTL Grade 4 Monica Torres, GTL Grade 5 Tanya Cavazos, Support Staff Representative Veronica Morales, CT Representative Mrs. Teodora Ticante and Mrs. Erica Cruz Parent Representatives	Friday, September 25, 2020	<ol style="list-style-type: none"> 1. Parent Involvement Committee Meeting 2. Culture 3. Academics Expectations 4. Granola for Grandparents 5. Data Review
	Friday, October 30, 2020	<ol style="list-style-type: none"> 1. Make a Difference Week 2. Red Ribbon Week 3. Book Character Dress Up 4. Bully Prevention Month 5. Quarter 1 Awards 6. Data Review
	Friday, November 20, 2020	<ol style="list-style-type: none"> 1. Can drive 2. Veteran's Day Project 3. Sports Day with Dad 4. PTG Meetings 5. Data Review
	Friday, December 17, 2020	<ol style="list-style-type: none"> 1. Toy Drive 2. Sports Day with Dad 3. Scholastic Book Fair 4. Christmas celebration for students & staff 5. Data review
	Friday, January 29, 2021	<ol style="list-style-type: none"> 1. Quarter 2 Awards 2. Career week 3. Field Lessons (5th Grade) 4. Parent Info Session 5. Data Review
	Friday, February 26, 2021	<ol style="list-style-type: none"> 1. 100th Day of School 2. Campus Culture 3. Parent Info Session 4. Valentine's Celebrations 5. Data Review
	Friday, March 26, 2021	<ol style="list-style-type: none"> 1. Dr. Seuss Birthday Week Activities 2. Parent Info Session 3. Quarter 3 Awards 4. Data review
	Friday, April 30, 2021	<ol style="list-style-type: none"> 1. Earth Day 2. Family picnic 3. Autism Awareness 4. Parent Info Session 5. Data Review
	Friday, May 21, 2021	<ol style="list-style-type: none"> 1. STAAR Data 2. 5 de mayo 3. Teacher Appreciation Week 4. EOY Field Trips 5. Kinder Completion Ceremony & Awards Assemblies 6. Millionaire club AR 7. C.N.A. 8. EOY Check off List 9. Muffins for Mom 6. Summer Slide

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	\$
163	State Special Education	\$257,244
164	State Compensatory	\$4,738,696
404	Accelerated Reader/Math	\$826,397
165	State Bilingual	\$144,029
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources - Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$406,295
212	Title I Migrant	\$
224	IDEA-B Formula	\$
255	Title II, Part A, Classroom Size Red./Eisenhower	\$
262	Title II, Part D, Technology	0
263	Title III – Bilingual	\$

Total:

IDEA Academy Edinburg
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	704	100%
At Risk	379	54%
SPED	34	5%
F.A.R.M.	637	90%
ELL	376	53%
Male	359	51%
Female	345	49%
Amer. Indian	0	0%
Asian	1	0%
Black	1	0%
White	3	0%
Hispanic	699	99%

**As of 10/25/2013*

Campus Committees

Language Arts	Math
<p>Committee Chair(s): Rosemary Swaim</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Claudia Villalobos 2. Sugey Guevara 3. Evelyn Villarreal 4. Marisela Chavez 5. Sarairis Slusser 6. Efrelle (Myke) Red (TF) 7. Victoria Delgado (TF) 	<p>Committee Chair(s): Celeste Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Christian Recinos 2. Cynthia Gonzales 3. Elizabeth Lopez 4. Christian Morin 5. Victoria Trevino 6. Nohemi Salinas (TF)
Science	School Culture and Climate
<p>Committee Chair(s): Alvaro Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Nydia Barrera 2. Christian Rangel 3. Belinda Maldonado 4. Cynthia Torres 5. Andrea Sanchez 6. Armando Gonzalez (CT) 7. Sofia Moreno (TR) 	<p>Committee Chair(s): Veronica Morales (CT)</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Leevi Escobar 2. Jennifer Andreas 3. Tanya Cavazos 4. Kristina Martinez 5. Rebekah Cantu (TF) 6. Norayma Garcia (CT) 7. Vivian Gaona (CT)
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Nora Perez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Selina Ortiz 2. Elizabeth Red 3. Erik J. Humphrey 4. Claudia Villalobos 5. Christian Recinos 	<p>Committee Chair(s): Selina Ortiz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Vanessa Bravo 2. Michelle Arce 3. Amanda Hinojosa-Medrano 4. Amber Banda 5. Veronica Morales (CT) 6. Linda Alcantara (TF) 7. Isabel Garcia-Ayala (CT)
Social Studies	
<p>Committee Chair(s): Claudia Villalobos</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Elia Guzman 2. Adriana Euresti 3. Cristopher Perez 4. Adina Solis 5. Monica Torres 6. Rosanna Vega (TR) 7. Carla Fiscal (CT) 	

Data Sources: Pre-Kinder – 2nd

Reading/Language DI Week 27:

Pre-Kinder- 100% of PK students met EOY Modified Goal
 Kinder – 100% of Kinder students met EOY
 1st – 65% students met Week 27 Goal
2nd – 83% of students met Week 27 COVID- 19 Goal

Math Week 27:

Pre-Kinder- 100% of PK student met EOY Modified Goal
 Kinder – 100% of Kinder students met EOM Exam
 1st – 91% of students met EOY
 2nd – 94% of students met EOY

TELPAS Kindergarten:

Beginner Number/Percentage	Intermediate Number/Percentage	Advanced Number/Percentage	Advanced High Number/Percentage	Total ELL Students
38/38=100%	0/0%	0/0%	0/0%	38

TELPAS 1st Grade:

Beginner Number/Percentage	Intermediate Number/Percentage	Advanced Number/Percentage	Advanced High Number/Percentage	Total ELL Students
1/63=2%	8/63=14%	22/63=37%	30/63=48%	63

TELPAS 2nd Grade:

Beginner Number/Percentage	Intermediate Number/Percentage	Advanced Number/Percentage	Advanced High Number/Percentage	Total ELL Students
0/0%	33/56=59%	22/56=39%	1/56=2%	56

MOY DIBELS

Kinder: 51% Benchmark
 1st: 75% Benchmark
 2nd: 82% Benchmark

Areas of Strength	Areas of Need
<ul style="list-style-type: none">• All Teacher of Record's are veteran teachers who have taught more than 3+ years in DI• This is Y2 of Eureka Math and teachers feel comfortable with lesson internalization and feedback• Open line of communication between parents and teachers• All co- teachers are returning with only one mid-year hire• Incorporated backwards planning expectations in every data conversation	<ul style="list-style-type: none">• We will need to train teachers this summer in preparation for next school year in critical areas, such as W&W, Science and Social Studies

Comprehensive Needs Assessment

Data Sources: Third Grade

Grade 3 Reading Semester Exam: Overall 56|20|9

SE Results 2019-2020:

65 out of 116 passed @ Approaches – 56%
 23 out of 116 passed @ Meets- 20%
 10 out of 116 passed @ Masters – 9%
 51 out of 116 not passed @ Unsatisfactory- 44%

Grade 3 Reading SE LEP Results:

14 out of 44 LEP Students passed @ Approaches – 46%
 6 out of 44 LEP Students passed @ Meets- 14%
 1 out of 44 LEP Students passed @ Masters – 2%
 24 out of 44 LEP Students not passed @ Unsatisfactory- 55%

Grade 3 Mathematics Semester Exam: Overall 67|44|20

Semester Exam Results 2019-2020:

77 out of 115 passed @ Approaches – 67%
 51 out of 115 passed @ Meets- 44%
 23 out of 115 passed @ Masters – 20%
 38 out of 115 not passed @ Unsatisfactory- 33%

Grade 3 Mathematics Semester Exam LEP Results:

26 out of 44 LEP Students passed @ Approaches – 59%
 16 out of 44 LEP Students passed @ Meets- 36%
 9 out of 44 LEP Students passed @ Masters – 20%
 18 out of 44 LEP Students not passed @ Unsatisfactory- 33%

TELPAS:

Beginner Number/Percentage	Intermediate Number/Percentage	Advanced Number/Percentage	Advanced High Number/Percentage	Total ELL Students
0/0%	14/44=32%	24/44=55%	6/44=14%	44

DIBELS: BOY-

Areas of Strength

STAAR:

Reading

- 79% mastered 3.8A -able to determine theme from topic
- 65% mastered 3.3 Affixes

Mathematics:

- SPED 1/1 passed SE with Approaches
- 3.5A represent one- and two-step problems involving addition and subtraction of whole numbers during SE was at 85% mastery

Areas of Need

STAAR:

Reading

- SPED students have resources and accommodations are followed
- Standard/curriculum alignment training

Mathematics:

- EL training to provide accommodations to LEP 26/44 passed with Approaches
- First day of instruction starts with EUREKA embedded with STAAR aligned work

Comprehensive Needs Assessment

Data Sources: Fourth Grade

Grade 4 Reading Semester Exam: Overall 58|22|9

Semester Exam Results 2019-2020:

42 out of 118 passed @ Approaches – 58%
26 out of 118 passed @ Meets- 22%
10 out of 118 passed @ Masters – 9%
49 out of 118 not passed @ Unsatisfactory- 42%

Grade 4 Reading Semester Exam LEP Results:

14 out of 28 LEP Students passed @ Approaches – 50%
3 out of 28 LEP Students passed @ Meets- 11%
1 out of 28 LEP Students passed @ Masters – 4%
14 out of 28 LEP Students not passed @ Unsatisfactory- 50%

Grade 4 Reading Semester Exam SPED Results:

Grade 4 Mathematics Semester Exam: Overall 74|34|14

Semester Exam Results 2019-2020:

87 out of 118 passed @ Approaches – 74%
40 out of 118 passed @ Meets- 34%
17 out of 118 passed @ Masters – 17%
31 out of 118 not passed @ Unsatisfactory- 26%

Grade 4 Mathematics Semester Exam LEP Results:

16 out of 28 LEP Students passed @ Approaches – 57%
9 out of 28 LEP Students passed @ Meets- 32%
5 out of 28 LEP Students passed @ Masters – 18%
13 out of 28 LEP Students not passed @ Unsatisfactory- 46%

Grade 4 Mathematics Semester Exam SPED Results:

Grade 4 Writing MOCK Exam: Overall 82|62|25

Writing MOCK Exam Results 2019-2020:

96 out of 118 passed @ Approaches – 82%
62 out of 118 passed @ Meets- 53%
25 out of 118 passed @ Masters – 21%
47 out of 118 not passed @ Unsatisfactory- 40%

Grade 4 Writing MOCK Exam LEP Results:

23 out of 28 LEP Students passed @ Approaches – 82%
12 out of 28 LEP Students passed @ Meets- 43%
4 out of 28 LEP Students passed @ Masters – 14%
13 out of 28 LEP Students not passed @ Unsatisfactory- 46%

Grade 4 Writing Mock Exam SPED Results:

1 out of 4 SPED Student passed @ Approaches – 25%

TELPAS:

Beginner Number/Percentage	Intermediate Number/Percentage	Advanced Number/Percentage	Advanced High Number/Percentage	Total ELL Students
0/0%	4/28=14%	19/28=68%	5/28=18%	28

Areas of Strength:

Areas of Need:

STAAR:

Reading:

- 70% 4.3C use of affixes to determine word meaning
- 60% 4.3B context clues to determine the meaning of unfamiliar words

Mathematics:

- With the use of student manipulatives 4.3.D compare two fractions with different numerators and different
- denominators and represent the comparison using the symbols $>$, $=$, or $<$ (82% Mastery)
- Veteran teacher of 7 years taught this curriculum

Writing:

- Use of data to provide targeted instruction
- 82% students approach grade level (with new content teacher)

STAAR:

Reading:

- 25% of students passed with approaches
- Training targeted our SPED population

Mathematics:

- Trainings on Special Populations such as LEP and SPED to be able to provide accommodations and in class support
- 4.4.H solve with fluency one- and two-step problems involving multiplication and division (Summer Slide Packet will support with this gap)

Writing:

- Content teacher resigned mid-year
- 25% of students passed with approaches
- Training targeted our SPED population

Comprehensive Needs Assessment

Data Sources: Fifth Grade

Grade 5 Reading Semester Exam: Overall 74|34|16

Semester Exam Results 2019-2020:

85 out of 115 passed @ Approaches – 74%
39 out of 115 passed @ Meets- 34%
18 out of 115 passed @ Masters – 16%
30 out of 115 not passed @ Unsatisfactory- 26%

Grade 5 Reading Semester Exam LEP Results:

14 out of 31 LEP Students passed @ Approaches – 42%
4 out of 31 LEP Students passed @ Meets- 13%
1 out of 31 LEP Students passed @ Masters – 3%
18 out of 31 LEP Students not passed @ Unsatisfactory- 58%

Grade 5 Reading Semester SPED Results:

1 out of 2 SPED Student passed @ Approaches – 50%
0 out of 2 SPED Student passed @ Meets- 0%
0 out of 2 SPED Student passed @ Masters – 0%
1 out of 2 SPED Student not passed @ Unsatisfactory- 50%

Grade 5 Mathematics Mock STAAR: Overall 90|61|33

Mock STAAR Results 2019-2020:

104 out of 115 passed @ Approaches – 90%
70 out of 115 passed @ Meets- 61%
38 out of 115 passed @ Masters – 33%
11 out of 115 not passed @ Unsatisfactory- 10%

Grade 5 Mathematics Mock STAAR LEP Results:

23 out of 31 LEP Students passed @ Approaches – 74%
14 out of 31 LEP Students passed @ Meets- 45%
5 out of 31 LEP Students passed @ Masters – 16%
7 out of 31 LEP Students not passed @ Unsatisfactory- 23%

Grade 5 Mathematics Mock STAAR SPED Results:

2 out of 2 SPED Student passed @ Approaches – 100%
0 out of 2 SPED Student passed @ Meets- 0%
0 out of 2 SPED Student passed @ Masters – 0%
0 out of 2 SPED Student not passed @ Unsatisfactory- 0%

Grade 5 Science Semester Exam: Overall 77|34|16

Semester Exam Results 2019-2020:

88 out of 115 passed @ Approaches – 77%
39 out of 115 passed @ Meets- 34%
18 out of 115 passed @ Masters – 16%
27 out of 115 not passed @ Unsatisfactory- 23%

Grade 5 Science Semester Exam LEP Results:

17 out of 31 LEP Students passed @ Approaches – 54%
8 out of 31 LEP Students passed @ Meets- 25%
2 out of 31 LEP Students passed @ Masters – 6%
14 out of 31 LEP Students not passed @ Unsatisfactory- 46%

Grade 5 Science Semester Exam SPED Results:

0 out of 2 SPED Student passed @ Approaches – 0%
0 out of 2 SPED Student passed @ Meets- 0%
0 out of 2 SPED Student passed @ Masters – 0%
0 out of 2 SPED Student not passed @ Unsatisfactory- 0%

TELPAS:

Beginner Number/Percentage	Intermediate Number/Percentage	Advanced Number/Percentage	Advanced High Number/Percentage	Total ELL Students
0/0%	7/31=23%	21/31=68%	3/31=10%	31

Areas of Strength:

Areas of Need:

STAAR:**Reading:**

- 74% of students approached grade level
- Teacher internalized curriculum and was able to align

Mathematics:

- Met 90|60|30 during Mock STAAR
- SPED 2/2 passed with Approaches

Science:

- 5.6A explore the uses of energy, including mechanical, light, thermal, electrical, and sound energy was mastered at 85% with the use of examples, models and acronyms
- First year science teacher scored the same as previous veteran teacher during SE with 77% mastery in Approaches

STAAR:**Reading:**

- 16% mastered grade level, provide training to target students who meet grade level

Mathematics:

- EL training to provide accommodations to LEP 23/31 passed with Approaches

Science:

- Trainings on Special Populations such as LEP and SPED to be able to provide accommodations and in class support

New Initiatives

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| <ul style="list-style-type: none"> Students should practice creative writing weekly through Morning Meeting Spelling words for homework weekly (sight words) Fluency development continued in STAAR grades PD on differentiated instruction. Novel study conducted in upper grades Students will use reflection journals twice a week in every subject to prepare for TELPAS. Homeroom teacher will be held accountable for AR goals (weekly points earned and percentage) of their students by using a tracker in homeroom class. Every classroom will have a classroom library with varied genres SIOP strategies practiced in every classroom to assist ELLs NEW 2-5 Wit and Wisdom Curriculum NEW Grades K-1 will implement Wit and Wisdom Curriculum | <ul style="list-style-type: none"> Individual academic plans in literacy will be developed for each student in need. These plans will be developed through collaboration with the grade level teams, the campus leaders and interventionists (RTI committee) Progress monitoring meetings will be conducted every three weeks to develop intervention and enrichment plans. 1st -2nd grade incorporate HOT questions aligned to STAAR. Teacher will incorporate Mastery Machine in classrooms. Daily exit ticket data sorting. Intervention teacher assigns homework to intervention students aligned to content teacher objectives. Track Exit tickets on white boards outside. |
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Continuing Initiatives

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| <ul style="list-style-type: none"> All grade levels should have open-ended responses for all Independent work. All grade levels should have students practice writing sentences. Consistency when it comes to capitalizing beginning of sentences and ending it with a punctuation mark. Early start on after school tutorials Intervention by level More hand on resources aligned with DI Bi-Weekly PTGs More planning time during half days/Conf. time IW and centers are aligned to DI Home work is prescriptive and aligned to DI Horizontal collaboration occurs bi-weekly (grade level). Ambitious goals are set for students and follow NIFDI/IDEA curriculum guidelines Backwards planning is tracked throughout the year to insure that goals are met DI Data is used to identify students in need and provide intervention. Students are held accountable for their goals by using lesson trackers and thermometer charts Ensure BOY placement is accurate Provide intervention opportunities during recess, conference or after school, or intervention block (kinder) Offer after school tutoring and access to AR Zone for struggling readers Insure that struggling students are on the RTI plan and tracked Create a DI homework binder for grades k-2nd Collect IW work and rigorous literacy center templates for grades k-2nd and make accessible Collaborate vertically (k-5th) Student will use individualized data trackers for the lower grades (k-2nd) to promote further accountability Student portfolios will be used to track student progress and to be utilized during conferences and will include mastery tests, checkouts, weekly sample of independent work, behavior charts. Writing portfolios Extension of Morning Message into a DO NOW Extension of storybook comprehension questions Vocabulary Journals – 4 square in context – Marzano | <ul style="list-style-type: none"> STAAR Resources- Teacher planning resources Frequent PTGs with children needing intervention More planning time during half days/Conf. time Provide assistance with copies Availability to copier supplies/paper Use STAAR data to provide intervention for students in need. Provide intervention opportunities through the use of tutoring after school and on Saturday's Align instruction to TEKS and STAAR objectives Use backward planning throughout the year to insure all objectives and skills are taught Continued use of higher order thinking skills through question stems Continued use of exit tickets to ensure students are at mastering and to provide further data STAAR students will continue to use individual data trackers Continue writing program using Martha Morales Consulting Balanced Literacy in STAAR grade levels (3-5) <ul style="list-style-type: none"> Guided reading using DI according to reading level Shared reading-on level Reading workshops-according to reading level Renaissance Star data will be used to target students to meet a year's growth in their reading level AR Book testing data will be used to track student progress Bi-weekly data conversations will occur with appraiser to discuss data and next steps for struggling students Continue to motivate students to create warm learning environments where kids enjoy what they are doing |
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Mathematics

Committee Chair: **Celeste Martinez**

New Initiatives

- 2-5 Grade Levels: iLearning Hotspot lessons need to be aligned with lowest TEKS mastered during assessments such as MM, EOMs, SE or Mock STAAR
- 2nd Grade Math needs to introduce word problems with rigor and vocabulary. Embed STAAR alignment in Spring
- Grades 1-5 will have computers in class to complete iLearning for early finishers

All Grade Levels:

- Math Master goals need to reset to 33 percent every quarter for the first 3 quarters, so all kids finish before STAAR.
- Teachers will incorporate Mastery Machine in classrooms grades 3-5
- Daily Exit Ticket Data sorting with tracker
- Envision must be supplemented with more rigorous resources like Motivation Math, Measuring Up, Think it Up!, or Sirius
- Vertical Alignment with K-5 math is paramount to maintain cohesiveness with strategies and expectations.
- 35-minute daily intervention for critical students during electives support for struggling students.

Continuing Initiatives

PK:

- Setting ambitious goals for all groups and follow NIFDI curriculum.
- Integrate rote counting during morning/afternoon meeting.
- Interactive math school wide subscriptions. More math in-services from IMs APIs and Coaches

Kinder:

- Teachers will align independent work activities, and homework to TEKS.
- EUREKA curriculum needs to be aligned to the state standards in order to prepare students for more rigorous lessons.
- Target students that need intervention early at kinder level.
- Independent Centers should be aligned with EUREKA and continue to be challenging and meaningful.
- Homework will be assigned weekly instead of monthly to allow flexibility

First:

- Teachers will focus on mental math and fast facts (addition and subtraction) daily.
- Teachers will implement an exit ticket to check for understanding of content mastery before students can move on to the next lesson.
- Students need to be exposed to next level TEKS in iLearning HotSpot.
- Teachers will monitor the progress of the students on weekly basis
- Continue setting extremely high expectations to challenge students to finish lessons and progress through the program rapidly.
- Word walls in all classrooms will continued to align with EUREKA and STAAR.
- Independent work should STAAR formatted questions aligned to the first grade TEKS.
- Math centers should include manipulative that they will eventually see on STAAR. Such as base ten blocks, and shapes.

Second:

- Basic facts need to be implemented daily using fast fact drills of multiplication and division.
- Teachers need to use academic vocabulary in the daily delivery of content and Word wall will be aligned with EUREKA and STAAR.
- Teachers need to introduce problem solving strategies and STAAR formatted problems during independent practice and exit tickets.
- Teachers will implement a daily challenge station with rigorous word problems that can be solved with the use of manipulative for early finishers.
- Lesson plans should be aligned to 2nd grade TEKS.
- Independent work should include STAAR formatted questions and centers should also include visuals and manipulative aligned to STAAR

Third:

- Teachers will focus on academic vocabulary and problem-solving strategies aligned with EUREKA and STAAR.
- Teachers will implement the use of variables in data and check for understanding of planning stage of problem solving.
- Teachers will provide a daily challenge station with a rigorous problem for early finishers.
- Teachers will implement timed activities to expose students to time constraints required for state testing.
- Teacher will coordinate with iLearning Hotspot teacher to align curriculum to ensure kids are working on appropriate TEKS and level.
- Teacher will coordinate with 2nd Grade Math teacher to provide STAAR aligned homework and independent work for incoming student

Fourth:

- Teachers will provide a daily challenge station with a rigorous problem for early finishers.
- Teacher will focus on problem solving strategies aligned to next grade level in order to clear up misconception's students may have.
- Teacher should coordinate with iLearning Hotspot teacher to ensure TEKS are being addressed and proper level of rigor for kids.
- Use of whiteboards for checking understanding in 3rd and 4th grade.
- Proper tracking of mastered TEKS to ensure every student is on track during independent practice and exit ticket

Fifth:

- Teacher will implement daily basic fact drills and mental math skills.
- Teacher will use academic word walls, vocabulary foldable, and hands on activities.
- Teacher will align concepts to real life situations where students can make connections.
- Teacher will implement proper tracking of mastered TEKS to ensure every student is on track during independent practice and exit ticket

Third – Fifth:

- Tutoring needs to be prescriptive and intentional based on student need in content area.
- Saturday tutorials need to be based on STAAR preparation problem solving
- Academic word walls, vocabulary foldable, and hands on activities
- Align concepts to real life situations where students can make connections
- Motivate students to create warm learning environments where kids enjoy what they are doing
- Set high expectations and make learning rigorous but rewarding to the students
- Fidelity checks to ensure accurate grades

Family and Community Involvement

Committee Chair: **Selina Ortiz**

New Initiatives

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| <ul style="list-style-type: none">▪ PTO committee▪ Have monthly meeting with parents to keep them updated on what upcoming events will be happening▪ Monthly or quarterly reading nights for parents and students▪ Parent mentor (Where parents call other families to let them know about school activities.)▪ 5K for IDEA Edinburg students/ families▪ Bingo Nights▪ Fly a kite with Parents▪ Pizza Patrol for Perfect attendance▪ Thanksgiving lunch with Parents▪ Involving families with Special Olympics▪ Read around UTRGV (Student gets to go to UTRGV and have a picnic and read to parents and friends)▪ Career Day | <ul style="list-style-type: none">▪ Family picnic during lunch▪ Family carnival where kids run booths▪ Bring your parent to school day▪ Program completion Party in the classroom▪ DI Night (talk to parents about upcoming lessons to see how they will help at home)▪ Group Chat (Reminder App. Where parents receive messages from teacher or other parents)▪ Visit Paw Center down the road▪ Coffee with Counselor▪ Coffee with Principal▪ Quarterly newsletter for EL families▪ Quarterly workshops for EL families |
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Continuing Initiatives

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|---|--|
| <ul style="list-style-type: none">• Pre-Kinder Culture Camp• Career Day▪ Report card night every quarter▪ Parent weekly▪ Weekly call to parents▪ School messenger (about important dates/ information)▪ Sports day with dad▪ Muffins with mom▪ Grandparents day▪ Kinder Culture Camp▪ Family Night at Peter Piper▪ Dr. Seuss Week activities after school for parents to come and celebrate Read Across America with their child▪ Open house to display students work▪ Program completion Party in the classroom | |
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Staff Quality, Recruitment and Retention

Committee Chair: **Nora Perez**

New Initiatives

- Planning Time- After every IA test, schedule will be created to relieve teacher to allow for planning time
- Leveraging teacher relationships with students and parents to allow for more ownership of classroom and grade level
- Grade team leader will be first point of contact for teachers – this will help make hierarchy more fluid

Continuing Initiatives

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|--|--|
| <ul style="list-style-type: none">• Personal phone call• Welcome Letter and BOY PD one pager• Schedule Classroom Observations (5/20 – 5/30)• Registration Recruitment• Teacher Weekly (Training Calendar)• Staff Bios / Surveys• Personal phone call• Mixer• IDEA T-Shirts• All Staff Summer Reading Book Club (Teach Like A Champion)• Teacher Bi-Weekly• DI Overview• Teacher Bi-Weekly• Continuous Training- The more training the more successful a teacher will feel in the classroom• Teacher shout out at Faculty Meetings- This lets the teacher know that their hard work and effort does not go unrecognized• Appreciation gifts are a really neat initiative and are always welcomed by our teachers as a token of appreciation especially during the more strenuous time of the year• Promoting Teacher Led professional Development (Round 4/Talent ED) | <ul style="list-style-type: none">• Personal phone call• GET Strands Information• IDEA Edinburg Family Event• IDEA Professional Development Cycle• All Staff Technology Issue• Team Building• All Staff Convocation• Culture Camp• Laying out and establishing a STRONG foundation for professional growth; co-teacher to teachers, teachers to API's, API's to Principals, etc.• Immediate feedback after classroom walk through so that teachers are aware of their "glows/grows" to implement necessary changes for effective and successful classroom environment• Having weekly faculty meeting is a great way to keep teachers informed and a strong effort to improving communication |
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School Culture and Climate

Committee Chair: **Veronica Morales**

New Initiatives

Students

- Monthly Incentives for students, such as having kite day, ice cream day, academic block activity, cap day, sunglass day, wear your favorite sneakers, mustache day, and etc.
- Merit/Demerit Card for **all** grade levels. This will help us keep a close track on students as well as fewer students in lunch detention. It is very important that it be introduced the first week of school and implemented immediately. Demerits will be given for any infraction, such as no uniform, talking back, no homework, not following instruction, and etc.
- Hallway expectations for ALL grade levels.
- Restroom procedures in restrooms.

Teachers

- Student Council
- Video announcements – recorded by students
- Solid behavior plan
- Behavior flowchart/protocol
- Behavior Low level infraction form

Continuing Initiatives

Students

- Uniform puzzle outside door.
- Announcements regarding IDEA 55 – daily – student led announcements
- Morning meeting reflection journal kept in homeroom used when students receive an infraction– as needed
- ADA celebrations for homerooms – monthly challenge – during electives
- Weekly homeroom perfect attendance – next week homerooms have special activity (dress)
- Daily use of IDEA 55/SOAR lessons/culture kit during morning meeting at a specific time frame (7:45-8:00), after breakfast and attendance so that it is more intentional with limited interruptions
- Implementing culture days through literature once a week during P.E.
- Implement Merit/Demerit cards across all grade levels consistently with a monthly incentive
- Monthly Incentives for students, such as having moon jumps, Kite Day, Easter Egg Hunt, and Bubble Day
- Hallway Expectations for Grades 3rd and up. Using new phrases such as Peace and Quiet, 5 and 1 vs. Bubbles and Wings
- Incentives for dress code- students will receive a reward as a class when completing a Puzzle of a student in correct uniform
- Lower grades adopt a STAAR classroom to motivate and show Team and Family during testing.
- IDEA 55 posted throughout the school to serve as a reminder for students
- Detention system-
- Restroom procedures posted in restrooms
- Tokens will be given to teachers on the 1st day of the month
- Implementing Intensive Culture Training during the first week of school for students depending on grade level
- Incentives for perfect attendance every Quarter for students
- Incentives for Meeting Goals with Thermometer Charts
- Teacher Student Game Rewards
- Hallways- Bubbles and wings, 3rd Tile, on a square
- Merit/Demerit Card for 2nd Grade
- Cafeteria- Homeroom teachers on duty with students.
- Signals- pen and pencil, restroom, water, tissue, and Give me 5.
- Classroom- Sit Tall, Talk Big, Answer on Signal, Respect posters in all classrooms.

Teachers

- Student Council
- Visuals while monitoring transitions – green, yellow, red for all lead team and electives/math – ALL for End of day
- Tickets for rewards
- SOAR lessons during morning meeting and using SOAR lesson language throughout the day
- Incentives for passing IA's (dance parties)
- STAAR Pep-Rally
- Shout outs during faculty meetings.
- Beginning and Ending dinner party with faculty.
- Inviting faculty to District Events.
- Parent Events such as Sports with Dad, Muffins for Mom, Breakfast with Grandparents.
- Having socials once every month during faculty meetings to improve climate and Team and Family. Example: each grade level will host the social with an icebreaker, snacks, or games
- Peer walk through to working vertically across all curriculums
- 5 days of Secret Santa. (Teacher per 1 student)
- Parent Teacher Organization- Teachers and parents come together to fundraise for incentives for students. Grade levels should assign about 3 people per classroom for volunteers
- You Rock Bucks for Teachers!- There will be a raffle every Friday
- Monthly Rewards for Teacher Perfect Attendance. Ex. Jean Day!, Extended Lunch!
- Teacher of the Month- designated by lead team, teacher will have a designated parking space in front of school for their reigning month, and will be recognized in the 1st faculty meeting of the month and schools marquee
- Teacher/Co-Teacher of the Month-designated by lead team.

Science

Committee Chair: **Alvaro Martinez**

New Initiatives

- Grades K-5 will start 80 minutes of daily science in the Fall
- Campus-wide science project (K-5)
- Campus-wide science fair (K-5)
- Encourage parents to explore science through homework assignments daily in the Fall (K-5)
- Train teachers/professional development (K-5) for science curriculum in June
- Encourage students to be advocates for a better community through science (recycling, reusing, conserving, etc)

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Align Independent work activities with science TEKS• Establish a calendar for stem scopes across grade levels• Have a Science Blast day during intervention block with culminating project for that science skill• Provide students with assessments and tests throughout the quarter to ensure they are learning• Equip teachers with the proper materials needed for each science area being taught | <ul style="list-style-type: none">• Create science related enrichment activities for students to use during Intervention block• Science honor society to challenge top performing students• Various science clubs for grade 3-5• Partnership with local university (UTRGV) for possible school presentations or field trips• Invest in science programs/technology for enrichment with labs or campus-wide subscription (Peep and the Big Wide World, Scratch Jr, etc.) |
|---|---|

Social Studies

Committee Chair: **Claudia Villalobos**

New Initiatives

- Core Knowledge Curriculum will be used
- Provide student readers to all students
- Maps and globes throughout Social Studies classrooms
- Incorporate geography lessons/projects
- Map reading skills lessons as foundation for the content
- Monthly Projects ex: February-Black History Month
- Biography Projects
- Texas History- Texas first Peoples, Texas Independence etc.
- Field lessons that include Historical markers, sights, battle grounds (ex; The Alamo in San Antonio, San Jacinto, Ft. Brown- Brownsville, Palmito Ranch Battlefield in Brownsville- Civil War, Palo Alto Battlefield-Mexican-American War)

Continuing Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none">• Implement a rotation during the week between Science/Social Studies blocks so students can gain knowledge of the subject• Make resources available in order to enhance students' learning• Kinder culture camp• Align Language/DI content with Social Studies TEKS• IW and activities are aligned with Social Studies• Homework and projects are aligned with grade appropriate TEKS• Social Studies Journal• Continue morning and afternoon meetings• Send more projects home to provide more hands on learning | <ul style="list-style-type: none">• Social Studies Journal• More hands on activities• More Social Studies resources• Social Studies will be taught during spring semester• Align Social Studies curriculum with grade appropriate TEKS• IW and activities are aligned with Social Studies TEKS• Homework and projects are aligned with grade appropriate TEKS |
|--|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
9/04/2020	STAAR Lesson Planning Direct Instruction: Backwards Planning	TWBAT identify and apply the different parts of a lesson cycle to their planning. TWBAT identify critical groups and next steps for Closing the Achievement Gap.
9/04/2020	Analysis of Lessons Plans Direct Instruction: Tracking students	TWBAT share lesson plans with colleagues and receive on their planning. TWBAT share best practices with tracking students in college house.
10/02/2020	Data Analysis and Conversations, Identify Standards In conversations, blue print Direct Instruction: Writing Initiative	TWBAT analyze IA 1 data and write a clear plan for re-teaching objectives with large gaps. TWBAT report on effectiveness of writing journals and sentence prompts (IW).
10/02/2020	Lesson Planning Readiness an supporting Standards Direct Instruction: RTI process	TWBAT implement strategies and connect to readiness and supporting standards. TWBAT revisit RTI folders and ensure all data points are updated.
11/06/2020	Across Campus: 100% Engagement and Thinking for ELL's	TWBAT utilize strategies in the classroom that will ensure engagement of all students during the lesson cycle.
11/06/2020	Writing an Effective Exit Slip, include explanation or how questions. Direct Instruction: HOTS within program	TWBAT understand the components of an effective exit slip and apply that knowledge in their lesson planning. TWBAT incorporate HOTS into IW.
11/06/2020	Practice and Feedback on Exit Slips, Quick Check for Understanding Direct Instruction: Preparing for PTG Meetings	TWBAT design and share their exit slips. TWBAT prepare and present PTG PowerPoint to peers and manager to ensure clear message is communicated.
12/04/2020	Across Campus: Mentorship Program / Adopt an Angel	TWBAT understand the selection process of “angels” and apply criteria to select a group of candidates for participation.
1/08/2021	Across Campus: State of the School	TWBAT analyze PTG and come away with clear next steps for improvement.
1/08/2021	Across Campus: Morning Meeting	TWBAT revisit morning meeting scope and sequence. TWBAT scope out the next 2 months and prep materials
1/08/2021	Across Campus: Behavior Management	TWBAT revisit SMART goals and share best trackers in maintaining student behavior trackers.
1/08/2021	Across Campus: Current POP Observation Data	TWBAT analyze POP observation data from the last month. TWBAT create and execute clear and effective next steps in their lessons.

Teachers will attend the staff development listed, which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Academy Elsa



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA Academy Elsa, we believe that all students can succeed regardless of their social, emotional or academic background. We believe that all students can meet and exceed their academic standards by providing the necessary support to ensure all students experience success and are college ready.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of grads named AP scholars | Earn IB diploma: 30% | 25%
- 1E. % Approaches | Meets | % Masters on STAAR/EOC: 90% | 60% | 30%
- 1F. % Basic | Mastery | Advanced on LEAP: 82% | 44% | 11%
- 1G. % of Pre-K/Kindergarteners End The Year On/Above Grade Level in Reading | Language | Math (All Campuses): 90% | 90% | 90%
- 1H. % of 1st-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 70% | 70%
- 1I. % of 1st-2nd Students End The Year On/Above Grade Level in Reading | Language | Math (Year 2+ Campuses): 85% | 85%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1K. Average ACT score (Class of 2019, September 2018): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 38,141
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$87M

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2019: 53,115
- 3C. Schools in operation in August 2019: 97
- 3D. Total Funds Raised (millions): \$55M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Saron Mata – Principal Gracy Gomez – Assistant Principal of Operation Cristal Chapa Reyes – Assistant Principal of Instruction Damaris Perez – Assistant Principal of Instruction	Chelsea Garcia Academic Counselor	Beverly Flores– GTL Essential Rise Unit Chanel Cruz – Special Education Arlene Magallanes 1 st . GTL – Intervention Melissa Carreon Special Education
Kindergarten	First Grade	Pre-K
Erica Borrego GTL Sabrina Garcia Dayna Munoz Anabel Zamarron	Kassandra Loreda Ulises Rodriguez Aleyda Villagomez Aaron Benavidez	Martha Garcia GTL Zulma Cavazos
Second Grade	Third Grade	Physical Education
Olga Moralez GTL Krystel Tijerina Areli Alvarado	Nallely Garza GTL Nattalie Noriega Davlyn Rodriguez	Vanessa Garcia

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Annette Gonzalez Christopher Din Joanna Cantu Leanne Rodriguez Paola Martinez Rachel Garcia Mayra Salinas Rosalia Duarte Yumaira Gomez Cavoza Victoria Vallejo Judith Enriquez Priscilla Frias	Darlena Contreras Vacancy	Monica Garcia – Amin Assistant Adalberto Mendoza Jr.– Business Clerk Maribel Ruiz - Receptionist Evelyn De Luna – Registrar Maria Mata – SIS Coordinator
Operations Staff	Temporary Staff	
Rodolfo Reyes - Facilities Manager Sobeida Rosales Luis Villarreal Javier Rodriguez Nancy Lopez Cynthia Martinez- Transportation Manager Esteban Guzman Oscar Garcia Oscar Morin Jose Balsaldua Javier Vargass- C.N.P. Manager Elizabeth Elizabeth Nancy Veronica Lopez Nadia Maribel Ortiz Santi Lara De Enriquez	Belinda Zapata Bus Monitor Claudia Casas Bus Monitor Gloria Marin Lunch Monitor Brianna Triffin- Lunch Monitor Christina Aguilar –Lunch Monitor Ashley Moya – Lunch Monitor	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Saron Mata (Principal)	September 4, 2020	1. Student Culture, Behavior plans, Persistence Event
Gracy Gomez (APO)	October 1, 2020	1. Persistence Event, Red Ribbon Week, Teacher Retention
Damaris Perez (API)	November 6, 2020	1. Lesson Plan eval., PTGs, 2x2s
Cristal Reyes (API)	January 7, 2021	1. Student Persistence, Data Review for all content areas, Literacy Night
Chelsea Garcia (Counselor)	March 5, 2021	1. Persistence and ADA strategies, writing contest, TELPAS writing and Reading Evaluation
Nallely Garza (GTL, 3 rd Grade)	April 1, 2021	1. GET ratings, DIBELS Testing, DI initial testing for new students, Early registration, WTI
Olga Morales (GTL, 2 nd Grade)	May 7, 2021	1. Onboarding New Staff, EOY assemblies, Kinder graduation, Community Day, Summer School Planning, Retention conversations, Field Lessons, recruitment, TCP assessments, APR conversations
Arlene Magallanes (GTL, 1 st Grade)		
Erica Borrego (GTL, K)		
Martha Garcia (GTL, PK)		
Beverly Flores (GTL, Support)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

IDEA ELSA ACADEMY

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	434	
At Risk	226	52%
SPED	40	9%
F.A.R.M.	395	91%
ELL	190	44%
Male	239	55%
Female	195	44%
Amer. Indian	0	0
Asian	0	0
Black	0	0
White	19	4.38%
Hispanic	415	95.62%

**As of April 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Olga Morales</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Damaris Perez2. Aleyda Villagomez3. Nallely Garza4. Arlene Magallanes5. Rosalia Duarte6. Kassandra Loreda	<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Cristal Reyes2. Ulises Rodriguez3. Sabrina Garcia4. Areli Alvarado
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Anabel Zamarron</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Leanne Rodriguez2. Zulma Cavazos3. Judith Enriquez4. Annette Gonzalez5. Yumaira Cavazos	<p>Committee Chair(s): Erica Borrego</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Gracy Gomez2. Vanessa Garcia3. Aaron Benavidez4. Nattali Noriega
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Beverly Flores</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Saron Mata2. Krystel Tijerina3. Chanel Cruz4. Melissa Carreon5. Dayna Munoz	<p>Committee Chair(s): Martha Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Chelsea Garcia2. Darlena Contreras3. Joanna Carranco4. Rachel Garcia5. Priscilla Frias

English Language Arts

Areas of Strength

- Targeting at risk students within a group by giving first initial student practice opportunity to check for mastery.
- Scheduled intervention for ELL and struggling groups in addition to regular instruction time by core content teacher.
- Support given by API- completed daily observations, on the spot coaching, monitoring data to increase number of students on-track and feedback to improve first time lesson delivery.
- The ability to have student's fast cycle through the lessons to finish program by constant regrouping.
- Flexibility of having different teachers to work with all groups.
- Student DI level parent communication of student's progress.
- Strong initial lesson delivery due to experience in programs and consistent collaborative script practice.

Areas of Need

- Academic Block not sufficient time to execute complete BAW lessons effectively.
- Intervention plan groups begin earlier in the year.
- Parental support for additional student practice.

Continuing Initiatives

New Initiatives

- Intervention schedule that allows service to all critical low groups
- Using a range of tools to differentiate instruction and teach to mastery such as word walls, visuals and sentence connections.
- Student paired reading for fluency practice – Ongoing class practice
- IDEA Authors campus challenge to motivate students to practice writing skills learned through

- Class libraries are needed in each classroom.
- AR goals shared, tracked and communicated by teachers in the classroom as well as by the AR facilitator.

Math

Areas of Strength

- Teachers were provided with supplies (Eureka Kit) and workbooks before first day of instruction.
- Teachers had assigned time to practice Eureka lessons prior to delivery District Calendar allowed for teachers to backwards plan for assessments and lesson progress.
- Teachers also designated time to review difficult concepts prior to assessments. Data available on Illuminate to find and target objective gaps.
- Access to Great Minds as an additional resource for videos and teaching tips. Additional sheets that provided parent tips and student homework helpers.
- Aggressive Monitoring Laps to identify gaps & create remediation plans.
- Weekly Internalization and LP Feedback allowed teachers to have initial objective aligned lessons.

Areas of Need

- District training should be differentiated as this year they were not specific to grade level content.
- Teacher needed additional planning time for lesson internalizations and unpacking module exams.
- Intervention time was used to prioritize reading and needed to be assigned for math as well.
- Materials/ Manipulatives took additional prep time to put together for each lesson.
- Proactive planning from teachers to order Eureka math materials and manipulatives needed for math lessons.
- Tracking student progress needed to be implemented daily and visible through trackers.

Continuing Initiatives	New Initiatives
<ul style="list-style-type: none"> • Eureka Lesson Rehearsals scheduled prior to initial lesson delivery. • Access to Great Minds Software in order to get additional resources to improve student performance. • District Calendar communicated for lesson pacing, backwards planning and review prior to assessment. • Unpacking modules and assessments as a team to norm testing procedures and outcomes. • GET ROW unpacking during Practice Session • illuminate Trainings throughout year. • Knowledge on the Go Videos for Online Learning • Practice Sessions on Great Minds Videos • Math Test Dates on Student Calendars • Tracking Systems for students 	<ul style="list-style-type: none"> • Create and use data trackers including all Mid Modules and End of Module assessment data. • Incentivizing student progress aligned to the tracker. • Intervention support for Math in collaboration with interventionist and APIs. <p>Co -Teachers rotation follow struggling Cohorts 4(30-45minutes minutes)</p> <p>90/60/30 Celebrations after EOM's or MM's</p> <p>PTG for both Reading and Math</p> <p>Send out Math Parent Letter after every assessment</p> <p>Vertical Alignment Observe all Classrooms to norm on strategies/ introduction to new material.</p>
Science	
Areas of Strength	Areas of Need

<ul style="list-style-type: none">• PK-1st Grade curriculum provided by the district.• Designated weekly topic, scope and sequence to collaborate with team members.	<ul style="list-style-type: none">• More hands-on activities• More time to focus on the topic.• Materials (Magnets, goggles, magnifying glass, food coloring, balance scale, clay, pudding, kinesthetic sand, paper clips, rulers, color tiles, measuring cups)• Shorter time period of curriculum (PK, 1st)• Interventions going on during designated science time
Continuing Initiatives	New Initiatives
<ul style="list-style-type: none">• Curriculum provided helps to maximize instructional time• Use unit resources from the curriculum• Follow scope and sequence	<ul style="list-style-type: none">• Designated room “lab” for activities
School Culture & Climate	
Areas of Strength	Areas of Need

<ul style="list-style-type: none"> • Badger Circle • ADA incentives • Family events • Parent teacher weekly • Weekly student celebrations • Joy factor • Dress up days • Badger of the month • Field trips • Monthly Persistence Events 	<ul style="list-style-type: none"> • Limited time on events • Bus safety • Duty inconsistency • Uniform inconsistency • Career Day • Organizing fundraisers at beginning of the year • Inconsistent consequences for behavior
Continuing Initiatives	New Initiatives
<ul style="list-style-type: none"> • Badger circle • Idea 55 on announcements • Parent & Teacher weekly • Class dojo • School wide events • Parental involvement 	<ul style="list-style-type: none"> • Recces/Lunch monitors • West wing • Consistent consequences for behavior • 2 field lessons • Follow student code of conduct for behavior issues • Hall pass
Staff Quality, Recruitment & Retention	

Areas of Strength	Areas of Need
<ul style="list-style-type: none"> • Application was extremely thorough. • Immediate communication from recruiter throughout the entire hiring process. • Benefits-medical, dental, vision, Ameri Flex • Campus tours for potential hires. • Job Fair/Mixer for any potential hires. • Teacher Career Pathway • Onboarding meetings that discusses future meetings/trainings for all the staff. • Fair compensation 	<ul style="list-style-type: none"> • Video interview should be allowed to be redone if errors arise. • Transfer applicants having to interview all over again. • Internships should be available for upcoming graduates. • More social gatherings. • Ice breakers for trainings. • Communication throughout the entire grade levels. • Staff Chat for all grade levels either to celebrate or share important information
Continuing Initiatives	New Initiatives

- Fun Staff Fridays
- Ameri Flex Card
- Celebrating birthdays
- Teacher of the Month

- Raffles for perfect attendance for teachers
- Shout outs from teacher to teacher on doors, or surprise shout outs.
- Co-Teacher of the Month
- Campus Events that involve the entire family

Family and Community Involvement

Areas of Strength

- Class Dojo Communication from teachers
- Remind from Administration
- 66 Parent and Student events that show the community involvement on our campus.
- Parents are willing to volunteer and lend a hand in any event.
- Families willing to assist with fundraisers.
- Monthly Persistence Events

Areas of Need

- PreK AM has limited participation in Community events.
- PTA presence is very limited.

Continuing Initiatives

New Initiatives

- Parent Communication through class dojo.
- Community events monthly that involve our families and build community.
- Campus Family Tours to invest all parents in our Mission.

- Report Card Pick up night Quarterly.
- Off Campus parent events, for example report card pick up at Peter Piper Pizza.
- A Fall/Spring Festival that allows for parents to assist with booths of their student.
- Morning events for PreK AM.
- Elect a PTA Chair member for the campus.

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/3/2020	STATE of the school, Goals, & Priorities for 2020-2021 school year	TWBAT- <ul style="list-style-type: none"> understand the state of the school and will identify the schools' priorities and goals.
8/6/19	Student Culture Expectations, Behavior Management Plan	TWBT- <ul style="list-style-type: none"> Understand their and responsibility in the behavior management system Identify behavior offense level Familiarize self with reflection forms Create calendar for celebrations and plan of behavior intervention (communication flow chart)
8/7/19	Campus Crisis Management	TWBAT- <ul style="list-style-type: none"> Identify the campus crisis response Team and gain an understanding of their role Execute the teacher actions required in the event of a crisis Norm on drill procedures
8/8/19	Special Pops: Getting to know your ELL, SpEd, and 504 students	TWBAT- <ul style="list-style-type: none"> Describe the special programs that students may be in our campus State role and responsibilities involving students in these special programs Interact with a binder of critical information on students in special programs to be able to differentiate instruction for them
8/9/19	DI Show off Lesson DI, Lesson Internalization and Lesson Planning	TWBAT- <ul style="list-style-type: none"> understand what a complete DI lesson contains in order to obtain student engagement and mastery Navigate through h DI online and will learn how to input data
10/11/19	Literacy in all Classrooms, Engaging all Learners	TWBAT- <ul style="list-style-type: none"> Become familiar with being a writer curriculum, Implement reading and writing activities within all content areas Plan for writing extension activities
TBD	Check for understanding, Aggressive Monitoring 1	TWBAT- <ul style="list-style-type: none"> Understand and plan to use strategies to check for understanding during the lesson delivery Create a monitoring pathway and strategies to monitor student learning during Independent work
TBD	Aggressive Monitoring 2, Habits of Evidence	TWBAT- <ul style="list-style-type: none"> Implement and discuss aggressive monitoring strategies as students are working independently

		<ul style="list-style-type: none"> • Create opportunities in the lesson to
TBD	Responding to End of Module Data	TWBAT- <ul style="list-style-type: none"> • Analyze student work and create a plan of action to address gaps revealed in the EOM data

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Ewing Halsell Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

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DISTRICT VISION:

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2019-20:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80%
- 1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1I. Average ACT score (Class of 2020, September 2019): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
- 2B. % Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$101M
- 2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Pam Ray – Principal Marcus McCarty- APO Krystal Bueno-Perez – Lead API Kathleen Deleon – API Karen Gonzalez- API Alexis Botello – API Connie Perez – Admin. Assistant	Vacant	Janna Salazar – Spec. ED Casey Robertson- Interventionist Emily Maxberry – Spec. Pops Lead Linda Rodriguez -Interventionist
Kindergarten	First Grade	Second Grade
Christiana Segura – Math Amelia Villarreal- ELA Vianey Pichola-ELA Diana Leos – ELA Laura Salazar – ELA	Erica Molina – ELA Nichole Cook - Math Ashlee Rodriguez – Math Victoria Rodriguez – ELA Vacant-	Luis Arreola - Math Marc Chezem - Writing Angelina Martinez – Math Vanessa Camacho – Reading
Third Grade	Fourth Grade	Fifth Grade
Valarie Alvarado – Math Diana Perez – Reading Oralia Vazquez – Writing	Sara Antu – Math Norma Rodriguez – Writing Ashley Arreano - Reading	
Physical Education	Pre-K	
Joseph Sanchez	April Burley Laura Rios	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Karrisa Bustos – Spec. Ed. Julie Perez- Prek Carmen Garcia – kinder ELA Zenzali Jefferson – 2 nd Tabitha Mascorro –Kinder electives Yolanda Meza – 2 nd Monique Cruz – Kinder Vacant – PE (frozen) Vacant – AR Zone (frozen) Mikayla Phoenix- PreK Claude Reynolds – 1 st Vacant – Kinder Monica Salinas –1s ELA Marivel Galvan – 1 st ELA	Sara Garcia EL Coordinator/ PLC	
Operations Staff	Temporary Staff	
Javier Calderon – Facilities Manager Natele Hagee-Ortiz – CNP Manager EricaJean Herrera – Business Clerk Angelica Wolf – SIS/Registrar Renee Escobedo – SIS/Registrar Audrey Gutierrez- Receptionist		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Pam Ray, Principal Krystal Bueno Perez, Lead API AC- vacant Joseph Sanchez, PE (Electives) Norma Rodriguez, Writing (4 th) Christiana Segura, Math (kinder) Laura Rios, Pre K Marc Chezem, 2 nd ELA Erica Molina, 1 st Reading Sarah Antu- Math	September 10, 2020	1. PTG
	November 12, 2020	1. Upcoming family engagement events
	January, 14 th , 2020	1. Teacher and parent appreciation
	March 11, 2020	1. Distance Learning updates and feedback
	May, 13, 2020	1.
		1.
		1.
		1.

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

Ewing Halsell Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	592	100
At Risk	173	29.22
SPED	14	2.36
F.A.R.M.	0	0
ELL	80	13.51
Male	286	48.31
Female	306	51.69
Amer. Indian	0	0
Asian	3	.51
Black	6	1.01
White	57	9.63
Hispanic	522	88.18

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Marc Chezem</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kathleen DeLeon 2. Diana Perez 3. Amelia Villarreal 4. Norma Rodriguez 5. Marivel Galvan 6. Linda Rodriguez 	<p>Committee Chair(s): Angelina Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Krystal Perez 2. Sarah Antu 3. Nichole Cook 4. Valarie Alvarado
Attendance/Tardies	School Culture and Climate (persistence)
<p>Committee Chair(s): Oralia Vasquez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Karen Gonzalez 2. Luis Arreola 3. April Burley 4. Monique Cruz 5. Tory Rodriguez 6. Julie Perez 	<p>Committee Chair(s): Aaron Botello</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Vianney Pichola 2. Zenzali Jefferson 3. Emily Maxberry 4. Monica Salinas 5. Ashlee Rodriguez 6. Diana Leos 7. Mikayla Phoenix
Staff Quality, Recruitment and Recognition	Family and Community Involvement- persistence
<p>Committee Chair(s): Casey Robertson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Christina Jimenez 2. Carmen Garcia 3. Vennessa Camacho 4. Christiana Segura 5. Janna Salazar 6. Joseph Sanchez 	<p>Committee Chair(s): Sara Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Mary Henderson 2. Alexis Botello 3. Laura Rios 4. Erica Molina 5. Yolanda Meza 6. Tabitha Mascorro 7. CJ Reynolds

New Initiatives- What will we do that is “new”?

Attendance/Tardies

- Initial **parent** incentive announcement plan presented at culture camp and first week of school with **perfect attendance and NO tardy arrivals per quarter.**
 - a. Quarter 1- “Donut be absent” breakfast with parents
 - b. Quarter 2- Lunch with Scholar
 - c. Quarter 3- After school social
 - d. Quarter 4- School SWAG
 - e. Perfect attendance bike raffle at the end of the school year. (**No absences and No tardy arrivals all year.**)
- Initial **student** incentive announcement plan presented at culture camp and first week of school with **perfect attendance and NO tardy arrivals per quarter.**
 - a. Quarter 1- Popcorn Party
 - b. Quarter 2- Bubble Party
 - c. Quarter 3- Voucher (Ex: with Incredible Pizza)
 - d. Quarter 4- In- House Field Trip (Ex: Magic Theatre, Mitty’s Farm)
- In August, lead team has parent conferences with scholars who have 10 absences and/or 10+ tardy arrivals from the previous year. (Possible attendance contract.)
 - Quarterly parent/teacher conference with scholars with excessive absences and tardy arrivals for that quarter.
- All quarter celebrations will be on the last Friday of the quarter.
- Reminder of each quarter celebrations posted on parent weekly newsletter

New initiatives cont.

Family Community Engagement

- Parent Organization Committee
- After School Enrichment
- Parent Social Media Core Value Awards

ELA

- Have a literacy night involving all ELA teachers.
- Having vertical alignment team meetings.
- Intervention/tutoring plan

Math

- Parent conferences happen at beginning of year and continue to take place bi-weekly with our most at risk scholars; keep parents updated on gaps and goals; send aligned work to help close gaps. Be transparent with parents / guardians.
- Having a system (tutoring, interventions, etc.) in place at beginning of year to address low performing scholars.
- Holding parents accountable to signing the trackers daily to know where their child stands.
- Script practice showing vertical alignment across grade levels.

Teacher Staff quality recognition and recruitment

- Humpday Cart: snacks & drinks given out on Wednesdays
- No parent or staff communication after 5:30
- Wall of fame: bulletin board in PD or break room with teacher awards, core value awards, birthdays, pictures, etc. To showcase teachers in a visual and consistent way
- Teacher Appreciation Fundraiser
- Selling “swag” to families at family engagement events
- Raising money for teacher appreciation initiatives with a paleta cart during dismissal
- Free dress and spirit shirt giveaway for teachers

Family Community Engagement

- Having parents lead activities and events with other parents to help engage campus involvement. (Nominate leader for Lead Team and Parent)
- Find activities to help engage scholars for after school enrichment such as: Art, Sports, Dance, Book Club, and Chess. (Find outside aid for leading activities)
Give out awards for Core Values to help strengthen parent motivation and involvement. (Use facebook, Remind, Newsletters, and Marquee to shout out parents that demonstrates our Core Values) Give awards to scholars and parents such as bumper stickers.

ELA

- BOY, MOY, EOY
- Quarterly
- Weekly check-ins with specified cohorts midweek.

Math

- First conference to happen within the first month of school, continue bi-weekly throughout the year.
- Interventions to begin within the second week of school, after culture week.
- Communicating to parents during the first week of school. Keeping track of parents who do not follow through and communicating in a different way (Remind message, phone call) aside from circling in folder.

Teacher Staff quality recognition and recruitment

- PD off campus to serve as a “final Friday” during the week
- Autonomy for grade teams to have grade team meetings off campus
- No meetings during lunch blocks: admin steps in to cover teachers to engage in parents meetings during the school day when appropriate
- Recruitment: teacher volunteer rotation to go to job fairs

Continuing Initiatives

Attendance

- Wheel Decide- Scholars who are present all week with no tardy arrivals are eligible to receive an award every Friday by using the Wheel Decide website. (Names of absent students are removed from the wheel.)
- ADA group text with manager consisting of contacting parents of absent scholars daily.
- Free dress day incentives and popsicle incentive.

Family Community Engagement

- Parent Newsletters
- Teacher Newsletters
- Remind Messages
- Positive Weekly Messages
- Hallway Holler Celebrations
- Pioneer of the Week
- Thermometer Chart Celebrations
- Personal notes in No Excuses folder
- Announcing Birthdays
- Communicate Successes on Campus for Parents to view
- Parent Engagement Events

ELA

- Student celebrations / IDEA Author Celebrations
- Portfolios
- Exit ticket reflections

Math

- Track data daily.
- Daily exit ticket huddles for each grade level.
- Curriculum nights

ELA

- In class school store after assessments, hallway hollers, thermometer chart, publishing day, master's club
- Grades k and up
- End of the day, every day.

Math

- Begin day one of school, tracking exit tickets, mid and end-of-module assessments, and district assessments.
- Hold one per semester per content. Offer free food, door prizes, or a make and take.

Teacher Staff quality recognition and recruitment

- Potluck celebrations : holidays, birthdays, etc.
- Culture that is welcoming and warm to new staff: staff says hello and good morning, staff is approachable for questions about teacher growth and curriculum
- Occasional Food: celebrating us in front of peers and students
- Teacher and Co-Teacher of the month recognition: it's a prominent celebration at PD
- Super teacher during celebrations: teachers are celebrated in front of students, kids are able to celebrate their teachers
- Using remind instead of personal number
- Script practice passes for high performing teachers

Staff Development- (PD days, Friday vertical team development, and/or PD Tuesdays)

Proposed Date (Q # 1, 2, 3, and/or 4)	Session Title/Topic	Session Objective(s)
	Distance Learning Safety protocols	
	Teams: Using calendars and other features	Staff will gain proficiency with additional Teams tools to maximize instruction and increase organization to support parent proficiency to support scholars.
	Synchronous learning practices and collaboration	
	Drop off/pick up culture procedures to maintain safety	Staff will articulate expectations to ensure safety protocols and anticipate areas of vulnerability to close gaps.
Q1. Aug.	Best ADA practices	Teachers will discuss best practices in classroom
Q1. Aug.	Special Populations	All staff will identify special populations scholars and required accommodations, proficiency levels, and supports.
Q1. Aug.	How to interact with parents in a safe and engaging ways	Skills on proper ways to help with parent communication in person and in writing. What type of information needs to be shared with Academic Counselor. (Incorporate core values and parent newsletter)
Q1. Sept.	Teacher/Parent conference (Excessive absences & tardies)	Teachers will understand the topics to discuss with parent. (Update on scholar's attendance, how is it affecting their scholar academically and consequences)
Q1. Sept.	Linguistic Accommodations-	Staff will communicate proficiency levels of scholars and practice instructional practices/accommodations to target language objectives.
Q1.	Vertical alignment with all modules	Teachers will understand vertical changes with the standards and identify/develop instructional strategies to teach it conceptually.
Q1.	SWAM	How to effectively hold a SWAM to drive lesson planning.
Q1.	TEKS integration with Common Core	Content teachers increase pedagogy with TEKS and alignment with common core to create a strong vision for student work outcomes.
Q1.	Effective intervention strategies	Balancing closing gaps from previous grade levels while integrating current objectives
Q1	Appropriate interventions for each grade and content	Teachers will understand best practices to help priority kids
Q1	Planning time for literacy night	Teachers will have time to prepare for ELA literacy night
Q1	Classroom and campus safety procedures	

Q1	Vertical alignment with all modules	Teachers will understand vertical changes with the standards and identify/develop instructional strategies to teach it conceptually.
Q1	Staff appreciation and celebration (finger foods at PD) Note cards 1x month for gratitude to fellow staff member	
Q1	EL Training	Use classroom data to train teachers to properly support EL scholars in the classroom with targeted skills and activities.
Q2	TEKS integration with Common Core	Teaching content teachers how to find the TEK and aligned work to curriculum
Q2	SWAM	How to effectively hold a SWAM to drive lesson planning.
Q2	Vertical alignment with all modules	Teachers will understand vertical changes with the standards and identify/develop instructional strategies to teach it conceptually.
Q2	Staff appreciation and celebration (finger foods at PD) Note cards 1X month for gratitude for fellow staff member	
Q2	Special Populations Step back	Progress to goals and instructional supports
Q3	SWAM	Engage in SWAM to drive lesson planning and reteaching plans.
Q3	Vertical alignment with all modules	Teachers will understand vertical changes with the standards and identify/develop instructional strategies to teach it conceptually.
Q3	Appropriate interventions for each grade and content	Teachers will understand best practices to help priority kids
Q3	Planning time for curriculum nights—math and reading	Teachers will have time to prepare for ELA literacy night EK and aligned work to curriculum
Q3	Special populations Step back	Progress to goals and instructional supports.
Q3	Staff appreciation and celebration (finger foods at PD) Note cards 1X month for gratitude to fellow staff member.	
Q4	SWAM	Engage in SWAM to drive lesson planning and reteaching plans.
Q4	TEKS integration with Common Core	Teaching content teachers how to find the T

Q4	Vertical alignment with all modules	Teachers will understand vertical changes with the standards and identify/develop instructional strategies to teach it conceptually.
Q4	Appropriate interventions for each grade and content.	Teachers will understand best practices to help priority kids
Q4	Planning time for curriculum nights.	Teachers will have time to prepare for ELA literacy night EK and aligned work to curriculum
Q4	Staff appreciation and celebration (finger foods at PD) Notecards 1X month to fellow staff member	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Frontier Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Frontier Academy's Mission is to prepare Pre-K-5th students from underserved communities with the necessary higher order thinking skills to be able to close their achievement gap and be on track for college matriculation as they enter Frontier College Prep. We believe that it is our responsibility to ensure that every single student learns, achieves, and builds an inner confidence through our IDEA Core Values to ensure them a successful future despite of any obstacles.

DISTRICT GOALS 2020-2021:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates who are accepted to a 4-year college or university: 100%
- 1C. % of grads named AP scholars 30%
- 1D. % Level II | % Level III on STAAR/EOC: 90% | 30%
- 1E. % of Pre-K/Kindergarteners End the Year On/Above Grade Level in Reading | Language | Math (All Campuses): 90% | 90% | 90%
- 1F. % of 1st-2nd Students End the Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 70% | 70%
- 1G. % of 1st-2nd Students End the Year On/Above Grade Level in Reading | Language | Math (Year 2+ Campuses): 85% | 85%
- 1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1I. Average ACT score (Junior class): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. Employee Retention: 85%
- 2B. %Average Daily Attendance: 97.50%
- 2C. Student Persistence: 90%
- 2D. Annual Surplus (millions): \$87M

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment: 53,115
- 3C. Schools in operation: 97
- 3D. Total Funds Raised (millions): \$55M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Dora Cordova- Principal Astrid Borrego- Assistant Principal Sandra Pando- Assistant Principal Jesus Paz- Assistant Principal Luis Larrazolo- Assistant Principal of Operation Judith Morrison-Academic Counselor Liz Germain Social Emotional Counselor Olga Castillo- Administrative Assistant	Judith Morrison- Academic Counselor Liz Germain- SEL Counselor	Lydia Hernandez-Interventionist Amanda Borrayo- Interventionist Dean Garcia- SPED Michelle Moncada-SPED
Kindergarten	First Grade	Second Grade
Nora Dimas Jasmin Aguilar Diana Gutierrez Oscar Casanova	Marielena Romero Marilyn De La Paz Paloma Hernandez Velma Lozano	Monique Benitez Heidi Rojas Christopher Hite
Third Grade	Fourth Grade	Fifth Grade
Cassandra Hinojosa Jonathan Torres Denise Mendiola	Zaira Hernandez Erick Guevarra Cynthia Espinoza	Carlos De La Cerda Veronica Delgado Rebecca Villarreal
Physical Education	Pre-K	
Jaime San Miguel	Ruth Martinez Francisca Mendoza	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<u>Pre-K</u> Adriana Torres G. Vallandingham <u>Kinder</u> Claudia Trevino Ana Cervera Griselda Ramirez Martha Rangel <u>First Grade</u> Maria Gonzalez Veronica Maldonado <u>Second Grade</u> Cesia Ramirez <u>CSI</u> T. B.	AR- Cristina Hernandez Fine Arts- Marisol Trevino HS-Melissa Cardenas Social Studies- Hannah Lopez Social Studies- Alexandra Macias Science- Maria Pacheco Social Studies- Jocelyn De La Garza Science - Brianna Sayas	Receptionist- Vanessa Gonzalez Nurse- Juan Alejandra Registrar- Nereida Arguelles SIS- Dolores Pena Business Clerk- Isis Martinez Recruitment Coordinator- Rodrigo Martinez
Operations Staff	Temporary Staff	
Luis Larrazolo (APO) Silvia Sarmiento (CNS) Lucy Villa (Transportation) Michael Martinez (Facilities Manager)		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Dora Cordova, Administration Jesus Paz, Administration Sandra Pando, Administration Astrid Borrego, Administration Judith Morrison, Administration Luis Larrazolo, Administration Ruth Martinez, Pre-K Nora Dimas, K Marilyn De La Paz, 1st Heidi Rojas, 2nd Cassandra Hinojosa, 3rd Erick Guevarra, 4th Rebecca Villarreal, 5 th Jaime San Miguel, Electives Carmen Hernandez, Parent	July 14, 2020	1. Culture Planning 2. Team Leader expectations 3. Grade Level Meeting Agendas 4. Discipline Hierarchy 5. Parent Communication
	August 11, 2020	1. BOY Culture Roll Out 2. Culture Observations and Priority Coaching 3. Curriculum Implementation 4. Teacher Welcome and Investment 5. Teach Like a Champion Book Study 6. BOY PD
	September 8, 2020	1. Data Tracking 2. Interventions 3. Field Lesson Planning and Tracking 4. Bully Prevention Week 5. Curriculum Implementation
	October 13, 2020	1. Teacher Morale 2. Data Conversations and Mock STAAR 3. Book Character Parade and Day
	November 10, 2020	1. Fundraiser/Field Lesson Updates 2. MOY Grade Level Team PTG 3. Thanksgiving and Christmas Break Planning 4. Thanksgiving and Christmas Break celebration and activity planning
	December 8, 2020	1. Staff Christmas Celebration 2. January PD 3. Culture Reset
	January 12, 2021	1. STAAR Plans 2. Culture
	February 9, 2021	1. Charro Days float 2. Field Lesson Updates
	March 9, 2021	1. Retention Candidates 2. STAAR Support 3. Field Lessons
	April 13, 2021	1. Field Day 2. STAAR Dates 3. Field Lesson Final Agendas 4. Awards Assemblies 5. Electives Celebrations

	May 11, 2021	<ol style="list-style-type: none">1. End of Year teacher check list2. Field Lesson Expectations3. Staff end of year celebration4. Inventory
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IDEA Frontier Academy
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ELL	568	68.27%
Male	398	47.84%
Female	434	52.16%
Amer. Indian	0	0%
Asian	0	0%
Black	0	0%
White	26	3.12%
Hispanic	806	96.88%

**As of June 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Jesus Paz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Paloma Hernandez 2. Monique Benitez 3. Marilena Romero 4. Ruth Martinez 5. Rebecca Villarreal 	<p>Committee Chair(s): Lydia Hernandez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Marilyn De La Paz 2. Heidi Rojas 3. Francisca Mendoza 4. Erick Guevarra 5. Jasmin Ruiz
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Dora Cordova</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Carlos De La Cerda 2. Cynthia Espinoza 3. Hannah Lopez 4. Oscar Casanova 5. Denise Mendiola 	<p>Committee Chair(s): Judith Morrison</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Velma Lozano 2. Nora Dimas 3. Veronica Gonzalez 4. Zaira Hernandez 5. Cassandra Hinojosa
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Sandra Pando</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jonathan Torres 2. Cesia Ramirez 3. Michelle Moncada 4. Adriana Torres 5. Christopher Hite 	<p>Committee Chair(s): Astrid Borrego</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Maria Pacheco 2. Martha Rangel 3. Diana Gutierrez 4. Dean Garcia 5. Amanda Borrayo

New Initiatives

- **Science Elective from 1st-4th**
- **Social Studies Electives from 1st-5th**
- **Fine Arts Electives from 1st-5th**
- **Teach Like a Champion/Get Better Faster All Staff Book Study**
- **Kinder Music Program**

Continuing Initiatives

- **Charger Store**
- **Grade Level Team Meetings**
- **After School Tutorials**
- **Saturday Academy**
- **Remind**
- **Royal Reader Celebrations**
- **Math Genius Celebration**
- **Curriculum Implementation: Wit and Wisdom, Being a Writer, Eureka Math**
- **Accelerated Reader**
- **Content Meetings**
- **Social Emotional Learning Curriculum-Second Step**
- **Data Tactical**
- **Dreambox**

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/3	BOY Professional Development	TWBAT to understand where we are as a campus recognizing our success and areas of growth
8/4	BOY Professional Development	TWBAT apply classroom structures that work. Teach Like a Champion Book Study begins.
8/5	BOY Professional Development	TWBAT apply the different campus and procedures to ensure culture consistency and follow through.
8/6	BOY Professional Development	TWBAT analyze grade level special populations and create a sitting chart that prioritizes at risk students
8/7	BOY Professional Development and Meet the Teacher Social	TWBAT gain the knowledge necessary to be part of the LPAC Committee and make academic decisions for our ELL students
8/8	Teacher Work-Day	TWBAT prepare classrooms for successful first day with students, including routines/procedures, materials receipt, plan for investing students and setting goals, etc.
8/10	First Day of School Reflection and Feedback Session	T/LWBAT identify first day of school successes and setbacks, planning for how to improve on opportunities
8/20	Building and Maintaining Relationships with Students	TWBAT develop skills and understanding for building relationships and prioritizing them in the classroom.
8/27	Staff Benefits Update	TWBAT familiarize themselves with updates and changes on Benefits.
9/3	Understanding the Coaching Cycle	TWBAT execute the teacher facing side of the coaching cycle and demonstrate understanding of how their growth is developed through the cycle.
9/10	Exit Ticket Analysis and Adjusting Instruction	TWBAT collect exit ticket data and identify trends to allow for modification of instruction.
9/17	Creating Strategic Student Seating	TWBAT create strategic seating charts based on student performance levels.
9/24	Aggressive Monitoring and Collecting Data	TWBAT create a monitoring lap and aggressive monitoring tool.
10/1	Whom to Monitor	TWBAT identify the order of which they will aggressively monitor students.
10/08	Reteaching and Reanalysis	TWBAT create reteach and retest plans that ensure gaps are closed.
10/15	District Led Professional Development	TBD
10/22	Quarter 1 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
10/29	100% Engagement and Thinking for ELLs	TWBAT implement ELL strategies and practices during class instruction.
11/3	Data Analysis and Conversations: How to have a successful data conversation that produces re-teach plans	TWBAT prepare for and participate in a strong data conversation that leads to the creation of reteach and reassessment plans.

11/5	Campus Responsive PD Option	TBD
11/12	Celebrating Students and Self	TWBAT implement strategies to celebrate students and build motivation in the classroom.
11/17	Lesson Delivery- How to Scaffold Instruction to Low Performers	TWBAT scaffold instruction to low performing students while maintaining high levels of instruction for other students.
11/9	Campus Responsive PD Option-Half Day PD	TBD
12/3	Parent Communication and Being Responsive/Preventative to Student Needs	TWBAT reflect on current communication successes and setbacks, planning for how to improve as an individual and team.
12/10	Progress Report Review and Identification of Potential Retentions	TWBAT create lists of potential retentions and a plan to communicate concerns to parents.
12/17	Culture Step Back and Reflection and Culture Reset Planning	TWBAT reflect on grade level and individual culture performance, creating plans if necessary, to grow and improve.
1/07	Team PTGs	TWBAT understand and reflect on campus wide performance for the first semester.
1/14	Quarter 2 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
1/21	Reviewing and Adjusting Grade Level Behavior Plans and Response to Misbehavior	TWBAT reflect on grade level behavior and adjust behavior plans if necessary.
1/28	Campus Responsive PD Option	TBD
2/04	Field Lesson Grade Level Team Meetings	TWBAT prioritize field lesson actions that are still pending.
2/11	STAAR Testing Training	TWBAT have an understanding of state law responsibilities & expectations for STAAR testing & learn to navigate & complete TEA STAAR training modules.
2/18	STAAR Testing Training	TWBAT familiarize themselves with the logistics testing plan.
2/23	District Led Professional Development	TBD
2/25	Campus Responsive PD Option	TBD
3/4	STAAR Success Plans and DI Intervention Plans	TWBAT develop plans to close gaps over the final three months of school.
3/11	Motivating and Investing Students in the Push Towards the End of the Year	TWBAT employ strategies that motivate, celebrate, and invest students tied to student learning outcomes.
3/23	Campus Responsive PD Option	TBD
3/25	District Led Professional Development	TBD
4/1	Quarter 3 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
4/8	Quarter 3 Team PTGs	TWBAT understand and reflect on campus wide performance for the first semester.
4/15	Campus Responsive PD Option	TBD

4/22	CNA/SAIP for 2020/2021	TWBAT conduct a wholistic review of the grade level/subject area's successes and setbacks.
4/29	Campus Responsive PD Option	TBD
5/6	STAAR Testing Training	TWBAT familiarize themselves with the logistics testing plan.
5/13	End of Year Expectations	TWBAT receive and review EOY expectations and check out lists.
5/20	Grades Submission Work Time	TWBAT submit all grades and comments.
5/27	EOY Awards Ceremony and Celebration for Teacher	TWBAT celebrate accomplishments from the year.
5/29	Teacher Work-Day	TWBAT work on classrooms to ensure they are ready for summer custodial work.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Health Professions - Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Public Schools prepares students from under-served communities for success in college and citizenship. To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

IDEA Health Professions prepares students to become socially responsible, intellectually courageous students of health and beyond.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Katherine Sully – Assistant Principal of Instruction Adrianna Jackson – Assistant Principal of Instruction William Corbit – Assistant Principal of Instruction Cameron Cook – Principal	Daydrah Beck – Social Worker/DEI Coordinator Kendra Castillo – Academic Counselor	Paola Garza (works with 2 nd and 5 th grade students) – ELA Interventionist Alyssa Gonzalez – SPED Teacher Elizabeth Sagebiel – SPED RISE Teacher Chance Tomey -SPED RISE Co-Teacher Rebecca Yasskin – Project Lead the Way Teacher Tommy Ewing – Behavior Interventionist
Kindergarten	First Grade	Second Grade
Valentine Inthavongsy – ELA Sydney Ford – Math Ana Renteria – Wit and Wisdom + DI Teacher/DI Coach	Eva Natal – Math Emily Trevino – ELA	Jesus Villegas – Math Lauren Nesmith – ELA
Third Grade	Fourth Grade	Fifth Grade
N/A	N/A	Jessica Lorient – ELA Hugo Cepeda – Math Crystal Randolph – Science
Physical Education		
Wayne Brown – PE Co-teacher		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Christina Hernandez - Co-Teacher (Kindergarten) Emily Nickerson – Co-Teacher (2 nd) Michelle Gonzalez - Wit and Wisdom ELA Co-Teacher (2 nd) Imani Huntley-Mobley – Co-teacher (1 st)	Ashley O'Dell – AR Zone Facilitator Jade Broaders – After School Coordinator Samantha Sanchez – Testing Coordinator Giovanni Ramirez – Student Enrollment Coordinator Cynthia Martin-Carnline – School Monitor	Katareena Diaz – Admin Assistant Fernando Ordonez – Receptionist Carrie Gutierrez – SIS Coordinator
Operations Staff	Temporary Staff	
Rick Ramos – Assistant Principal of Operations Leticia Bocanegra – Facilities Manager Dustin Alejo – CNP Manager Roland Najera – Grant Manager Ivan Tirado – Business Clerk		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Cameron Cook (Principal, Administration)	Thursday, August 27, 2020	Systems and Procedures
	Thursday, September 24, 2020	Student Incentives/DOJO Den
	Thursday, October 29, 2020	Behavior Management/RTI Plans
	Thursday, December 3, 2020	Mock Semester Exam Administration
	Thursday, January 28, 2021	STAAR Success, backwards planning from Mock STAAR
	Thursday, February 25, 2021	STAAR Success
	Thursday, March 25, 2021	Student Persistence
	Thursday, April 29, 2021	Persistence, Continued Virtual Learning
	Thursday, May 27, 2021	Persistence, Welcome To IDEA Virtual Presentation, Registration
Adrianna Jackson (Assistant Principal of Instruction, K-2)		
William Corbit (Assistant Principal of Instruction, 5 th grade)		
Katherine Sully (Assistant Principal of Instruction, K-2, 5 th grade)		
Stephanie Salas (Academic Counselor, 6 th grade)		
Kendra Castillo (Academic Counselor, 5 th grade)		
Crystal Randolph (Teacher, 5 th grade team leader)		
Frances Wells (Teacher, 6 th grade team leader)		
Ana Renteria (Teacher, 1 st grade)		
Eva Natal (Teacher, 1 st grade)		
Jesus Villegas (Teacher, 2 nd grade)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	99,637
164	State Compensatory	1,835,411
404	Accelerated Reader/Math	320,083
165	State Bilingual	55,786
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	4,552

Total

IDEA Health Professions

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	199	
At Risk	67	34%
SPED	9	5%
F.A.R.M.	180	90%
ELL	60	31%
Male	107	54%
Female	92	46%
Amer. Indian	1	.5%
Asian	2	1%
Black	46	23%
White	20	10%
Hispanic	126	63%

**As of May 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): William Corbit and Adrianna Jackson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica Lorient 2. Ashley O'Dell 3. Ana Renteria 4. Emily Trevino 5. Valentine Inthavongsy 6. Lauren Nesmith 7. Paola Garza 	<p>Committee Chair(s): Katherine Sully</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sydney Ford 2. Eva Natal 3. Jesus Villegas 4. Hugo Cepeda
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Katy Sully</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Crystal Randolph 2. William Corbit 3. Rebecca Yasskin 	<p>Committee Chair(s): Cameron Cook</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kendra Castillo 2. William Corbit 3. Katherine Sully 4. Ana Renteria 5. Adrianna Jackson
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Cameron Cook</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Kendra Castillo 2. Adrianna Jackson 3. Katareena Diaz 4. William Corbit 5. Katherine Sully 	<p>Committee Chair(s): Kendra Castillo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Daydrah Beck 2. Crystal Randolph 3. Cameron Cook 4. Rick Ramos 5. Tommy Ewing

New Initiatives

K-2:

Academic:

- Eureka Math and Wit & Wisdom programs
- Direct Instruction Program for all students
- Weekly LP feedback to teachers
- Imagine Learning - individualized ELA program
- Accelerated Reading – individualized ELA program
- Weekly Professional Development sessions for teachers
- Weekly Teacher Newsletter
- Quarterly Report Card Pickup Nights
- Online Class Dojo Learning Platform (during Covid-19)
- New Teacher Institute (at start of the year)
- Project Lead The Way
- DreamBox – individualized Math Program
- MyOn – Individualized reading program
- Saturday Schools
- Tutorials (after school)

Staff and Student Culture:

- Diversity, Equity, and Inclusion Professional Development Series
- Monthly Staff Team-builders
- Quarterly Progress Towards Goals meetings with staff (2x2 feedback process)
- Weekly DI Teacher Training
- Summer Trainings for DI Teachers
- Incentive programs: Fun Fridays, Centaur Bucks

5th:

Academic:

- Eureka Math and Wit & Wisdom programs
- Direct Instruction Program for struggling students
- Weekly LP feedback to teachers
- Imagine Learning - individualized ELA program
- Accelerated Reading – individualized ELA program
- Weekly Professional Development sessions for teachers
- Weekly Teacher Newsletter
- Quarterly Report Card Pickup Nights
- Online Microsoft Teams Learning Platform (during Covid-19)
- New Teacher Institute (at start of the year)
- Project Lead The Way
- DreamBox – individualized Math Program
- MyOn – Individualized reading program
- Saturday Schools
- Tutorials (after school)

Staff and Student Culture:

- Diversity, Equity, and Inclusion Professional Development Series
- Monthly Staff Team-builders
- Quarterly Progress Towards Goals meetings with staff (2x2 feedback process)
- Weekly DI Teacher Training
- Summer Trainings for DI Teachers
- Incentive programs: Fun Fridays, Dojo Den

Continuing Initiatives

Academic:

- Eureka Math and Wit & Wisdom programs
- Direct Instruction Program for struggling students
- Weekly LP feedback to teachers via TeachBoost
- Imagine Learning - individualized ELA program
- Accelerated Reading – individualized ELA program
- Weekly Professional Development sessions for teachers
- Weekly Teacher Newsletter (Centaur Chronicle)
- Quarterly Report Card Pickup Nights
- Online Microsoft Teams Learning Platform (during Covid-19)
- New Teacher Institute (at start of the year)
- Project Lead The Way
- DreamBox – individualized Math Program
- MyOn – Individualized reading program
- Saturday Schools
- Tutorials (after school)
- IXL (online program)

Staff and Student Culture:

- Diversity, Equity, and Inclusion Professional Development Series
- Monthly Staff Team-builders
- Quarterly Progress Towards Goals meetings with staff (2x2 feedback process)
- Weekly DI Teacher Training
- Summer Trainings for DI Teachers
- Incentive programs: Fun Fridays, Dojo Den, Centaur Cart

Staff Development

Month	Week	Date	Topic	Owner	Additional Items
August	Week 1		BOY PD	Lead Team	
	Week 2	8/12	FDOS Debrief	Cook	
	Week 3	8/19	Ops Particulars	Cook	
	Week 4	8/25	Teambuilding/Safe Space 1	Melissa	Round 1: Goal Setting (Video) Kat owns. GPTW Internal Survey
September	Week 1	9/1	Literacy 1	Cameron	
	Week 2	9/8	DEI 1	Daydrah	
	Week 3	9/15	Content Teams 1		SWAM Focus/ Q1 Grades
	Week 4	9/22	Teambuilding/Safe Space 2	Kendra	GPTW Internal Survey
	Bonus Week	9/29	TELPAS	Salas/Kendra	
October	Week 1	10/6	Literacy 2	Cook	
	Week 2	10/13	DEI 2	Disney	Assessment Data Dive (Video) Jasso Owns
	Week 3	10/20	Content Teams 2		
	Week 4	10/27	TELPAS/Semester Exams	Sanchez	
November	Week 1	11/3	Election Day No PD		
	Week 2	11/10	DEI 3	Daydrah	2x2 Window (video) Kat Owns.
	Week 3	11/17	TELPAS Grading	Sanchez	GPTW Internal Survey
	Week 4	11/24	Thanksgiving		
December	Week 1	12/1	DEI 4	Daydrah	Testing Training (Video)

	Week 2	12/8	Content Teams 3		
	Week 3	12/15	Teambuilding/Safe Space 5		GPTW Internal Survey
January	Week 1	1/5	Literacy 5	Cook	
	Week 2	1/12	DEI 5	Daydrah	
	Week 3	1/19	Content Teams 4		
	Week 4	1/26	Teambuilding/Safe Space 6	Martinez	GPTW Internal Survey
February	Week 1	2/2	Literacy 6	Cameron	
	Week 2	2/9	DEI 6	Daydrah	
	Week 3	2/16	Content Teams 5		
	Week 4	2/23	TELPAS Training	Salas	GPTW Internal Survey
	Week 1	3/2	Teambuilding/Safe Space 7	Jesus	
	Week 2	3/9	Content Teams 6	Rotation DEI Team	GPTW Internal Survey
	Week 3	3/16	Spring Break		
	Week 4	3/23	STAAR Training		
April	Week 1	4/6	Literacy 7	Cook	
	Week 2	4/13	DEI 7	Daydrah	
	Week 3	4/20	Content Teams 7		
	Week 4	4/27	Teambuilding/Safe Space 8	Eva	GPTW Internal Survey Video: Annual Performance Review. Kat.
May	Week 1	5/4	Literacy 8	Cook	
	Week 2	5/11	DEI 8	Daydrah	Video: Checkout process. Kat
	Week 3	5/18	Content Teams 8		
	Week 4	5/25	Teambuilding/Safe Space 9	Ana	

IDEA Public Schools

Ingram Hills Academy



2020 – 2021 Student Achievement Improvement Plan

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Ingram Hills provides an exceptional educational experience to scholars of all backgrounds and prepares 100% of its scholars with the knowledge, skills, and habits to attend and graduate from a 4-year university.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

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2C. Student Persistence: 90%

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3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

<ul style="list-style-type: none"> • Nancy Bethencourt-Principal • Samai Rocha-Administrative Assistant • Lisa Colwell-Assistant Principal of Instruction • Brenner Green-Assistant Principal of Instruction • Elizabeth Breiten- Assistant Principal of Instruction • Alyssa Echeverria-Assistant Principal of Operations 	<ul style="list-style-type: none"> • Lorilee Cantu Rodriguez-Academic Counselor 	<ul style="list-style-type: none"> • Nichole Diaz-RISE Teacher • Kelli Sweeney- SpEd Teacher • Alyssa Garcia-Interventionist
Kindergarten	First Grade	Second Grade
<ul style="list-style-type: none"> • Stacie Sanchez-ELA • Linda Flores-Math • Blas Ochoa-ELA • Vania Moreno-Math 	<ul style="list-style-type: none"> • Elizabeth Winston-ELA • Veronica Gonzalez-ELA • Alina Fernandez-ELA/Math • Jasmine Desha-Math 	<ul style="list-style-type: none"> • Aimee Pineda-ELA • Alexandra Bodin-ELA • Eva Quiroga-ELA • Grace Coy-Math
Third Grade	Fourth Grade	Fifth Grade
<ul style="list-style-type: none"> • Alexandra Faz-ELA • Vanessa Cruz-ELA • Valerie Lugo-Math 		
Physical Education	Pre-Kindergarten	
<ul style="list-style-type: none"> • Julio Vargas 	<ul style="list-style-type: none"> • Maria Flores-ELA/Math • Kelsey Galvan-ELA/Math 	

*Bilingually Certified

Para-Professionals Campus Staff

Co-Teachers	Facilitators	Clerical/Technical
<ul style="list-style-type: none"> • Carina Chapa-PK • Vacant-PK • Gabrielle Morales-K • Elizabeth Villarreal-K • Carmina Trejo-K • Jaclyn Tovar-K • Perla Gonzalez-1st • Andy Carrera-1st • Carla Camacho-1st • Vacant-1st • Riane Huantes-2nd • Linda Anaya-Art/PE • Lilian Murillo-RISE • Malerie Ramos-RISE • Luke Warren-RISE • Alexandra Paiz-RISE • Hilaria Gomez-RISE • Nelly Herevia-RISE 	<ul style="list-style-type: none"> • Ashlee Thorpe-AR • Elisa Belmares-HS 	<ul style="list-style-type: none"> • Maria Moya-Receptionist • Diana Morales-Business Clerk
Operations Staff	Temporary Staff	
<ul style="list-style-type: none"> • Vacant-SIS • Vacant- Health Aide • Joe Morales-Cafeteria Manager • Vacant-Facilities Manager • Henry Morales- Custodian • Janel Hernandez Baiza- Custodian • David Gonzales- Custodian • Guadalupe Mata- FSS • Cecilia Cervantes- FSS • Delia Martinez- FSS • Maria Ortiz de Almaguer- FSS 		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<ul style="list-style-type: none"> Nancy Bethencourt-Principal Lisa Colwell-Assistant Principal of Instruction Brenner Green-Assistant Principal of Instruction Elizabeth Breiten-Assistant Principal of Instruction Maria Flores-GTL, PK Vania Moreno-GTL, K Elizabeth Winston-GTL, 1st Alexandra Bodin-GTL, 2nd Alexandra Faz-GTL, 3rd 	July 10	<ol style="list-style-type: none"> Grade Level Leadership Roles and Responsibilities 2020-2021 Driving Goals Calendar of Activities Planning for BOY PD Strategies for Persistence and Attendance
	August 2	<ol style="list-style-type: none"> GTL Priorities and Responsibilities
	August 6	<ol style="list-style-type: none"> Meet the Teacher Night BOY PD for Teachers
	August 26	<ol style="list-style-type: none"> Culture Evaluation of Grade Levels STAAR Parent Meeting 3rd Grade Faculty PD-Doing Whatever It Takes to Keep our Families
	September 27	<ol style="list-style-type: none"> Field Lesson Planning Fall Festival Culture Evaluation of Grade Levels
	October 11	<ol style="list-style-type: none"> Progress Towards Goals
	November 14	<ol style="list-style-type: none"> Culture Evaluation of Grade Levels
	December 9	<ol style="list-style-type: none"> Q2 Report Card Night Tutorial Plan for Quarter 3 Field Lessons Culture Evaluation of Grade Levels
	January 21	<ol style="list-style-type: none"> 2020-2021 Budget Progress Towards Goals 2 Culture Evaluation of Grade Levels
	February 21	<ol style="list-style-type: none"> Budget Priorities 2020-2021 Culture Evaluation of Grade Levels Q3 Report Card Night
	March 10	<ol style="list-style-type: none"> Tutorial Plan for Quarter 4
	April 16	<ol style="list-style-type: none"> Begin Plan for Summer School EOY Award Ceremonies Culture Evaluation of Grade Levels
	May 14	<ol style="list-style-type: none"> End-of-year Celebrations Field Day Summer Student Persistence Plan Adjust Summer School Plan

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	189,491
164	State Compensatory	3,490,617
404	Accelerated Reader/Math	608,740
165	State Bilingual	106,095
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	214,717
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	2,937

Total

IDEA Ingram Hills Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	492	100%
At Risk	115	23%
SPED	18	4%
F.A.R.M.	368	75%
ELL	40	8%
Male	254	52%
Female	238	48%
Amer. Indian	0	0%
Asian	0	0%
Black	10	2%
White	8	2%
Hispanic	407	83%

**As of May 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair: Nancy Bethencourt Committee Members:</p> <ol style="list-style-type: none"> 1. Brenner Green 2. Alexandra Faz 3. Vanessa Cruz 4. Aimee Pineda 	<p>Committee Chair: Brenner Green, Nancy Bethencourt Committee Members:</p> <ol style="list-style-type: none"> 1. Maria Flores 2. Vania Moreno 3. Jasmine Desha 4. Grace Coy 5. Valerie Lugo
Science (As Applicable)	School Culture and Climate
<p>Committee Chair: Lisa Colwell Committee Members:</p> <ol style="list-style-type: none"> 1. Elizabeth Breiten 2. Maria Flores 3. Blas Ochoa 4. Veronica Gonzalez 	<p>Committee Chair: Nancy Bethencourt Committee Members:</p> <ol style="list-style-type: none"> 1. Jeffrey Rothschild 2. Lisa Colwell 3. Brenner Green 4. Lorilee Cantu Rodriguez 5. Elizabeth Breiten 6. Alyssa Echeverria
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair: Nancy Bethencourt Committee Members:</p> <ol style="list-style-type: none"> 1. Lisa Colwell 2. Brenner Green 3. Lorilee Cantu Rodriguez 4. Elizabeth Breiten 5. Alyssa Echeverria 	<p>Committee Chair: Nancy Bethencourt Committee Members:</p> <ol style="list-style-type: none"> 1. Lisa Colwell 2. Brenner Green 3. Lorilee Cantu Rodriguez 4. Elizabeth Breiten 5. Alyssa Echeverria 6. Maria Flores 7. Vania Moreno 8. Elizabeth Winston 9. Alexandra Bodin 10. Alexandra Faz

New Initiatives

- 3rd Grade ELA: Fiction, Non-Fiction, Writing
- Socioemotional Curriculum
- APIs manage per grade PK-K, 1st-2nd, 3rd & SpEd
- AC manages all electives and socioemotional curriculum
- IXL Software for 1st, 2nd, 3rd grades
- Strong Start: Social Distancing
- A/B Schedule
- Scholars remain in classrooms
- Teachers facilitate all the learning
- Operating mechanisms to create a PTA to increase parent involvement

Continuing Initiatives

- Eureka Math
- Playworks at Recess with Stations
- Implementation of Teachboost to both Coach and Develop teachers
- See It, Name It, Do It for coaching conversations between leaders and teachers
- Specific support to special populations by our SPED team
- Critical students will now receive up to 3 hours a day in ELA
- Improve ADA with implementation of the escalation matrix
- SPED walkthroughs with the SPED team and administration to ensure accommodations are being made.
- DI for Intervention for incoming 1st and 2nd grade scholars
- Writing Implementation for 1st and 2nd Grade
- Positive School Culture building through consistent and regular celebration of student success & weekly grade team and school wide assembly
- Push to begin Parent Organization to boost family and community involvement
- Consistent LP Feedback
- Cultural Rounds specific to the GET Power Rows and coaching to proficient
- Guided Reading in Grade 2
- Wit and Wisdom and Being a Writer implementation
- Use of Class Dojo to communicate with families

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 3-10	BOY PD/Various Topics/Meet the Teacher / Family Project Part 1/RTI Part 1	Rams will be able to plan and prep to kick start the year and meet families.
August 18	Goal Setting	Rams will be able to set yearly goals.
August 25	Family Communication Part 1: How to Speak to Parents/Guardians	Rams will learn how to effectively communicate with families.
September 1	Scholar Trackers	Rams will learn how to support scholars in setting up their scholar goals trackers.
September	Family Project Part 2	Rams will setup their family projects for October and November.
September	Special Populations	Rams will plan for their special populations.
September	Family Communication Part 2: When/How to Ask for Admin Support	Rams will learn how to effectively communicate with families.
October	Scholar Work Analysis Meetings	Rams will learn how a SWAM works and break off into small groups to practice.
October	Family Project Part 3	Rams will setup their family projects for December and January.
October	RTI Part 2	Rams will setup their RTI trackers with scholar data.
October	Family Communication Part 3: Preventing Mid-Year Movers	Rams will learn how to effectively communicate with families.
November	ADA Strong	Rams will understand their role in ensuring scholars attend school.
November	GPTW Survey Results	Rams will review our GPTW survey data.
December	PTG 2x2	Rams will meet with their manager to discuss mid-year PTG via 2x2s.
December	STAAR Ready Part 1	Rams will prepare for STAAR.
January	Full Day PD/Various Topics	Rams will participate in differentiated PD and be given the opportunity freshen up their classrooms.
January	Family Project Part 4	Rams will setup their family projects for February and March.
January	Family Communication Part 4: Keeping our Families Engaged	Rams will learn how to effectively communicate with families.
February	RTI Part 3	Rams will update their RTI trackers with scholar data.
February	STAAR Ready Part 2	Rams will prepare for STAAR.
February	Family Communication Part 6: Possible Transfers	Rams will learn how to effectively communicate with families.

March	DI Testing	Rams will support incoming scholar DI testing.
March	DI Testing	Rams will support incoming scholar DI testing.
March	Family Project Part 5	Rams will setup their family projects for April and May.
April	DI Testing	Rams will support incoming scholar DI testing.
April	Family Communication Part 7: Summer Persistence	Rams will learn how to effectively communicate with families.
May	APRs	Rams will learn how to close out their yearly goals.
May	Summer PD	Rams will register for summer PDs.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Judson Academy



Draft copy 6/12/20

2020– 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

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No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

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DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

IDEA Public Schools 2020-21 Org. Priorities

1. **Academics:** Our keen focus on rigorous academics and high expectations for student learning cannot change, whether students will be learning in our classrooms, in a virtual environment, or in a hybrid environment. We will continue to push our students to close achievement gaps now more than ever. As schools continue to evolve to meet the needs of the 21st century workforce, IDEA Public Schools is strengthening our commitment to support students on the path to and through college by providing technology

to all enrolled scholars. This includes a personal computer at no cost to families. We believe that a computer in every child's hands will greatly enrich the student learning experience while at IDEA and throughout the future.

2. **Financial Stewardship:** Ensuring that we can continue to provide access and opportunity to our students require us to be diligent financial stewards despite this period of financial uncertainty. To meet this moment, we have undertaken significant changes in organizational wide policy. We are committed to being laser-focused on ensuring every resource is funneled toward student achievement in the most innovative, effective, efficient, and responsible ways.
3. **Safe & Joyful Schools:** Our schools will ensure that our new and current students and staff are safe each day while nurturing and fostering a culture of joy, reassurance and achievement using our IDEA Core Culture Tents. Students will want to attend school daily, participate in activities, and return year over year.

Building our Internal Talent Pipeline: All managers prioritize the coaching and development of their direct reports to help them succeed in their roles, while preparing them to assume greater responsibilities in the future. Leaders utilize our cycle of goal-setting, ongoing feedback, and performance reviews, while encouraging our staff to consider IDEA as a long-term home where they can grow in their careers. In doing so, leaders help to ensure employee engagement, retention, and advancement

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Hope Williams, Principal Deitra Cockfield, Asst. Principal of Instruction Amanda Bercher, Asst. Principal of Instruction Kyle Wood (new), Asst. Principal of Operations	Lacey Huehlefeld, Academic Counselor	Amathyst Toston, Special Education Ruth Keeler, Special Education
Kindergarten	First Grade	Second Grade
Taylor Trcka, Teacher Cassandra Burque, Teacher Jasmine Torres, Teacher Caitlyn Connell, Teacher (GTL)	Kaila Westover, ELA Teacher (GTL) Tina Coles, ELA Teacher Katelynn Stence, Math Teacher	Elicia Duhart, ELA Teacher (GTL) Mayra Silva, ELA Teacher Samantha Balzadua, Math Teacher
Third grade	Fourth grade	Fifth Grade

Brittaney Braswell, ELA Teacher Kim Bonds, Writing Teacher (GTL) Britney Rimpson, Math Teacher	Kimberley Witherspoon, Writing Teacher (GTL) Tanisha Leblanc, Math Kimberlee Anaya, ELA Teacher	Jessica Mena, Science Teacher (GTL) Cariiece Aaron, Math Teacher Melissa Brown, ELA
Electives/Physical Education	Foreign Language	Interventionist
Coach Clifton Ross (C.J.) Electives Lead		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<u>Kindergarten Co-teachers:</u> Alicia Hernandez Isabela Mendez Mary Castillo Co-teacher Vacancy (to be hired) <u>First Grade Co-teachers</u> Amber Chambers Co-teacher Vacancy (to be hired) <u>Second Grade Co-teachers</u> Chastity Darden	Patrick Garza, AR Zone Facilitator Craig Grubbs, HotSpot Coach Derek Adair (P.E.)	Breajanae Falkquay, Administrative Assistant Sarah Basaldua, Receptionist April Cleere, SIS/Registrar Amanda Garcia, Business Clerk Linda Hernandez , Health Aide
Operations Staff	Temporary Staff	Co-Teacher Interventionist
_____, Facilities Manager Sheila Garcia , Lead Custodian Sue Rodriguez, Custodian Carlos, Cafeteria Manager Lulu, Cafeteria	N/A	Emely Ovalle, 4th-5th grade Math Janay Howard, 4th-5th grade Reading Christian Williams, 2nd-3rd Reading James Bonds-Sped Behavior-electives

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Hope Williams, Principal Deitra Cockfield, Asst. Principal of Instruction Amanda Bercher, Asst. Principal of Instruction Lacey Huehlefeld, Academic Counselor Kyle Wood, Asst. Principal of Operations Caitlyn Connell, Kinder GTL Kaila Westover, First grade GTL Elicia Duhart, Second Grade GTL Kimberly Bonds, Third Grade GTL Kimberley Witherspoon, Fourth Grade GTL Jessica Mena, Fifth grade GTL	8/5/2020	1. Campus Priority: Aggressive Monitoring: Exemplars 2. Cultural Rounds: GTL, CTL and SPED teams 3. Operations: Escalation Matrix implementation 4. Annual Calendar Review
	9/10/2020	1. Campus Priority: Aggressive Monitoring: Scanning for Compliance 2. Tracking Culture: Rubric Implementation and ADA tracking 3. Annual Calendar Review
	10/1/2020	1. PTG Q1 2. Campus Priority: Aggressive Monitoring: Hunting for the Gap and How & When to reteach 3. Talent Review
	11/05/2020	1. PTG Q2 2. Middle of Year Step Back and Step Forward 3. Talent Review
	12/3/2020	1. Ensuring Data Driven Instruction is a Reality 2. Cultural Rounds: Relationship building focus 3. Drafting 21-22 budget
	01/7/2021	1. PTG Q3 2. Cultural Rounds: Respect (class, recess, lunch) 3. Testing Motivation and Parent partnership and preparation for Testing
	2/4/2021	1. Campus Priority: Small Group Instruction and supporting Data Driven Instruction methods 2. WTI-Culture Camp 3. Summer Persistence Plan and New Family Onboarding
	3/4/2021	1. Final Review Calendars 2. Planning and coordinating for EOY ceremonies- Graduation, Awards, etc.
	5/6/2021	1. Pre-work and expectations for Step Back and Step Forward. 2. EOY logistics- Operations and Summer School
	5/27/2021	1. Step Back and Step Forward 2. PTG 4-EOY Evaluation 3. Planning the 2021-22 year

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	248,488
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	9,471

Total

Classroom management
IDEA Judson Academy

Campus Demographics*

Student Populations	Number of Students	% of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

***As of April 2019

Campus Committees

English Language Arts	Math
Committee Chair: Hope Williams Kimberly Anaya Kimberly Witherspoon Melissa Brown Deitra Cockfield	Cariece Aaron (Chair): Taylor Trcka, Katelynn Stence, Samantha Balzuldua, Britney Rimpson, Tanisha Leblanc, Graig Grubbs, Emely Ovalle.
Science	Humanities/Monthly Culture, Holiday celebrations
Committee Chair(s): Jessica Mena Committee Members: one teacher or co-teacher from each grade level.	Assigned Teachers: (different teachers each semester), Sunshine committee
Staff Quality, Recruitment and Retention	Family and Community Involvement
Committee Chair(s): Hope Williams, Kyle Wood Committee Members: Deitra Cockfield, Amanda Bercher, Lacey Huehlefeld, Brea Falkquay, Sarah Bazuldua, GTLs.	Committee Chair(s): Lacey Huehlefeld Committee Members: Hope Williams, Deitra Cockfield, Amanda Bercher, Kyle Wood, Breajanae Falkquay, GTLs
School Culture and Climate	
Committee Chair(s): Amanda Bercher Committee Members: Brea Falkquay, GTLs, Kyle Wood, Hope Williams, Lacey H., Sarah Bulzadua, Deitra Cockfield.	

New Initiatives

- Specific support to special populations by our SPED team
- New SEL Program
- Science Curriculum K-5
- CSI Math- Do the Math
- Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning.
- Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development.
- Operating mechanisms to create a strong Parent Partnership to increase parent involvement
- Inclusion of GTLs and CTLs on culture and instructional walkthroughs
- SPED walkthroughs with the SPED team and administration to ensure accommodations are being made.
- Practical Writing for 3rd and 4th grade
- AR club and Math club to boost Literacy and Math Fluency
- Literacy in the Family, Challenging families to drop everything and read together
- Art elective with SEL connection
- Empowered to make a difference initiative: social justice and awareness club, workshops, and community forums.

Continuing Initiatives

- Reasoning Minds for 1st grade-5th grade math in HotSpot Lab
- Training and implementation of differentiated instruction (more tailored to individual teacher needs)
- Continued strategies and trainings for teachers throughout the year on alignment and implementation of STAAR strategies within the curriculum.
- Build momentum and increase consistency in the use of TEACHBOOST to both Coach and Develop teachers
- Improve ADA with implementation of the escalation matrix
- CSI Math Curriculum-Corrective Math
- Literacy Block: Critical students will now receive up to 80 minutes a day in math or ELA.
- DI for Intervention (Decoding in 3rd and 4th Grade)
- Positive School Culture building through consistent and regular celebration of student success & weekly grade team and school wide assembly
- Push to begin Parent University Quarterly Community Workshops and Sessions
- Consistent LP Feedback, and Lesson Rehearsals
- Cultural Rounds specific to the GET Power Rows and coaching to proficient or higher
-

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

FALL SEMESTER					SPRING SEMESTER			
Date	Meeting	Topic	Presenter(s)		Date	Meeting	Topic	Presenter(s)
8/3/2020	BOY Professional Development	BASH/ Relationships, Results, Retention	Principals		2021			
8/4/2020	BOY Professional Development	New SEL curriculum	IDEA Judson A. Lead Team					
8/5/2020	BOY Professional Development	Safety and the New Way	IDEA Judson A. Lead Team					
8/6/2020	BOY Professional Development	Various/OPS	IDEA Judson A. Lead Team					
8/7/2020	BOY Professional Development	CMC snapshot training/Teacher	IDEA Judson A. Lead Team					
8/8/2020	Teacher Workday	CMC Snapshot for leaders/workday for teachers	none					
8/11/2020	FDO Debrief/Staff Development	Debrief, Feedback, Plan of Action	Kyle Wood and OPS					
8/13/2020	Grade Level Team Meetings	Culture Rubric Priority, Parent comm. Week 1	GTLs, APIs, AC					
8/18/2020	Faculty Meeting	Culture check, Trackers, Planners/Writing Portfolio	IDEA Judson A Lead Team					
8/25/2020	Parent-Teacher Partnership	Teachers provide updates, highlights, and respond to questions.	Teacher Led					
9/7/2020	Labor Day	Enjoy your day	N/A					
9/8/2020	AR	Accommodations/Sped Folder Review/ARDs/Goal Setting	, Lisa B. Ruth K, Michelle P					
9/5/2020	Grade Team Meetings	Literacy Priority	GTLs, APIs, AC					
09/15/2020	Faculty Meeting/Outing	Connection/Team Building	GTLs					
9/24/2020	GTL Meetings	GTL Meetings: CMC snapshot review/feedback	APIs					

10/6/2020	Staff Meeting/Team Building	Culture of Achievement	APIs, Principal					
10/12/2020	Columbus Day	Enjoy Your Day	N/A					
10/13/2020	(FM) Reaching All Learners	Team SWAM meeting/planning	APIs, GTLs					
10/20/2020	AR Nights	Literacy Priority	Grubbs, Ms. H					
10/27/2020	Faculty Meeting, Impactful Planning	SPED Team & Gen. Ed	GTLs & Sped Team					
11/3/2020	Content Team Meetings	Annotation Strategies Across Contents	Content Leaders				Staff PD	
11/10/2020	Faculty Meeting	Data mini-PTGs	Teachers, GTLs, Lead Team			STAAR Pep Rally	Staff PD	
11/17/2020	Thanksgiving Break	Enjoy your Break	N/A			STAAR Week	Staff PD	
11/24/2020	Content Team Meetings	Writing analysis from Portfolios/Planning a Strong finish	GTLs, Content Leaders			Awards Assembly Prep	Staff PD	
12/1/2020	Faculty Meeting	90/60/30 data check	Principal, APIs			Last Week of School Logistics	Staff PD	
12/8/2020	Content Team Meetings	Literacy Priority	AR Benchmark					
12/15/2020	Faculty Meeting	2x2 Training + Student Holiday Performances	Lead Team, Teachers					

IDEA Public Schools

IDEA Kyle Academy



2020 – 2021 Student Achievement Improvement Plan

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CAMPUS MISSION:

Here at IDEA Kyle Academy we give 100% Everyday,
As Team and Family, we Sweat the Small Stuff
and do Whatever It Takes in
Closing the Achievement Gap-
No Excuses!

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

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1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

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1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Ester Polanco-Principal Tonya Gibson-Admin Assistant Amanda Flores-Assistant Principal of Instruction Sonia A. Sosa-Assistant Principal of Instruction Jolynne Muniz-Assistant Principal of Operations	Angel Robinson-Academic Counselor	Amanda Moody-Special Education Amber Jones-Special Education
Kindergarten	First Grade	Second Grade
Krystal Garza D'kisha Rivera Zachary Garza Gloria Macias	Lizette Arechiga Shannon Kelley Aisa Starks	Jerica Johnson Lucy Arreola
Third Grade	Fourth Grade	Fifth Grade
Laura Thurman Jessica Guerrero Kelcie Cross	Emily Bentura- Pierce Albert Garcia	Noemi Paz Gonzalez Joanna Bueno
Physical Education		
Kristen Garcia		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Joe Flowers Vanessa Guerra Karla Devooght Lizette Arechiga		Lesly Vargas-Receptionist Rebecca Sanchez-Nurse Meghna Saha-SIS
Operations Staff	Temporary Staff	
Alfred Grant-Facility Manager Jenifer Hernandez-Business Clerk Pearl Ruiz-CNP Manager		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Ester Polanco-Principal	September 2020	1. Maintaining a strong student culture
Tonya Gibson-Admin Assistant	October 2020	1. STAAR PTG
Amanda Flores-Assistant Principal of Instruction	November 2020	1. Field Lesson Requirements/Norms
Sonia A. Sosa-Assistant Principal of Instruction	January 2021	1. Data Review-Progress Toward Goals
	February 2021	1. Student Persistence
Gloria Macias-Kinder	March 2021	1. Staff Retention/Org Health Survey
Krystal Garza-1 st	April 2021	1. Recruiting
Lucy Arreola-2 nd	May 2021	1. ELL Support in Classrooms
Kelcie Cross- 3 rd		2. Mastery Machine-Student Achievement
Emily Bentura Pierce-4th		
Nohemi Paz – 5th		

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Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	187,824
164	State Compensatory	3,644,124
404	Accelerated Reader/Math	635,511
165	State Bilingual	110,760
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	71,311
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	7,268

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	707	
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Amanda Flores</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica Guerrero 2. Sandra Celense 3. Krystal Garza 4. Gloria Macias 	<p>Committee Chair(s): Laura Thurman</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lucy Arreola 2. Shannon Kelly 3. Zachary Garza 4. D’kisha Rivera
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. 	<p>Committee Chair(s): Angel Robinson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Krystal Garza 2. Shannon Kelly 3. Emily Bentura Pierce 4. Amanda Flores
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Ester Polanco</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jolynne Muniz 2. Sonia Sosa 3. Tonya Gibson 4. Amanda Flores 	<p>Committee Chair(s): Angel Robinson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 5. Krystal Garza 6. Gloria Macoas 7. Lizette Arrechiga 8. Lucy Arreola 9. Noemi Paz

New Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">• One on one conversations with scholars during first month of school• Principal's Award to top 5 scholars in each grade level at the end of the year• Daily Lesson Rehearsals for teachers teaching Wit and Wisdom and Eureka Math• GET Rubric Rating Walkthroughs• End of Year Banquet for Students with Perfect Attendance• Reading curriculum will be using Wit and Wisdom in grades 2nd – 3rd and Math will be using Eureka Math in Kinder-3rd grades• | <ul style="list-style-type: none">• Mentors for New Teachers to IKA to help build a partnership for support• Summer Persistence Events• STAAR Nights and Curriculum Nights for Parents to introduce the new curriculum• Grade Level Tacticals each week to discuss data• |
|--|--|

Continuing Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none">• The lead team will be utilizing TeachBoost to track teacher observations, norm on rubric ratings and communicate daily with teachers regarding areas of strength and growth• Will utilize Whole Brain Teaching and Teach like a Champion 2.0 strategies to ensure that our LEP scholars are meaningfully interacting with content and being lead to mastery.• Teachers will continue to use novels to teach skills in reading by utilizing open response comprehension questions and socratic seminars in class• Instructional Rounds to see gaps in classroom instruction to provide feedback and on the spot coaching | <ul style="list-style-type: none">• Consistent culture observations and immediate feedback and follow-through each week• 90 minutes in every content area for maximum instructional time• 2nd-5th grade teachers will be tracking daily averages and percentages passing and commended daily in order to drop data weekly to the campus lead team• Weekly data drops for 3rd will emphasize intentional tracking of our LEP and SPED populations, which are underperforming in these grade levels• |
|--|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
Aug 2020	Culture Consistency at ISBSA	Identify the mechanisms that will be used to consistently monitor culture and commit to 2-3 things each grade level will do to ensure student culture stays strong all year.
Sept 2020	Effective Parent Communication	Utilize the LTNVRC framework to ensure parent conversations lead towards solutions
Oct 2020	Staff and Student Safety	<ul style="list-style-type: none"> - differentiate between bullying and conflict. - identify child abuse and/or neglect. - distinguish between inappropriate and normal student-teacher relationships
Nov 2020	Monitoring and Feedback	Explain the purpose of monitoring and reflect on how they will monitor and respond to student learning.
Dec 2020	Student Performance Analysis Meetings	Identify the areas in each content area that need intervention and what will be done to increase academic achievement.
Jan 2021	Student Practice and Tracking	Identify and commit to strategies to use to accommodate our ELL and Sped scholars; identify all the ways teachers and scholars should be consistently tracking progress toward goals.
Feb 2021	Magic in the Classrooms-Teach Like a Pirate	Identify 3-4 different ways they can bring magic to their classroom during the second half of the year to keep scholars motivated.
March 2021	Lost at School-Compassion during the last Months of School	Practice different scenarios where teachers react to situations that may occur during the last months of school.
April 2021	Remediation and Reteaching	Identify different strategies to ensure scholars are being remediated and retaught to ensure mastery on STAAR exam.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools



Los Encinos Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

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DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Esmeralda Ortiz, Principal * Denisse Vargas, APO Soila Salinas, API * Karen Posadas, API *	Academic Counselor (shared at the moment) Juan Garcia	Noemi Arjona Amanda Cepeda
Kindergarten	First Grade	Second Grade
Alejandra Flores Victoria Salinas Azeneth Luis Jennifer Hernandez	Lidia Beltran Jocelyn Torres Alexis Rios	Angelica Villarreal Sheila Flores Cecilia Vasquez
Third Grade	Fourth Grade	Fifth Grade
Not Applicable	Not applicable	Not applicable
Physical Education	Specialty Teachers	
Marc Dimas	Gisela Ochoa, RISE Teacher Jenell Salinas, RISE Teacher Justin Pina, SPED Teacher	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Diana Rivera (PK) Vanessa Garcia (PK) Ana Gonzalez (Kinder) Maria Cortinas (Kinder) Diana Leal (Kinder) Dyna Sayavedra (Kinder) Carolina Tamez (1 st Grade) Berenice Puga (2 nd Grade)	Veronica Hernandez (AR/HS)	Macario Hidrogo (Shared Administrative Assistant) Jose Nerio (IT Tech)
Operations Staff	Temporary Staff	
Joanna Robles (SIS) Angelica Cardoza (Business Clerk) Annette Martinez (Receptionist) Antonio Gamez (Transportation Manager) Yajaira Ramos (CNP Manager) Melchor Chavez (Facilities Manager) Crystal Mendoza (Health Aide)	Alejandra Hernandez (Vaquero Care) Gabriela Arteaga (Vaquero Care)	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
	May 26, 2020	1. Set committees & create first draft of CNA/SAIP plan
	August 28, 2020	1. Start of School Year feedback and review
	September 25, 2020	1. Start of School (In Person) Plan Review
	November 20, 2020	1. First Semester Review Data/Action Plan
	January 29, 2021	1. 2 nd Semester Action Plan Review
	March 12, 2021	1. Spring Semester Data Review/Action Plan
	May 28, 2021	1. Year Data Review/Action Plan for 21-22
		1.

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	-
163	State Special Education	\$148,550
164	State Compensatory	\$2,736,439
404	Accelerated Reader/Math	\$477,215
165	State Bilingual	\$83,172
411	Technology Allotment	-
192	Technology Sp. Fund	-

Funding Sources - Federal

204	Title IV Drug Free School	-
211	Title I Regular	-
212	Title I Migrant	-
224	IDEA-B Formula	-
255	Title II, Part A, Classroom Size Red./Eisenhower	-
262	Title II, Part D, Technology	-
263	Title III – Bilingual	\$15,785

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	311	
At Risk	209	67.2%
SPED	23	7%
F.A.R.M.	278-free; 20-reduced	86% Free Lunch
ELL	205	66%
Male	163	52.4%
Female	148	47.5%
Amer. Indian	2	<1%
Asian	3	<1%
Black	0	0
White	9	<1%
Hispanic	297	95.4%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Esmeralda Ortiz Committee Members:</p> <ol style="list-style-type: none">1. Amanda Cepeda2. Jenell Salinas3. Angelica Villarreal4. Diana Leal	<p>Committee Chair(s): Soila Salinas Committee Members:</p> <ol style="list-style-type: none">1. Cecilia Vasquez2. Alexis Rios3. Victoria Salinas
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Lidia Beltran Committee Members:</p> <ol style="list-style-type: none">1. Jennifer Hernandez2. Carolina Tamez3. Gloria Garcia	<p>Committee Chair(s): Noemi Arjona Committee Members:</p> <ol style="list-style-type: none">1. Jocelyn Torres2. Berenice Puga3. Daniellie Gutierrez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Gisela Ochoa Committee Members:</p> <ol style="list-style-type: none">1. Sheila Flores2. Justin Pina3. Jessica Aranda	<p>Committee Chair(s): Alejandra Flores Committee Members:</p> <ol style="list-style-type: none">1. Azeneth Luis2. Diana Rivera3. Dyna Sayavedra

New Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Writing Initiative across all grade levels (journals, reflections, essays)• Intervention for K-2nd• After school programs• After school tutoring• Energy Bus Initiative for staff & students• Fill a Bucket Initiative for staff & students | <ul style="list-style-type: none">• Quarterly instructional parent meetings• Consistent bi-monthly teacher/parent conferences with struggling students• Wit & Wisdom (2nd grade) implementation |
|---|--|

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Vaquero Store• Behavior Contracts for students• Student of the Week• Vaquero Staff of the Month• OPS member of the Month• ADA Weekly Incentives (atten-dance, extra recess)• Playworks• Healthy Kids Here Initiative• Weekly Assembly• Hallway Holler• Vaquero Care | <ul style="list-style-type: none">• Cheerleading• Student Binder• Student Planners (1st-2nd)• Direct Instruction (PK-2nd)• DI rehearsals• Lesson Plans• SDC• Weekly Positive Calls/Notes (Wonderful Wednesday)• Visible tracking systems for PK-2nd• DI Lesson progress and goals posted |
|---|---|

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/3-8/7, 2020	Staff PD Week Strong Start 2020-2021	Getting ready for 20-21 school year
9/17/20	Back to School Safely	Preparing our safety guidelines for back to school in person instruction
10/20/20	Quarter 1 PTG Reflections/Plan	Review Quarter 1 goals & plan for Quarter 2
11/17/20	Priority Students/RTI	Review Quarter 1 goals & plan for Quarter 2
12/15/20	Quarter 2 PTG Reflections/New Semester Schedule	Reflect on Q2 results/schedule changes for Q3
1/26/21	Parent Communication	Guidelines and best practices to improve parent communication and relationships
2/23/21	Student Engagement	Share best practices to improve student engagement and participation in classrooms
3/23/21	Quarter 3 PTG Reflections/Book Study	Reflection on Q3 results/start book study on teamwork/mindset
4/20/21	EOY Assessments	Review timeline/next steps/administration of eoy assessments for students
5/25/21	Summer Persistence	Focus on persistence strategies to have ready for student persistence before summer/Summer school PD
6/22/21	Summer School Staff	Reflection on Summer Results/Next steps for August

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Mays Academy



IDEA
Public Schools

2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

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100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Mays Academy is dedicated to ensuring that ALL scholars are provided with rigorous academic instruction in a highly structured educational environment. Through developing family partnerships, increasing social emotional awareness, and building critical thinking skills, we seek to prepare students for life in college and beyond.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Administrative Staff	Counseling Staff	Specialty Teachers
Megan Burnham Michelle Kruk Chinah Gray	Anna Gilmore	Danielle Milam Deborah Andrepoint Michelle Kelley Janelle Ramirez Alexis Albe Syndee Moon
Kindergarten	First Grade	Second Grade
Vanessa Terrazas Amanda Ramos Mallory Zertuche Lindsay Medina	Elizabeth Reyes Leanna Cantu Maria Lopez	Veronica Segura Maire Towell Katy Arbuckle
Third Grade	Fourth Grade	Fifth Grade
Eva Resendiz Hayley Haushill Sarah Santana Bridget Villanueva	Lisa Lopez Jasmin Flores Ashley Cardenas Sebastian Waddy	Alejandra Montellano Alice Valdez Steven Martinez Aaran Cuellar Gryder
Physical Education		
Ashlan Kacer Keith Cottrell		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Claudia Leyva Taylor Gammage Vanessa Falk Karen Perez Jenny Hinojosa Gutierrez Ahreanna Cardenas Michelle Chavana Kimberly Flores Vicenta Ibarra Michelle Solis	Mariah Soto Tierra Harris	Sandra Guevara-New
Operations Staff	Temporary Staff	
Brian Carmack, (APO) Michelle Carranza, Receptionist Gloria Hernandez, BC Registrar, VACANT Health Aide, VACANT Michelle Gomez, EC Andres Rocha, (FM) Richard Garcia Martin Arce Maidoly Hidalgo Shawn Adams Valerie Andrews Lee Hocking (CNP) Rudy Trevino Valeria Fabela Berenic Arteaga Zorida Ramirez Jessica Jimenez Maria Calderon		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Megan Burnham- Principal	7/29/2020	1. BOY Safety Procedures & Plans
Anna Gilmore- Academic Counselor	8/26/2020	1. Current state of campus culture & new student surveys
Chinah Gray- API	9/30/2020	1. Tracking & Action plan for new student persistence
Michelle Kruk- API	10/28/2020	1. PTG & Team and Family Events for Dec-May
Alexis Albe- Instructional Coach (Teacher)	11/18/2020	1. PTG Staff Retention and Staff Events Planning
Brian Carmack- APO	12/30/2020	1. SE Data Analysis & Semester 2 Action Plan
Danielle Milam- Lead SPED Teacher	1/27/2021	1. PTG Attendance and ADA action plans
	2/24/2021	1. PTG Teacher progress on GET Proficiency

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	141,830
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	

263	Title III – Bilingual	5,433
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Total

IDEA Mays Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Megan Burnham, Principal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alice Valdez – 5 2. Ashley Cardenas – 4 3. Claudia Leyva – K 4. Vanessa Terrazas – K 5. Sarah Santana - 3 	<p>Committee Chair(s): Michelle Kruk</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alejandra Montellano – 5 2. Lisa Lopez – 4 3. Evangelina Resendiz – 3 4. Veronica Segura - 2 5. Lindsay Medina - K
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Michelle Kruk</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Steven Martínez – 5 2. Sebastian Waddy – 4 3. Maire Towell – 2 4. Hayley Haushill – 3 5. Aaran Cuellar-Gryder – 5 	<p>Committee Chair(s): Chinah Gray</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Leanna Cantu - 1 2. Michelle Chavana –1 3. Anna Gilmore – AC 4. Janelle Ramirez – AC RISE 5. Keith Cottrell - PE
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Sandra New

Committee Members:

1. Michelle Kruk – API
2. Bridget Villanueva – 3
3. Chinah Gray – API
4. Megan Burnham – Principal
5. Danielle Milam – AC RISE

Committee Chair(s): Anna Gilmore

Committee Members:

1. Mariah Estrada – AR Zone
2. Tierra Harris – Hotspot
3. Ashlan Kacer – PE
4. Evangelina Resendiz – 3
5. Lisa Lopez – 4

New Initiatives

- Socioemotional curriculum
- Designated recess stations and rotations
- Inclusion of RISE staff and students in school-wide programming. Programming/PD for RISE that is targeted for RISE roles. Programming for better inclusion of RISE students in classes
- Grade-level fundraisers beginning as early in the year as possible such as snack sales at the end of the day
- Monthly curriculum night by grade level for parents to partake in activities that will help support their understanding of how they can assist their children at home
- Introducing more art/creation-based projects with each season (fall, winter, spring, summer)
- Lunch bunch with the counselor for priority scholars to build on social-emotional intelligence and awareness
- Grade level parent committees & volunteers to improve family persistence and involvement

Continuing Initiatives

- 2+1 Behavior Hierarchy
- Behavior Trackers
- Use of online platforms for parent communication (i.e. ClassDojo)
- Consistent ADA challenges and incentives
- Grade-level specific family events
- Lead team support in ensuring parent accountability
- Consistent incentives program that occurs with frequency
- Monthly grade-level events that allow opportunity for 1-1 interaction with students, parents, and teachers

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/18	2+1+Love	MWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
9/1	Standards Breakdown	MWBAT breakdown the knowledge and skills needed to master standards at procedural and conceptual levels.
9/15	New Teacher Seminar	MWBAT participate in trainings to support new teachers on challenges they are facing in the classroom (as observed during lead team rounds)
9/29	Time & Task PD	MWBAT implement strategies to manage time and task to maintain work-life balance while being a high performing IDEA Mays Teacher.
10/13	Aggressive Monitoring- Part 1	MWBAT monitor student work in the moment to identify gaps / trends
10/27	Aggressive Monitoring- Part 2	MWBAT analyze gaps / trends in the moment to provide aligned feedback and close gap
11/10	Student Tracking	MWBAT implement systems for individualized student tracking
12/1	Student Work Analysis PD	MWBAT analyze student work to identify gaps in both procedural and conceptual understanding.
12/15	Effective Reteach	MWBAT utilize gaps identified in student learning to plan an effective reteach lesson utilizing varied structures and techniques.
1/12	Campus Culture Reset	MWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
1/26	Guided Discourse	MWBAT plan an effective guided discourse based on student work analysis

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools
IDEA McAllen Academy



2020-2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Students at IDEA McAllen will become emotionally intelligent individuals who are academically and socially ready to compete on a global platform.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
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- 1E. Earned State Rating: A
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- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
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- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
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- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

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PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

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3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Darlene Espinoza Claudia Villarreal Ana Flores Katoya McCaskill Clint Rankin Patricia Jackson Darcy Ahlman Ashley Francis	Lilia Troncoso Eleana Diaz	Ashton Cantu Jayme Cantu Cathy Vargas Karen Salinas Keila Cantu
Kindergarten	First Grade	Second Grade
Magaly Hinojosa Ana Karen Salinas Astrid Gonzalez Edna Quintero	Mona Garcia Irma Gonzalez Ruby Gonzalez Velma Cantu	Aurora Kuri Sandra Rocha Angela Salinas Ana De Leon
Third Grade	Fourth Grade	Fifth Grade
Melinda Perez Nesby Garcia Paola Alaniz	Erika Briseno Stephanie Arjona Lorena Noriega	Rodolfo Rodriguez Katherine Aleman Liz Contreras
Physical Education	Pre-Kindergarten	
Desiree Martinez Nicholas Garcia	Ana Paula Cantu Latasha Aguayo	

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Tricia Alaniz Valerie Guerrero Bettina Chapa Cristy Gonzalez Paola Casas Luis De Luna Julianna Ramon Belinda Villarreal Claudia Bazan Aracely Pena	Jesus Garza Javier Hernandez Jazmin Gutierrez	Mariza Cantu Maricela Sanchez Sarah Hernandez
Operations Staff	Temporary Staff	
Alfonso Longoria Iris Garza Angeles Diaz Rodolfo Alvarez		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Darlene Espinoza, Principal	September 29, 2020	1. School Wide Initiative Stepback
Patricia Jackson, Principal in Residence	December 1, 2020	1. Culture Systems Assessment
Clint Rankin, Principal in Residence	February 27, 2020	1. Data Tracking Implementation
Katoya Mccaskill, Principal in Residence	April 27, 2020	1. Parent and Community Involvement
Ana Flores, Assistant Principal		
Darcy Ahlman, Assistant Principal		
Ashley Francis, Assistant Principal of Operations		
Claudia Villarreal, Assistant Principal		
Lilia Troncoso, Academic Counselor		
Eleana Diaz, Social Counselor		
Ashley Francis, Assistant Principal of Operations		
Latasha Aguayo, PK Grade Team Leader		
Astrid Gonzalez, Kinder Grade Team Leader		
Velma Cantu, 1 st Grade Team Leader		
Aurora Kuri, 2 nd Grade Team Leader		
Keila Cantu, 3 rd Grade Team Leader		
Erika Briseno, 4 th Grade Team Leader		
Katherine Aleman, 5 th Grade Team Leader		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	321,847
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	39,645

Total

IDEA Academy McAllen
Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	892	100%
At Risk	609	68.27%
SPED	25	2.8%
F.A.R.M.	694	77.8%
ELL	540	60.54%
Male	428	47.98%
Female	464	52.02%
Amer. Indian	0	0
Asian	23	2.58%
Black	5	.56%
White	27	3.03%
Hispanic	837	93.83%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Claudia Villarreal</p> <p>Committee Members:</p> <ul style="list-style-type: none"> Kathy Aleman Cathy Vargas Stephanie Arjona Ana Flores Ana Karen Salinas Lorena Noriega Patricia Jackson 	<p>Committee Chair(s): Darcy Ahlman</p> <p>Committee Members:</p> <ul style="list-style-type: none"> Melinda Perez Aurora Kuri Velma Cantu Irma Gonzalez Jesus Garza Mona Garcia
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Liz Contreras</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Liz Contreras 2. Darlene Espinoza 	<p>Committee Chair(s): Liz Troncoso</p> <p>Committee Members:</p> <ul style="list-style-type: none"> Liz Troncoso Latasha Aguayo Eleana Diaz Clint Rankin
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Astrid Gonzalez</p> <p>Committee Members:</p> <ul style="list-style-type: none"> Astrid Gonzalez Montse Hinojosa Katoya McCaskill Ruby Gonzalez Keila Cantu Claudia Bazan 	<p>Committee Chair(s): Ashley Francis</p> <p>Committee Members:</p> <ul style="list-style-type: none"> Ana Flores Tricia A Jackie Q Sandra R Nick G Araceli P

New Initiatives

- Power Teams
- Book Study—Book TBD
- Parent Communication/Process/Expectations
- Music Elective
- Wit and Wisdom programming in Kinder and 1st grade
- 1st grade—Self Contained classes
- Move Your World-Social Emotional curriculum for students
- Grade level interventionists in 3rd-5th grade
- Teacher Planning-45 min daily

Continuing Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none">• Morning Assemblies• RM City Lock-Ins• AR Lock-Ins• Attendance Celebrations• Quarterly Behavior Celebrations• Tigerville Micro-Society-Virtual• Social Studies daily lessons (5th grade)• Science daily lessons (1st-4th) | <ul style="list-style-type: none">• Teacher Weekly Newsletter• Tiger of the Month• School Chant• 21st century-virtual• Parent Weekly Newsletter |
|--|--|

Staff Development

Month	Session Title/Topic	Session Objective(s)
August	Goal Setting	<ul style="list-style-type: none"> Prepare for Round 1 of staff development cycle. Explain the relationship between classroom goals and TCP.
	Student Work Analysis Meetings /Observation Feedback Meetings	<ul style="list-style-type: none"> Teachers will be able to prepare for their manager check-in in order to make decisions based on student data and/or observations.
September	Student Emotional Intelligence	<ul style="list-style-type: none"> Teachers will discuss different causes for student behavior and create a plan with empathy.
	Campus Collaboration Teams-Eureka/Wit and Wisdom	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	Training based on Instructional Rounds Data	<ul style="list-style-type: none"> Teachers will be provided low inference data and a PD to address challenges.
	Campus Based PD based on the most recent student data	<ul style="list-style-type: none"> Campus Based PD based on the most recent student data
October	Student Emotional Intelligence	<ul style="list-style-type: none"> Mood Meter/Friday Academic Block Revisit
	Campus Collaboration Teams-Eureka/Wit and Wisdom	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	Curriculum-Course Collaboration Persistence	<ul style="list-style-type: none"> Opportunity to vertically align with peers and review persistence data.
	Closing the Achievement Gap Night-Virtual	
November	Training based on Instructional Rounds Data	<ul style="list-style-type: none"> Teachers will be provided low inference data and a PD to address challenges.
	Campus Based PD based on the most recent student data	<ul style="list-style-type: none"> Campus Based PD based on the most recent student data
December	Campus Committee Meetings	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	Student Emotional Intelligence	<ul style="list-style-type: none"> Revisit Mood Meter/Share observation data
January	Curriculum-Course Collaboration Persistence	<ul style="list-style-type: none"> Opportunity to vertically align with peers and review persistence data.
	2x2 conversations-Staff Development Cycle	<ul style="list-style-type: none"> Teachers will learn what to expect from these conversations and logistical details
	Culture Review and Revist	<ul style="list-style-type: none"> Review important pieces of culture to ensure lessons are delivered
	Report Card Night-Virtual	

February	TELPAS Training	
	Campus Curriculum Planning Meetings	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	Curriculum-Course Collaboration Persistence	<ul style="list-style-type: none"> Opportunity to vertically align with peers and review persistence data.
March	Campus Committee Meetings	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	Curriculum-Course Collaboration Persistence	<ul style="list-style-type: none"> Opportunity to vertically align with peers and review persistence data.
	STAAR Training	
	Annual Performance Review-Staff Development Cycle	<ul style="list-style-type: none"> Teachers will learn what to expect from these conversations
	Town Hall and Org Health (Survey)	Staff will have an opportunity to provide written feedback about the school and ask questions or provide recommendations.
April	Report Card Night-Virtual	
	Campus Collaboration Meetings	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	STAAR Training	
May	Campus Committee Meetings	<ul style="list-style-type: none"> Staff will review student work and curriculum in order to collaborate and improve student results.
	End of Year Procedures/Summer School Plan	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Mesa Hills



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Mesa Hills knows and believes in College for All. Our students will be in the forefront of every decision we make. We understand that in order to be successful in college and be productive citizens in society; academic excellence, building positive relationships and persevering against all odds are the foundation. We are dedicated to ensure that these four components live and breathe throughout our culture, systems and overall school mindset.

OUR EDUCATORS will consistently focus on what is best for our scholars. They will joyfully track student progress, teach at the highest rigor and partner with stakeholders to promote effective communication and academic excellence. They will welcome, respect, and develop positive relationships with our students and parents through various outlets throughout the school year.

OUR SCHOLARS will be well-rounded, self-directed, life-long learners. They will own their learning with the full knowledge that it is the only way to reach ultimate academic excellence. Our scholars will recognize the power of positive relationships and use it to bring forth their best thinking and communicate effectively. Above all, they will overcome every obstacle that keeps them from achieving their goal of attending college.

OUR FAMILIES will be active participants in their child's education. They will be welcomed and respected members of our school community. They will have multiple opportunities to learn, provide insight, and engage in the progress of their child's development. They will understand that their child's growth and success is a shared responsibility.

OUR COMMUNITIES will be willing to promote and build a partnership to provide community service to our scholars and families. Our surrounding communities will be positive role models to help build a well-rounded scholars, self-directed, life-long learners and strong family relationships.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%

1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1I. Average ACT score (Class of 2020, September 2019): 21

1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817

2C. Student Persistence: 90%

2D. Operating Income: \$101M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment in August 2020: 64,455

3C. Schools in operation in August 2020: 125

3D. Total Funds Raised (millions): \$70M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Patricia Landavazo – Academy Principal Ana Aguilera - Assistant Principal of Instruction Ana Rosas – Assistant Principal of Instruction Jorge Delgadillo – Assistant Principal of Operations		Adrian Quinones – Academy Interventionist Shannon Garrison – SPED
Kindergarten	First Grade	Second Grade
Ana Palacios Nicole McIntyre Eunice Martinez Marbeth Ruiz	Grisel Quintero Socorro Barron	Rosalia Flores Marina Garcia Luis Rodriguez
Third Grade	Fourth Grade	Fifth Grade
Physical Education		
Gerardo Valdez		

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Amanda Armendariz Bianca Montes Priscilla Morales Rebecca Hernandez Ruby Herrera Diana Ibarra Rosaura Alfaro Mandy Lugo Antonio Perez Geraldo Avalos (pending freeze) Hank De La Cruz (pending freeze)	Soloman Gamino AR Facilitator Vacancy Hotspot Facilitator	Nicole Jaquez Ana Garcia Jesus Barraza
Operations Staff	Temporary Staff	
Nurse Aide: Pending freeze FM: Michael Lara CNM: Natasha Perales CAM: Jennifer Perez FSS: Xochitl Martinez FSS: Ursula Esquivel FSS: Maria de Sarinana	Aaron Ramirez Rebecca Robinson Melissa Aguenta Viviana Chavez Celeste Ramirez Lauren Murphy Israel Pena Sarah Bolanos Paula Frias Tracy Harris Angelica Brown	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Diana Perez (PreK GTL) Ana Palacios (Kinder GTL) Grisel Quintero (1 st GTL) APO AC Counselor Ana Aguilera (API) Ana Rosas (API) Patricia Landavazo (Principal)	9/23/20	1. Upcoming family events
	10/21/20	2. Culture Tenents
	11/28/20	3. Academic progress (tutoring, Saturday school as needed)
	12/16/20	4. Campus Top priorities (Teach to Mastery, Culture Expectations, Building positive relationships)
	1/20/21	5. Staff Retention
	2/17/21	6.
	3/24/21	7.
	4/21/21	8.

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	310	
At Risk	103	33%
SPED	25	8%
F.A.R.M.	268	86%
ELL	103	33%
Male	157	51%
Female	153	49%
Amer. Indian	2	.065%
Asian	1	.32%
Black	8	2.58%
White	38	12.26%
Hispanic	257	82.90%
Native Hawaiian	0	0%
T-Two or More Races	4	1.29%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Committee Members:</p> <p>1 Rosalia Flores (2nd grade) 2 Aleisha McBride (1st grade) 3 Nicole McIntyre (Kinder) 4. Solomon Gamino (AR Facilitator) 5. Mariana Garcia (2nd WW) 6. Pricilla Morales (Pre-k)</p>	<p>Committee Chair(s): Committee Members:</p> <p>1 Ana Palacios (Kinder) 2. Socorro Barron (1st Grade) 3. Luis Rodriguez (2nd grade) 4. Arely Bagundo-Jimenez(Pre-k)</p>
Academic Block	School Culture and Climate
<p>Committee Chair(s): Committee Members:</p> <p>1. Grisel Quintero (1st grade) 2. Eunice Martinez (Kinder) 3. Bianca Montes (Pre-k)</p>	<p>Committee Chair(s): Committee Members:</p> <p>1 Diana Ibarra (1st grade) 2. Antonio Perez (2nd grade) 3. Ruby Herrera (Kinder) 4. Mandy Lugo (RISE) 5. Rebecca Hernando (Pre-k)</p>
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Committee Members:</p> <p>1 Sedrick Franklin (1st grade) 2. Adriana Quinones (Interventionist) 3 Rosaura Alfaro (RISE) 4. Diana Perez (Pre-K) 5. Jasmine Boudreaux (Kinder)</p>	<p>Committee Chair(s): Committee Members:</p> <p>1 Shannon Garrison (SPED) 2 Marbeth Ruiz (Kinder) 3. Bonnie Arroyo (Pre-k) 4. Krystle Peinado (RISE)</p>

New Initiatives

- Writing Portfolios schoolwide (main focus 2nd grade)

-

Continuing Initiatives

- Continue DI Program
- Follow model programs per grade level

-

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8.19.20	GET Power Row 2C	TWBA to be rated proficient or above at GET Power Row 2C
8.26.20	Script Practice/Lesson Rehearsal	TWBA to follow the lesson internalization process or lesson planning process, depending on curriculum. TWBA to follow the resources/script to fidelity.
9.9.20	Round 1 Goal Setting	TWB trained in Round 1 Goal Setting.
9.16.20	GET Power Row 3C	TWBA to be rated proficient or above at GET Power Row 3C
9.30.20	Backwards Planning, Exit Tickets Trackers, student trackers, etc	TWBA to create backwards planning and trackers to track scholar progress.
10.14.20	GET Power Row 4C	TWBA to be rated proficient or above at GET Power Row 4C
10.28.20	GET Power Row 2B	TWBA to be rated proficient or above at GET Power Row 2B
11.11.20	NIFDI Training/Eureka & WW Planning	TWBA be provided the time to attend NIFDI focused on trends. TWBA to internalize upcoming modules, create exit tickets, exemplar assessments.
12.9.20	Round 2 2X2	TWB trained in Round 2 2X2.
1.13.20	GET Power Row 4D	TWBA to be rated proficient or above at GET Power Row 4D
1.27.20	Review programs or initiatives with Campus Committees	Campus Committees will meet to review progress of programs and/or initiatives.
2.10.20	GET Power Row 5D	TWBA to be rated proficient or above at GET Power Row 5D
2.24.20	TBD	Principal and APIs will determine the needs of the campus for staff development.
3.10.20	TBD	Principal and APIs will determine the needs of the campus for staff development.
4.7.20	Review programs or initiatives with Campus Committees	Campus Committees will meet to review progress of programs and/or initiatives.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Academy Mission



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Academy Mission prepares students from underserved communities for success in college and citizenship.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Christina Cavazos-Escamilla, Principal Maria Charles, Principal in Residence Tania Morales, Assistant Principal of Operations Ann Fuentes, Assistant Principal of Instruction Jacquelyn Herrera, Assistant Principal of Instruction Julian Fuentes, 21 st Century Coordinator	Christian Menendez – Academic Counselor (Academy)	Maria Gonzalez, Interventionist Kelly Rae Chapa, Interventionist Rebeca Wilhelmsson, Special Education Teacher Samantha Flores, Special Education Teacher Karen Ramos, RISE Teacher Monica Escott, RISE Teacher
PK and	First Grade	Second Grade
Alessandra, Trevino , PK Teacher Nereyda Hinojosa, PK Teacher Brenda Alanis, Kinder Rebecca Salinas, K Diana Alvarado, K	Elisa Casas, Reading Elsica Zuniga, Math Alma Guerrero, Reading Marely Garza, Math Betsy Hinojosa, Reading	Martha Manjarrez, Math Veronica Ozuna, Math Aidin Perez, Reading Christina Olivares, Reading
Third Grade	Fourth Grade	Fifth Grade
Anita Bermea, Reading Victoria Perez, English Language Arts Stephanie Puente, Math	Sara McCormick, English Language Arts Alejandra Cantu, English Language Arts Dulce Mesa, Math	Nayla Villanueva, Math Andrea Salinas, Science Venessa Perez, Reading
Physical Education		
Hugh Flavin		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Thomas Garcia, PE Co-Teacher Osmara Perez, PK Co-Teacher Dianajudith Salinas, K Co-Teacher Tomika Gonzales, K Co-Teacher Karla Aguirre, K Co-Teacher Lyidia Flores, K Co-Teacher Karen Cantu, K Co-Teacher Nellie Rodriguez, 2 nd Grade Co-Teacher Lora Escamilla, RISE Co-Teacher Stephanie Casarez, RISE Co-Teacher Alonso Doria, RISE	Ana Myers, Clerk Jose Villegas, AR Zone Facilitator Shelby Gonzalez, AR Zone Facilitator Valeria Guerra, Hot Spot Facilitator	Dariela Martinez, Administrative Assistant
Operations Staff	Temporary Staff	
Ricardo Morales, Facilities Manger Maria Lopez, Transportation Manger Cesar Rodriguez, Cafeteria Manager Blanca Castro, Business Clerk Claudia Oliver, SIS Coordinator Eliizabeth Venegas, Registrar Nancy Reyna, Receptionist Nancy Salazar, Health Aide Eder Torres Lopez, Computer Technician Carisa Ibanez, Testing Coordinator Leeroy Elizondo, Student Enrollment Coordinator		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Christina Cavazos-Escamilla, Executive Principal Cindy Villareal, Parent Alessandra Trevino, PK Brenda Alanis, K Alma Guerrero, 1st Martha Manjarrez, 2nd Anita Bermea, 3rd Sara McCormick, 4th Nayla Villanueva, 5 th	Last Thursday of each month August 27, 2020	Parent training on various programs IXL, Imagine Learning, AR, and Hot Spot—How parent can help their children succeed
	September 24, 2020	Overall assessment of COVID- 19 procedures; what is going well, what do we need to revamp
	October 29, 2020	Progress to Goals- Areas of strength, gap areas, next steps
	January 28, 2020	Schedule Adjustments
	February 25, 2020	Diversity, Equity, and Inclusion—Review of articles
	March 25, 2020	Preparing for Awards Assembly during a virtual year
	April 29, 2020	College matriculation initiatives: What's the value in attending a Tier 1 or Tier 2 university?
	May 27, 2020	Preparing for next year: what worked and what did not

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	305,471
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	36,268

Total

IDEA Academy Mission
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Christina Alvarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sara McCormick 1. Christopher Gomez 	<p>Committee Chair(s): Karen Prewitt</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. George Coronado 2. Nayla Villanueva
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Fabioloa Cantu</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Andrea Salinas 2. Rogelio Guerra 	<p>Committee Chair(s): Jacquelyn Herrera</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Marthan Manjarrez 2. Aidin Perez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Tania Morales 3. Nancy Reyna 	<p>Committee Chair(s):</p> <p>Elisa Casas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Christian Menendez

New Initiatives

- Unit Planning – Feedback (Requirement to be turned in for all teachers)
- Move this World Curriculum
- Science and Social Explicit Integration every day
- IXL
- Imagine Learning
- Mood Meter
- Virtual Field Lessons
- DEI Book Study

-

Continuing Initiatives

- WWY D Videos
- Eureka Math Curriculum
- Wit and Wisdom Curriculum
- DI
- Grade team leader, content leader
- Instructional rounds format

-

Staff Development		
Date	Session Title/Topic	Session Objective(s)
August 2020	How to Increase Student Engagement Part 1 of 2	•Review new daily expectations of attendance tracker; the goal is to increase the transparency and collaboration (specifically, on how to increase student engagement with live classes and submission of assignments)
September 2020	How to Increase Student Engagement Part 2 of 2	-Hear best practices for how colleagues can increase student engagement and submission of assignments.
October 2020	How to write an execute an effective intervention plan	-Get clarity on rationale and expectations for the change in the report card Quarter 2 grade that would require an intervention plan.
November 2020	PWI	Staff will be able to hear updates on seniors and gain a head start on the next steps/responsibilities of the Person with Influence (PWI).
December 2020	DEI	Staff will immerse themselves in a book study around the title, “Why Are All the Black Kids Sitting Together in the Cafeteria?” to create a more just society in and outside of IDEA Mission.
January 2021	Re-registration Staffing Updates	Staff will be able to understand the importance of re-registration and make progress towards helping the school re-register all students. Staff will hear staffing updates and will be able to articulate the protocol to apply for a transfer or promotion.
February 2021	On track to graduate	Staff will continue to look at the state of our on track to graduate date to begin thinking about what the root causes for some our results are and what will be the school’s next steps
March 2021	Awards	Teachers will collaborate with one another to discuss what students will discuss what awards
April 2021	Content Leader Training	Teachers will meet in content teams and discuss the norming of student work and compare how teachers would assess on a rubric
May 2021	Reflection of the end of the year	What went well, what do we need to improve, what will be the campus priorities

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Monterrey Park Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Monterrey Park Academy prepares students from underserved communities for success in college and citizenship by providing challenging daily lessons, growing emotional intelligence, and setting high expectations so that every scholar goes to and through college.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Hannah Niño – Interim Principal Billie Hembree- K-2 nd Assistant Principal of Instruction Vacant- 3 rd -5 th Assistant Principal of Instruction Samantha Gillespie- Assistant Principal of Operations	Joan Perez- Academic Counselor	Luis Areteaga- K-5 th Lead SpEd Teacher Kate Thornbery- K-5 th SpEd Teacher Patricia Estrada- 3 rd -5 th Math Intervention Deshonda Jefferson- 3 rd -5 th Reading Intervention
Kindergarten	First Grade	Second Grade
Victoria Maldonado- Lead DI Reading Teacher Gloria- Davila- Lead DI Reading Teacher Jill Robertson- Lead DI Reading Teacher Ashley Inman- Lead DI Reading Teacher	Erin Cervantes- Lead DI Reading Teacher Yvonne Gallegos- Lead DI Reading Teacher Benjamin Cazarez- Eureka Math Lead Teacher	Iliana Rodriguez- Lead DI Reading Teacher Jennifer Juarez- Eureka Math Lead Teacher
Third Grade	Fourth Grade	Fifth Grade
Gregory Gilmore- Eureka Math Lead Teacher Kaitlynn Fuentes- Wit & Wisdom Lead Teacher Abigail Baiza- Being A Writer Lead Teacher	Esmeralda Ozuna- Eureka Math Lead Teacher Mary Lou Tysor- Wit & Wisdom Lead Teacher Janee Jackson-Carter- Being A Writer Lead Teacher	Vacant- Eureka Math Lead Teacher Karina Magallanez- Wit & Wisdom Lead Teacher Jeanette Hinojosa- Science Lead Teacher
Physical Education		
David Estrada- Physical Education Lead Teacher		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Nora Cantu- HotSpot Co-Teacher Vacant- Accelerated Reader Co-Teacher Vacant- Physical Education Co-Teacher Leslie Garcia- K DI Language Co-Teacher Joanna Ortiz- K DI Language Co-Teacher Jessica Barrera- K DI Language Co-Teacher Sandra Salazar- K DI Language Co-Teacher Veronica Gonzales- 1 st DI Language Co-Teacher Digna Martinez- 1 st DI Language Co-Teacher Katherine Cisneros- 2 nd DI Language Co-Teacher	NONE	Denise McCollum- Administrative Assistant Annette Villareal- Business Clerk
Operations Staff	Temporary Staff	
	NONE	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Hannah Niño (Interim Principal, Administration) Billie Hembree (K-2 nd Assistant Principal of Instruction, Administration) Vacant (3 rd -5 th Assistant Principal of Operation, Administration) Joan Perez (Academic Counselor, Administration) Victoria Maldonado (GTL, Kinder Grade) Veronica Gonzales- Rios (GTL, 1 st Grade) Iliana Rodriguez (GTL, 2 nd Grade) Patricia Estrada (GTL, 3 rd Grade) Mary Lou Tysor (GTL, 4 th Grade) Jeanette Hinojosa (GTL, 5 th Grade)	August 14, 2020	1. Grade Level Leadership Roles & Responsibilities 2. 2019-2020 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp
	August 28, 2020	1. Meet & Greet at the Park 2. Hallway Holler 3. Community Circle 4. Curriculum Night
	September 26, 2020	1. Q1 Report Card 2. Fall Festival 3. Culture Rubric-Priority Area
	October 24, 2020	1. Family Thanksgiving Theater 2. Culture Rubric
	November 14, 2020	1. Winter Holiday Concert 2. Culture Rubric- Priority Area
	December 12, 2020	1. Q2 Report Card Night 2. Culture Rubric-Priority Area
	January 23, 2021	1. Curriculum Night 2. 2020-2021 Budget 3. Culture Rubric-Priority Area
	February 20, 2021	1. Budget Priorities 2020-2021 2. Bring On Spring 3. Culture Rubric-Priority Area
	March 12, 2021	1. Shoe Box Parade 2. Q3 Report Card Night 3. Culture Rubric –Priority Area
	April 16, 2021	1. EOY Award Ceremonies 2. Kindergarten Graduation 3. Pastries with Parents 4. Culture Rubric-Priority Area
	May 14, 2021	1. End-of-year Celebration 2. Field Day 3. Summer Student Persistence Plan 4. Summer Barbecue

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	333,763
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	7,195

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts		Math	
Committee Chair(s): Billie Hembree Committee Members: <ol style="list-style-type: none"> Sandra Salazar Digna Martinez Katherine Cisneros Iliana Rodriguez Yvonne Gallegos Jessica Barrera Kaitlynn Fuentes Erin Cervantes 		Committee Chair(s): Victoria Maldonado Committee Members: <ol style="list-style-type: none"> Patricia Estrada Jennifer Juarez Benjamin Cazarez Greg Gilmore Esmeralda Ozuna Vacant 5th Math Nora Cantu 	
Science		Special Populations	
Committee Chair(s): Jeannette Hinojosa Committee Members: <ol style="list-style-type: none"> David Estrada PE Co Vacant 		Committee Chair(s): Hannah Niño Committee Members: <ol style="list-style-type: none"> Luis Arteaga Kate Thornbery Gloria Davila Leslie Garcia Deshuonda Jefferson 	
Staff Quality, Recruitment and Retention		Family and Community Involvement	
Committee Chair(s): Hannah Niño Committee Members: <ol style="list-style-type: none"> Luis Arteaga Jeanette Hinojosa Jennifer Juarez Erin Cervantes Deshounda Jefferson 		Committee Chair(s): Joan Perez Committee Members: <ol style="list-style-type: none"> Veronica Gonzales Abi Baiza Sandra Salazar Leslie Garcia 	
School Culture and Climate			
Committee Chair(s): Billie Hembree Committee Members: <ol style="list-style-type: none"> Mary Lou Tysor Janee Jackson Carter Iliana Rodriguez Jessica Barrera Benjamin Cazarez Nora Cantu Katherine Cisneros 			

New Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none"> • ESL Certification training to provide stronger support for ELLs • Have GTL participate in interview process • Internal incentive for 100% everyday (Quarter) (Ex: buy lunch/ catered food) • Balance non-negotiables -expectations with timelines • PD for electronic trackers (Excel certification) (BOY/ GTL PD) • Family Engagement Activities extended to day cares (Santa visits at day cares) - Recruitment • Culture-centered Family Engagement Event: Around the World Event with Table presentations from the families; a class can present for a country that they have chosen (UNITY VERSION) • A stronger connection with families: Keeper's of the Den - timely turn around of backgrounds, widen the time period that families can come in | <ul style="list-style-type: none"> • Advertise Parent Advisory Council • Exemplar for academic deliverable (SWAM, LPs each subject, scope and sequence, STAAR SU, model) • Align get ratings, revise model of rating for get (don't start low, rate what is earned) • Teacher led PD/ Differentiated PD • K-4th consistency with science lessons • Generation Genius for k-5 (separated by grade) • IXL for math, reading, and writing |
|---|---|

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none"> • Moving up experienced top performing K-2 teachers to 3-5 • Organized teacher lunches • Continue PLC • Social committees • Continue listening to teacher input/ need for support • Continue with the one-pass (incentive) • School training for afternoon of Course Collab • Teacher/ GTL Check-in spread sheet • Teacher celebration and shoutouts/ praise • Encourage best practices within grade levels • Staff incentives (jeans passes, no duty passes (dismissal, recess, lunch, morning), come in late, spirit shirt pass, • GET PD for level 4 and 5 teachers • How to read the TCP score • Move this World morning meeting • Book fair • Academy sports (21st Century) | <ul style="list-style-type: none"> • Free family engagement events (Continue Christmas Tree tradition) • Events to Continue: Muffins with Mom (May), Donuts with Dad (later in May), Winter Programs (December - lower grade level), Thanksgiving Luncheon (November), Winter Dance (December), August (Meet the Teacher), Cultural-centered Activity (September), January (New Kick-off), February (Little Lovey Dance), March: literacy Night (, April (Fiesta Festival), May (EOY celebrations) • Keeper's of Den • Consistent with Teacher recess duty-less incidents during recess • Consistent bi-weekly hallway holler • ADA incentives, tracking and OPS support • Family curriculum night (open discussion format)-Parents • Revamped Team and Family Assembly • Announcement shout outs • 3-5 Goal incentives (off campus) |
|---|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/20	Goal Setting	The MoPa Academy staff will start off the beginning of the year and every professional relationship with a clear understanding of their goals and how they plan to meet and/or achieve them. Also, the MoPa Academy staff is the initial opportunity for staff and manager to meet and discuss their goals for their core work and what success will look like.
8/27	RtI Data Based Decision Making	Tier I team reviews and uses discipline data and academic outcome data (e.g., Curriculum-Based Measures, state tests) Summarize discipline data organized by the frequency of problem behavior events by behavior, location, time of day, and by individual student.
9/3	Habits of a Strong Class Culture	The MoPa Academy staff will attend targeted PD on class culture gaps. 4 sessions will be provided by admin staff.
9/10	Grade Team Strategy Meeting: Curriculum Night (K-2/3-5 Meeting)	The MoPa Academy staff, by grade level, strategize and plan sessions for Curriculum Night.
09/17	RtI Data Based Decision Making	Tier I team reviews and uses discipline data and academic outcome data (e.g., Curriculum-Based Measures, state tests) Summarize discipline data organized by the frequency of problem behavior events by behavior, location, time of day, and by individual student.
09/24	GET Power Rows	Teachers will compare samples of classroom instruction to develop a shared understanding of what excellent teaching looks like Teachers will compare Leader rating to self-rating and identify next steps for growth
10/1	Keeping Our Families	Articulate why family engagement is important Articulate their role with 4 family engagement tools. Identify how they will personally build relationships with their students and families.
10/8	GET Power Rows	Teachers will compare samples of classroom instruction to develop a shared understanding of what excellent teaching looks like Teachers will compare Leader rating to self-rating and identify next steps for growth

10/15	Report Card Night	The MoPa Academy staff will meet with parents to review current progress of their scholars. Admin staff will meet with parents regarding any attendance/tardy concerns.
10/21	Q1 PTG & TCP Recognitions	The MoPa Academy staff will review current progress to goals. The MoPa Academy staff will be recognized for their TCP placement.
10/28	Grade Team Strategy Meeting (K-2/3-5 Meeting)	The MoPa Academy staff, by grade level, will facilitate their grade level meetings. Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/5	Thanksgiving Dinner & Teambuilding	The MoPa Academy staff will build community and celebrate Team and Family.
11/12	PBIS: Recognition to Increase Behavior	Teachers will be able to Teach, support, and encourage students to be “self-managers
11/19	2 x2 Conversation	The Mopa Academy staff will have the opportunity for teachers and managers to give and receive feedback from each other to improve job performance.
12/3	TELPAS	Review TELPAS window and task items Review TELPAS students and individual goals Create Writing Assignment Prompts and deadlines
12/10	Grade Team Strategy Meeting - Culture Camp/Data regroupings	The MoPa Academy staff, by grade level, will facilitate their grade level meetings. Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
12/17		Winter Break
1/14		Winter Break
01/21	Grade Team Strategy Meeting	The MoPa Academy staff, by grade level, will facilitate their grade level meetings. Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
01/28	Active Shooter/ELPS	The MoPa Academy staff will action steps that need to be taken in the event of an active shooter in the building.
2/4	Report Card Night	The MoPa Academy staff will meet with parents to review current progress of their scholars. Admin staff will meet with parents regarding any attendance/tardy concerns.
2/11	Grade Team Strategy Meeting: Curriculum Night (K-2/3-5 Meeting)	The MoPa Academy staff, by grade level, will facilitate their grade level meetings. Meeting agenda items include updating Mission List,

		entering student data in RTI, reviewing current data, and planning responses to current data trends.
2/18	Morning Meeting Re-Visit	The MoPa Academy staff will review the key components of morning meeting and the importance of implementing with fidelity.
2/25	Retention Meeting Progress (Crucial Conversations)	Review student documentation portfolio Unpack Crucial Conversation Template Practice crucial conversations
3/3	ELL Calibration	The MoPa Academy staff will take the Calibration certification.
3/17	Grade Team Strategy Meeting: Quarter 4 Meeting (K-2/3-5 Meeting)	The MoPa Academy staff, by grade level, will facilitate their grade level meetings. Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
4/6	Quarter 3 PTG	Identify bright spots in our data to celebrate, learn from, and leverage Discuss data to understand current progress towards meeting big goals Identify campus-level trends that can be addressed at a larger scale
4/20	STAAR	Explain their role in test administration and security Review testing environment Dos and Don'ts Review and Tag STAAR Manuals
5/4	EOY Awards (Worktime) Homeroom Placements (Worktime)	Verify grade level verification google excel Verify individual student award notification letter Create 2020-2021 Homerooms and submit to GLA
5/18	Staff Development Cycle: APRs (Worktime) EOY Check-Out	APRs: Explain the purpose of the Annual Performance Review Effectively navigate the APR form in Cornerstone Choose your two STRENGTHS and two AREAS OF GROWTH with clear NEXT STEPS and provide evidence

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools
Montopolis Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Montopolis Academy will become the number one choice school in the city of Austin for ALL kids.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Erika DeWalt (Principal) Norma Rodriguez (API) Sara Flores (API) Corrie Mathias (API) Lurennny Franco (Admin Assistant)	Holly Bahamonde (Academic Counselor) Sonia Torres (Social Worker)	Mike Berich (Life Skills) Melissa King (Sped) Elsa Cepeda (Sped) Dalia Mendoza (Intervention) Alicia Koslov (Intervention) ? (intervention)
Kindergarten	First Grade	Second Grade
Caitlynn Maceo Lauren Stewman Jennifer Nelson Jessica Vasquez	Anna Carrejo Angelica Aros Brianna Leonard	Elizabeth Espinosa Chelsea Manasseri Sashae Crockett
Third Grade	Fourth Grade	Fifth Grade
Alana Gibson Tara Arriaga Stuart Harris	Miariah Zeliack Elisabeth Tijerina Cory Davis	David Cantu Caridad Benevides Mariana Cerecero
Physical Education		
Yvondra Steen		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<p>K- Siobhan Fairbanks, Gloria Lopez, David Gonzalez, (Unknown)</p> <p>1st – Eliza Villareal, Starla Trice</p> <p>2nd – Demi Jarrell</p>	<p>Marisa Menchaca Rosa Vasquez (Unknown)</p>	<p>Monica Paz - Receptionist Mary Jane Cervantes – Campus Ops Specialist Belinda Rabago – Business Clerk</p>
Operations Staff	Temporary Staff	
<p>(Unknown) – APO Stephen Doak – Facilities Manager Debbie Mercado – Cafeteria Manager Jennifer Reed – Transportation Manager</p>		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Erika DeWalt, Principal Corrie Mathias, API for Grades 3rd-5th Norma Rodriguez, API for Grades 3rd-5th Sara Flores, API for Grades K-2 Sebastian Camacho, APO Holly Bahamonde, AC Julie Sandoval, Parent Representatives	Thursday, September 24, 2020	<ol style="list-style-type: none"> 1. Parent Involvement Committee Meeting 2. Culture 3. Academics Expectations 4. Granola for Grandparents 5. Data Review 6. Report Card Pick up 7. Behavior and ADA celebrations
	Thursday, October 29, 2020	<ol style="list-style-type: none"> 1. Make a Difference Week 2. Red Ribbon Week 3. Book Character Dress Up 4. Bully Prevention Month 5. Quarter 1 Awards 6. Data Review 7. Fall Festival
	Thursday, November 19, 2020	<ol style="list-style-type: none"> 1. Can drive 2. Veteran's Day Project 3. Sports Day with Dad 4. PTG Meetings 5. Data Review 6. Behavior and ADA celebrations
	Thursday, December 17, 2020	<ol style="list-style-type: none"> 1. Toy Drive 2. Sports Day with Dad 3. Scholastic Book Fair 4. Christmas celebration for students & staff 5. Data review 6. Behavior and ADA celebrations
	Thursday, January 28, 2021	<ol style="list-style-type: none"> 1. Quarter 2 Awards 2. Career week 3. Field Lessons (5th Grade) 4. Parent Info Session 5. Data Review
	Thursday, February 25, 2021	<ol style="list-style-type: none"> 1. 100th Day of School 2. Campus Culture 3. Parent Info Session 4. Valentine's Celebrations 5. Data Review 6. Behavior and ADA celebrations
	Thursday, March 25, 2021	<ol style="list-style-type: none"> 1. Dr. Seuss Birthday Week Activities 2. Parent Info Session 3. Quarter 3 Awards 4. Data review 5. Behavior and ADA celebrations
	Thursday, April 29, 2021	<ol style="list-style-type: none"> 1. Earth Day 2. Family picnic 3. Autism Awareness 4. Parent Info Session 5. Data Review

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

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192	Technology Sp. Fund	

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212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	30,541

Total

Montopolis Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of May 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Norma Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Tara Arriaga2. Marissa Menchaca3. Alana Gibson4. Elisabeth Tijerina	<p>Committee Chair(s): Corrie Mathias</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Sashae Crockett2. Cory Davis3. David Cantu4. Stuart Harris
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Erika DeWalt</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Melissa King2. Mariana Cerecero	<p>Committee Chair(s): Holly Bahamonde</p> <p>Committee Members:</p> <ol style="list-style-type: none">1. Sebastian Camacho2. Sonia Torres
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Erika DeWalt

Committee Members:

- 1. Sara Flores**
- 2. Lurennny Franco**

Committee Chair(s): Sonia Torres

Committee Members:

- 1. Mike Berich**
- 2. Lurennny Franco**

New Initiatives

- Getting Better Faster Phase 1, 2 and 3
- School Wide Discipline Management Plan: Lagging skills
- Ruler program : Meditation
- K-5th Quarterly ADA, Royal Reader, Math Genius, Word Master and Math Master Celebrations
- 21st century end of program parent showcase
- Great Habits; Great Readers K-2nd

- Student Work Analysis Meetings
- Behavior Interventions ABC
- Grade level Monthly Tacticals: Mission List, ADA, Behavior
- Domain 3 : student growth - TELPAS
- Aggressive Monitoring
- Data Driven Instruction for Eureka K-2 and Wit and Wisdom 2nd
- IDEA 55 and Ron Clark Joy Factor Quarterly Celebrations

Continuing Initiatives

- Saturday School tutoring
- After school tutoring
- Direct Instruction curriculum in Kinder-2nd grade
- iLearning Hotspot and AR Zone labs open to students and parents after school and on Weekends
- STEMscope curriculum for Science
- STAAR “Camps” for reading, writing, math, & science
- Weekly Data conversations with all staff
- 90/60/30 30 grade level meetings 3rd & 4th
- DI Practice sessions
- Anchor Charts for ELL students and STAAR strategies
- Provide Classroom Libraries
- ‘Life” Binders and/or planners for students and parent communication
- Staff development Cycle
- Weekly STAAR Quizzes
- Morning Videos
- Weekly Positive phone calls to parents
- Utilize Lead4ward to analyze IA data and structure intervention activities along with instructional activities.
- Culture Rounds- Culture Champions
- Lost at School- Lagging Skills ALSUP
- K-5 Eureka Math
- K-5th Wit and Wisdom

- Integrate STAAR stem questions into DI stories
- 3rd, 4th, & 5th grade Team analysis and planning after each IA
- Visible tracking system based on objectives for 3rd – 5th grade.
- DI Lesson progress and goals posted
- Weekly backwards planning
- Individualized homework in K – 2nd grade
- Student trackers for DI and STAAR
- Professional Development based on IA results
- Grade Level Meetings
- Grade level leader meetings
- End of Year Awards assemblies
- Bulldogs of the year
- Red Ribbon week
- Canned Food Drive
- Commitment to College assemblies
- DI Online (paperless data collection)
- 21st Century Grant afterschool program (After school piano lessons, Destination Imagination, Dance, Big Brothers/Big Sisters, Sylvan Learning)
- Interventionist for 3rd – 5th grade ELA and Math
- Parent breakfasts monthly
- Index 2 student progress
- Campus GET Instructional Rounds
- Being a Writer 3rd and 4th
- Bulldog Bucks
- Class Dojo & Remind

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/3/2020	State of Montopolis Academy – Step Back	BWBAT identify PTG for the 2019-2020 school year BWBAT diagnose and prescribe why their grade levels hit goals or why they did not
8/4/2020	Data Tacking at Montopolis Academy	BWBAT explain the purpose of tracking at IDEA Montopolis. BWBAT create the required tracking tools for students, teachers, and parents
8/5/2019	Behavior and Social Emotional Learning at Monotpolis Academy	BWBAT explain the purpose of morning meeting BWBAT practice morning meeting
8/6/2019	Coaching at Montopolis Academy	BWBAT execute a SWAM meeting and a Observation feedback meeting
8/11 – 8/15	Culture Week	BWBAT revise culture procedures and execute to mastery
9/1/2020	Culture Rubric Step Back	BWBAT rate themselves on the culture rubric and create plans to improve proficiency.
9/7/2020	Increasing literacy in the classroom	BWBAT create a read aloud lesson plan.
9/21/2020	Stand and Deliver	BWBAT create stand and deliver hooks in their lesson plans
10/7/2020	Using daily data	BWBAT to rate themselves on the DDI rubric and adjust for daily data conversations
10/14/2020	Increasing writing in the classroom	BWBAT to create writing opportunities in their classrooms through lesson planning for stop and jots.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base. Also note that not all PD for the year has been planned as we will respond to quarter 1 data. Grade level meetings and RTI meetings not included on this list.

IDEA Public Schools
IDEA Najim Academy
Home of the STARS!!



2020-2021 Student Achievement Improvement Plan

DISTRICT'S MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

2020-2021 Vision & Priorities

At IDEA Najim, we believe that all members of our school community OWNS student achievement, school culture, school involvement and pride. Our scholars come first, and we do everything possible to ensure our scholars understand how they learn and function best. Scholars will venture beyond San Antonio to engage in experiences that will challenge and fortify their sense of self and their home community. We - scholars, teachers, parents, and leaders - will take this journey together and share our stories as we expand our STAR Team & Family each year! We believe that, if at the core of what we do centers around scholars, they will be successful.

TEAM NAJIM

Students are our **first** priority

Team and Family

Achievement & attitudes go hand in hand

Rigor in classrooms lead to college success

School, community, and home work together

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Campus Goals are in italics and bold type.

Professional Campus Staff

Administrative Staff	Lead Team Support Staff	Specialty Teachers
Hope Walker - Principal Paola Gutierrez-Comparini - Assistant Principal of Operations Mary-Luisa Berges - Assistant Principal of Instruction Kara Jernigan - Assistant Principal of Instruction Adria James - Academic Counselor	Ramesha Cain, Administrative Assistant	Stephanie Canales-SPED Lead Teacher Fadil Imo -Interventionist Jennifer Ramos- DI Interventionist
Pre-Kinder	Kinder	1 st Grade
Brenda Vega Laura Martinez	Mesa Flowers- ELA Shawne Todd-ELA Cicley Armstrong- Math Quinton Jackson- Math	Priscilla Adams – ELA Yvette Fiorentino – ELA Angela Gutierrez-Olvera – Math
2 nd Grade	3 rd Grade	4 th Grade
Teana Williams - ELA Rumika Reed - ELA Sharifa Green-Math	Jennifer Dominguez- ELA Carol Wilson-ELA Briana Lofton-Math	Shayla Story-ELA Starr Morado-Writing Amanda Nunez-Math
5 th Grade	Physical Education	
Julie Park-ELA Jackie Sattiewhite-Science Brandon Mills-Math	Dominic Cameron	

Co-Teacher Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Naomi Willis (Pre-Kinder) Leilani Sanchez (Pre-Kinder) Chauntel Simmons (Kinder) Sharon Thrower (Kinder) Devona Franklin (Kinder) Cristina Tovar Berumen (Kinder) Jameieka Price (1 st Grade ELA) Linda Jenkins (1 st Grade ELA) Noemi Aragon (2 nd Grade ELA) Mark Anthony (PE Co-Teacher) Donald Blue (SPED Co-Teacher) Carla Dial (ELA Interventionist 3 rd /4 th) Elida Robles (Math Interventionist 3 rd /4 th)	Monika Russell - AR Zone Facilitator Morgan Pesina- Hotspot Facilitator Paulette Johnson-Pre-Kinder Facilitator	Monica Trevino - Receptionist Darlyne Drummer - Business Clerk Brelynn Avery – SIS Coordinator Javonne Hamilton-Health Aide
Operations Staff	Temporary Staff	
Vincente Calderon-Facilities Manager Rebecca De La Cerda - Custodian Theresa Milligan- Custodian Rachel Greenwood-CNP Manager		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Hope Walker (Principal, Administration) Mary-Luisa Berges (Assistant Principal of Instruction, Administration) Kara Jernigan (Assistant Principal of Instruction, Administration)	Wednesday, September 23, 2020	<ol style="list-style-type: none"> 1. Parent Communication Strategies 2. Field Lessons and Fundraising 3. Character Trait of the Month (RP) 4. SMART Goals 5. Tutoring List 6. STAR Scholar Adoption 7. Parental Involvement
Paola Gutierrez-Comparini (Assistant Principal of Operations, Administration) Adria James (Academic Counselor, Administration) Laura Martinez (Grade Level Chair, Pre-Kinder)	Wednesday, October 21, 2020	<ol style="list-style-type: none"> 1. Persistence/ADA Review 2. Fall Festival Plans 3. Character Trait of the Month (RP) 4. Upcoming Benchmarks 5. Field Lesson Updates 6. Red Ribbon Week
Quinton Jackson (Grade Level Chair, Kinder) Angela Gutierrez-Olvera (Grade Level Chair, 1 st Grade) Jennifer Ramos (Grade Level Chair, 2 nd Grade) Jennifer Dominguez (Grade Level Chair, 3 rd Grade)	Wednesday, November 11, 2020	<ol style="list-style-type: none"> 1. Fall Festival 2. Persistence/ADA Review 3. Character Trait of the Month (RP) 4. Grades/ Progress Reports 5. Priority Student Parent Meetings 6. Attendance Meeting Plans (Chronic Absences) 7. Field Lesson Scheduling Plans
Shayla Story (Grade Level Chair, 4 th Grade) Julie Park (Grade Level Chair, 5 th Grade) Stephanie Canales (SPED Lead Teacher)	Wednesday, December 16, 2020	<ol style="list-style-type: none"> 1. Holiday Celebration 2. Persistence/ADA Review 3. Fundraiser Updates 4. Character Trait of the Month (RP) 5. Saturday School Tutoring 6. SBAA Review
Dominic Cameron & Mark Anthony (Athletic Coordinators) TBD (Parent Representative)	Wednesday, January 20, 2021	<ol style="list-style-type: none"> 1. Persistence Review 2. Saturday School Procedures/Expectations 3. Character Trait of the Month (RP) 4. Review First Semester 5. Parental Involvement Progress
TBD (5 th Grade Scholar Representative)	Wednesday, February 17, 2021	<ol style="list-style-type: none"> 1. Attendance Goal 2. Culture On Campus Reset 3. Character Trait of the Month (RP) 4. Career Day 5. Progress Towards Goals

		6. STAAR Plan
	Wednesday, March 17, 2021	1. Persistence/ADA Review 2. STAAR Plan Possible Retention Parent Meetings 3. Possible Retention Parent Meetings
	Wednesday, April 21, 2021	1. Field Lessons Fundraising 2. Family Night 3. Master Schedule 2020-2021 School Year 4. Persistence 5. ADA Review 6. Welcome to IDEA Planning
	Wednesday, May 12, 2021	1. EOY Testing (Pre-K-5 th Grades); STAAR 2. EOY Celebration 3. Culture Camp 4. Summer School Program 5. Registration of New Students 6. Campus Visit 7. Welcome to IDEA

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	217,752
164	State Compensatory	4,011,206
404	Accelerated Reader/Math	699,528
165	State Bilingual	121,917
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	393,493
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	

263	Title III – Bilingual	5,653
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Total

IDEA Najim Academy

Campus

Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	740	100%
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

Campus Committees

Behavior/Crisis Plan	Curriculum Planning
<p>Committee Chair(s): Adria James Committee Members:</p> <ol style="list-style-type: none"> 1. Hope Walker 2. Mary-Luisa Berges 3. Kara Jernigan 4. Adria James 5. Paola Gutierrez-Comparini 6. Stephanie Canales 7. Fadil Imo 8. Dominic Cameron 9. Mark Anthony 10. Donald Blue 	<p>Committee Chair(s): Hope Walker Committee Members:</p> <ol style="list-style-type: none"> 1. Mary-Luisa Berges 2. Kara Jernigan 3. Adria James 4. Laura Martinez 5. Quinton Jackson 6. Angela Gutierrez 7. Jennifer Ramos 8. Stephanie Canales 9. Dominic Cameron 10. Monika Russell 11. Morgan Pesina 12. Shayla Story 13. Julie Park 14. Jennifer Dominguez
Science/Humanities	School Culture and Climate
<p>Committee Chair(s): Berges, Jernigan, Sattiewhite Committee Members:</p> <ol style="list-style-type: none"> 1. Adria James 2. Cristina Tovar 3. Morgan Pesina 4. Leilani Sanchez 5. Naomi Willis 6. Mesa Flowers 7. Paulette Johnson 	<p>Committee Chair(s): Adria James Committee Members:</p> <ol style="list-style-type: none"> 1. Dominic Cameron 2. Mark Anthony 3. Angela Gutierrez 4. Brandon Mills 5. Stephanie Canales 6. Quinton Jackson 7. Fadil Imo 8. Sharifa Green 9. Cicley Armstrong
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Hope Walker
Committee Members:

1. Mary-Luisa Berges
2. Kara Jernigan
3. Monique Robinson
4. Laura Martinez
5. Quinton Jackson
6. Angela Gutierrez
7. Sharifa Green
8. Stephanie Canales
9. Dominic Cameron
10. Monika Russell
11. Morgan Pesina
12. Shayla Story
13. Brandon Mills

Committee Chair(s): Paola Gutierrez & Monique Robinson
Committee Members:

1. Priscilla Salas
2. Quinton Jackson
3. Diamond Greathouse
4. Sharifa Green
5. Stephanie Canales
6. Dominic Cameron
7. Monika Russell
8. Morgan Pesina
9. Shayla Story
10. Brandon Mills

New Initiatives

- **Implement New Curriculum: Wit & Wisdom & Eureka Math**
- **Motivational Mondays**
- **Fabulous Fridays—Victory Runs**
- **STAR Outings**
- **“You Got Mugged”**
- **Sunshine Committee**
- **Spotlight Board**
- **Lead Team Take Over**
- **Team/Scholars of the Month**
- **STAR (Restorative) Circles**

Continuing Initiatives

- **Continue with Fabulous Fridays (incentives)**
- **Continue with Academy Clubs**
- **Continue coaching Leaders using Get Better Faster/GET**
- **Continue Weekly Grade Level Assemblies**
- **ADA Incentives**
- **Persistence Incentives**

Staff Development

Date	Session Title/Topic	Session Objective(s)
July 2020	New Teacher Institute	Introduce teachers to IDEA methodologies & IDEA culture
July 2020	New Leader Institute	Content leader or team leaders will learn how to manage other to deliver results and how to conduct team meetings throughout the school year.
August 2020	504/RtI Training	Teachers will learn how to implement scholar accommodations based on academic needs. Teachers will also learn how to develop an RtI plan for scholars who are struggling academically.
8/3-8/10/2020	BOY Campus Professional Development	<ul style="list-style-type: none"> · Develop strong bonds between teachers that will translate to the classroom · Scholar/Parent Investment · District Core Values · Vision and Mission · Star Bucks System · Goal Setting · Master Schedule · Scholar/Teacher Handbook - Getting Culture Right
Starting 8/11/2020 Weekly Faculty Meetings	Differentiated PD Sessions/Lesson Planning	<ul style="list-style-type: none"> · Reset Culture/Restorative Practice Sessions
9/8/2020	Introduce Data Conversation/ RtI Process/ Special Pops Training	<ul style="list-style-type: none"> · Data Conversation Practice · Teacher will be guided on how to track students who are struggling using the RtI process. · Teachers will be provided with strategies to use in the classroom to ensure that we are meeting the needs of all special populations. (foldables, interactive journals, etc.)
10/202020 12/17/2020 1/19/2021 5/25/2021	Preparing for a data conversation and a PTG	<ul style="list-style-type: none"> · PTG slide Template · Data Tracker · Data Conversation Template · Review Tutorial List · Priority Scholars (Special Pops)
1/9/2021 1/23/2021 2/6/2021 2/20/2021	Saturday School Protocol/ Progress Towards Goals/ Content Meeting/Saturday School	Teacher will review students' progress towards goals using Module trackers which will determine rosters for Saturday school. Teacher will then attend breakout sessions with content leader to discuss curriculum and mastery.

2/27/2021 3/20/2021 4/10/2021 4/17/2021 5/1/2021		
1/4/2021	Mastery Machine	Teacher will prepare mastery machine that will be implemented 6 weeks before STAAR testing. This will be used during Academic Block (11:15-11:45)
2/19/2021 3/26/2021	STAAR Testing Protocol and TELPAS	Teacher will receive training on classroom setup, roster, seating arrangements, and rating procedures.

Teachers will attend the staff development listed which will address high priority areas, improve scholar learning, and enhance teachers' knowledge base.

IDEA Public Schools

IA North Mission



2019 – 2020 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IA North Mission our mission is to get all students ready to go to and through college. We will do this by getting students ready through rigorous instruction and maintaining a strong staff culture.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

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1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

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2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

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3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Adriana Villarreal- Principal Irma Martinez-APO Rebecca Ornelas, Denney Trevino-PIR Ernestina Quintanilla, Rosa Rodriguez- API	Jesus Rodriguez- Academic Counselor Roxana Barrera- Social Emotional Counselor	*Patricia Mercado- Life Skills Melissa Rivas- Life Skills Jose Ramon- SPED Liliana Contreras-SPED
Kindergarten	First Grade	Second Grade
Lusyl Ochoa Benoit Luz Cortez Felix Guerra Yulianna Barrera *Veronica Flores	*Keury Flores *Tania Guerrero Arlene Garza Cecilia Rangel Gilbert Garza	Daniela Martinez Marcela Mireles Julissa Martinez Alva Gomez Iliana Sosa
Third Grade	Fourth Grade	Fifth Grade
*Daniela Martinez Leonor Ochoa Karen Cantu Casara Cruz	Sergio De leon Victor Guajardo Kasey Struysk Alexis Barrios	Karina Vergara Jesus Islas Rebecca Venecia
Physical Education		
Alfredo Ramirez		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Mayra Marquez Areli Cedillo Eaglen Lerma Ariadna Reyez Angelica Bazan Marcelino Ruiz Jorge Villarreal Yaritza Mata Eunice Solis Erica Longoria Megan Sanchez	Leticia Becerra Indira Vasquez Yadira Lopez	Nayeli Martinez Samantha Hernandez Maria Perez
Operations Staff	Temporary Staff	
Vicente Reyes, CNP Josiah Lopez, Facilities Manager Ray Martinez, Transportation Manager		

Site Based Decision Making Committee

Member (Title, Represent)				Meeting Dates:	Possible Agenda Items:
Adriana Villarreal – Principal Rebecca Ornelas – PIR Denney Trevino Ernestina Quintanilla -- API Rosa Rodriguez – API Irma Martinez – APO Roxana Barrera-EC Jesus Rodriguez - AC	8/5/20	<ul style="list-style-type: none">1. Campus Priority: Aggressive Monitoring: Exemplars2. Cultural Rounds: GTL, CTL and SPED teams3. Operations: Escalation Matrix implementation4. Annual Calendar Review		5.	
				5.	
				4.	
				4.	
				4.	
				3.	
				2.	
				3.	
	10/4/20	<ul style="list-style-type: none">1. Campus Priority: Aggressive Monitoring: Scanning for Compliance2. Tracking Culture: Rubric Implementation and ADA tracking3. Homecoming Week4. Annual Calendar Review			
	11/1/20	<ul style="list-style-type: none">1. PTG Q12. Campus Priority: Aggressive Monitoring: Hunting for the Gap and How & When to reteach3. Talent Review			
12/6/20	<ul style="list-style-type: none">1. PTG Q22. Middle of Year Step Back and Step Forward3. Talent Review				
1/10/21	<ul style="list-style-type: none">1. Ensuring Data Driven Instruction is a Reality2. Cultural Rounds: MS3. Drafting 18-19 budget				
2/7/21	<ul style="list-style-type: none">1. PTG Q32. Cultural Rounds: HS				
3/6/21	<ul style="list-style-type: none">1. Campus Priority: Small Group Instruction and supporting Data Driven Instruction methods				
4/3/21	<ul style="list-style-type: none">1. Final Review Calendars2. Planning and coordinating for EOY ceremonies- Graduation, Awards, etc.				
5/1/21	<ul style="list-style-type: none">1. Pre-work and expectations for Step Back and Step Forward.				

		2. EOY logistics- Operations and Summer School		
	6/11/21-6/13/21	1. Step Back and Step Forward 2. PTG 4-EOY Evaluation 3. Planning the 2018-19 year		

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199 General Fund

Funding Sources - State

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163	State Special Education	276,809
164	State Compensatory	5,099,104
404	Accelerated Reader/Math	889,250
165	State Bilingual	154,983
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	371,732
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	39,572

Total

IA North Mission
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	974	
At Risk	549	56.36%
SPED	47	4.82%
F.A.R.M.	876	90%
ELL	475	48.76%
Male	498	51.12%
Female	476	48.87%
Amer. Indian	0	
Asian	7	0.71%
Black	3	0.30%
White	22	2.25%
Hispanic	942	96.71%

**As of July 2019*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Karina Vergara</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Daniela Martinez 2. Kasey Struysk 	<p>Committee Chair(s): Victor Guajardo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jose Ramon 2. Jason Mathers 3. Karen Cantu
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Rebecca Venecia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sergio De Leon 	<p>Committee Chair(s): Jesus Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Roxana Barerra 2. Jackie Cisneros 3. Lusyl Benoit 4. Marcela Mireles
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Jesus Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Samantha Hernandez 2. Sergio De leon 3. Kasey Struzyk 	<p>Committee Chair(s): Jesus Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Mrs. Longoria 2. Kaylee Mendoza 3. Michael More

New Initiatives

Big Day PreK curriculum
Science in all grade levels
Grammar and Writing in all grade levels

- Feature a word of the day and a Science word of the day to expand vocabulary knowledge.

- Conduct a book study with all staff using Book study with Team leaders Power of Positive Team
- Train Kinder teachers on Witt and Wisdom using virtual instruction
- Implement “Comprehension Toolkit” in K-2nd grades.
- Purchase additional PDA’s for DIBELS testing/intervention assistance.
- Implement Science Scopes Reading Kits in Pre-K-4th Grade Science classrooms.
- Implement Eureka math in Prek-4th
- PTO virtually

Continuing Initiatives

- Provide ongoing RTI Staff Development for all staff.
- Incorporate the RTI process with all students.
- Utilize *United Streaming and Brain Pop* for various supplemental web based lessons.
- Kinder thru 4th grade students will utilize the Stems & Scopes to increase awareness of Science concepts.
- Incorporate *Hotspot* in grade K
- Continue with monthly parent and student events.
- **Student Warrior store and teacher warrior store**
- **Behavior Celebrations/ Culture Hours**

- Incorporate a pull out phonics tutoring program to improve fluency.
- Continue with extra curricular activities after school
- Implement Summer School with 3rd and 4th grade classrooms.
- Mount projectors on ceilings and document cameras in 1-4th grade
- Purchase and install drop-down electric screens for the library and cafeteria.
- Purchase interactive pads and response systems for student use across the contents.
- Motivation Math computer program in Prek and K
- Implement mentoring program to improve self-esteem and student motivation with Counselor
- Hire outside source for guided counseling and bullying sessions
- Implement Ruler System
- Partner up with B&G Club for extra-curricular activities/sports in football and track
- New initiatives to support socio-emotional wellness

Staff Development

Date			
	9/25/2020	Lesson Planning/Academic Block	TWBAT identify and apply the different parts of a lesson cycle to their planning.
	10/2/2020	Analysis of Lessons Plans/Connection of Objectives	TWBAT share lesson plans with colleagues and receive on their planning.
	10/9/2020	Data Analysis and Conversations, Indentify Standards In conversations, blue print	TWBAT analyze IA 1 data and write a clear plan for reteaching objectives with large gaps.
	10/16/2020	Lesson Planning Readiness and supporting Standards	TWBAT implement strategies and connect to readiness and supporting standards.
	10/23/2020	100% Engagement and Thinking for ELL's, TPR=Kinesthetic Reponse	TWBAT utilize strategies in the classroom that will ensure engagement of all students during the lesson cycle.
	11/13/2020	Writing an Effective Exit Slip, include explanation or how questions.	TWBAT understand the components of an effective exit slip and apply that knowledge in their lesson planning.
	11/20/2020	Practice and Feedback on Exit Slips	TWBAT design and share their exit slips. TWBAT receive feedback from their peers on exit slips.
	12/11/2020	Current POP Observation Data	TWBAT analyze POP observation data from the last month. TWBAT create and execute clear and effective next steps in their lessons.
	1/6/2021	State of the School	TWBAT invest on where we stand mid year and push forward for the rest of the year.
	1/15/2021	Morning Meeting/Ruler Method/Essestial 55	TWBAT revisit morning meeting scope and sequence. TWBAT scope out the next 2 months and prep materials
	1/22/2021	SMART Goals and Trackers	TWBAT revisit SMART goals and share best trackers in maintaining student mastery trackers.
	1/29/2021	Buddy System and Class Mentors/Mentees, Students pictures in lounge and teachers get to pick. Students get to write a little bit about themselves.	TWBAT understand the benefits of the buddy system and effectively implement that system in classroom. TWBAT understand their roles as a mentor and prepare for supporting their mentees.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools



Owassa Academy



2020 – 2021 Student Achievement Improvement Plan

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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

At IDEA Owassa we provide a dynamic learning experience that encourages critical thinking, inspires confidence, and nurtures the intellectual and social and emotional development necessary for success in college, career, and life.

Our Students are curious and creative learners who succeed through personal initiative and sustained effort to reach high academic goals. They are critical thinkers who seek knowledge and possess technological competence and collaborative skills. Our students embrace diversity, act responsibly, and contribute to our community.

Our Educators believe that ALL students can meet or exceed rigorous academic standards. Teachers, staff, and administrators together form a rich professional learning community where all are supported to hone our professional craft and improve our effectiveness. Through the examination of our instructional practices and data, we adjust our teaching and operational systems in order to continuously improve.

Our Families and Community are integral to the success of our students and schools. Families are active, engaged and welcomed partners is to enable and inspire our diverse student body to achieve academic excellence and make positive contributions to our world. Our parents are valued stakeholders in their child's education, who give valued input and participate in making important decisions about our academic and enrichment programs. Our diverse community is passionate about equitable educational outcomes for all students. Our civic and community organizations partner with us to promote family engagement and the well-being and success of our students.

We believe... in the potential of ALL students to be their best selves. We believe that a Bronc embodies the values of bravery, strength, perseverance, and honesty.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Cyndi Vasquez, Principal Sergio Cruz Asst. Principal of Operations Rigoberto Rodriguez, Asst. Principal of Instruction Ashley Gonzalez, Asst. Principal of Instruction	Aidee Villarreal, Academic Counselor	Diana Brown RISE SPED Heidi De Leon Interventionist
Pre-Kindergarten	Kindergarten	First Grade
Crystal Canales Elizabeth Quinonez	Dariel Garcia Vianey Salinas Alexis Garza Tiffany Rivera	Sarahi Amaya Meliza Caballero Denora Mercado HR Alexis Rodriguez Jessica Hernandez
Second Grade	Third Grade	Fourth Grade
Amanda Villa Janie Alejo Kassandra Tafolla	Heidi De Leon HR Claudia Sosa Jessica Salazar Antonio Reyna	
Physical Education		
Adrian Castro		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Pre-Kinder: Diana Duran Gabriela Herrera Kinder: Sam Barranco Marisol Contreras Mercedes Garcia Arijana Suzich 1st Grade: Adriana Escobedo Vacancy Vacancy 2nd Grade: Franchesca Hernandez RISE: Dalia “Kari” Mancera Jovanna Rodriguez	Vacancy AR Zone Vacancy iLearning Hotspot	Carol Espinoza, Administrative Assistant Jude Ybarra, Business Clerk Marisa Gonzales, SIS Daniel Sepulveda, Registrar Alyssa Villarreal, Receptionist Health Aide
Operations Staff	Temporary Staff	
Yessenia Hernandez, Cafeteria Manager Nataniel Pacheco, Facilities Manager Luis Garcia, Campus Transportation Manager	Luis Campos-lunch monitor Jisela Salinas-lunch monitor Evelyn Aranda-lunch monitor Eva Aguilera-lunch monitor/Buckie Town	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Cyndi Vasquez (Principal, Administration)</p> <p>Aidee Villarreal (Academic Counselor, Administration)</p> <p>Rigoberto Rodriguez (Assistant Principal of Instruction, Administration)</p> <p>Ashley Gonzalez (Assistant Principal of Instruction, Administration)</p> <p>Sergio Cruz (Assistant Principal of Operations, Administration)</p> <p>Crystal Canales (Pre-Kinder, GTL)</p> <p>Dariel Garcia (Kinder, GTL)</p> <p>Sarahi Amaya (1st Grade, GTL)</p> <p>Janie Alejo (2nd Grade, GTL)</p> <p>Claudia Sosa (3rd Grade, GTL)</p> <p>Adrian Castro (Support Staff)</p>	Monday August 3, 2020	<ol style="list-style-type: none"> 1. GTLs leadership Roles and Responsibilities 2. 2019-2020 Driving goals and School Priorities 3. Master Calendar 4. Behavior Plans and LiveSchool points
	Monday August 31, 2020	<ol style="list-style-type: none"> 1. Student Culture 2. Persistence Events and Attendance Strategies 3. Bronc Night
	Monday October 5, 2020	<ol style="list-style-type: none"> 1. Persistence Events 2. Red Ribbon Week 3. Bully Prevention Month 4. Mini Teacher Appreciation Week 5. Boo Staff Activity 6. Bronc Night
	Monday November 2, 2020	<ol style="list-style-type: none"> 1. Culture Evaluations of Grade Levels 2. Family Thanksgiving Luncheon 3. PTGs 4. 2x2s 5. Bronc Night/Staff Christmas Party
	Monday November 30, 2020	<ol style="list-style-type: none"> 1. Adopt an Angel 2. Christmas celebration for students & staff 3. Literacy Night
	Monday January 11, 2021	<ol style="list-style-type: none"> 1. Student Persistence/ ADA Plans 2. PTGs 3. Saff/ Student Culture Evaluations 4. Month of Love 5. Family Valentines Dance
	Monday February 8, 2021	<ol style="list-style-type: none"> 1. Spring Fling 2. Persistence and ADA strategies 3. Bronc Night 4. 2020 Teacher positions
	Monday March 22, 2021	<ol style="list-style-type: none"> 1. Persistence and ADA strategies 2. TELPAS Evaluations 3. Bronc Night
	Monday April 5, 2021	<ol style="list-style-type: none"> 1. EOY celebrations 2. Field Day w/ Dad 3. Royal Reader Club AR

		4. Parent Satisfaction
	Monday May 3, 2021	<ul style="list-style-type: none">1. EOY Awards2. EOY Staff Party3. EOY procedures4. Onboarding of New Staff5. Summer School Planning6. Recruitment7. APRs

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	177,897
164	State Compensatory	3,277,042
404	Accelerated Reader/Math	571,494
165	State Bilingual	99,603
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	287,125
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	

263	Title III – Bilingual	16,666
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Total

Owassa Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	491	
At Risk	280/491	57.03%
SPED	17/491	3.46%
F.A.R.M.	303/491	61.71%
ELL	227/491	46.23%
Male	254/491	51.73%
Female	237/491	48.27%
Amer. Indian	0	0
Asian	9/491	1.83%
Black	10/491	2.04%
White	17/491	3.46%
Hispanic	450/491	91.65%
Native Hawaiian	1/491	.20%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Ashley Gonzalez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica Salazar 4. Elizabeth Quinonez 5. Janie Alejo 6. Amanda Villa 7. Claudia Sosa 8. Sarahi Amaya 9. Diana Brown 	<p>Committee Chair(s): Rigoberto Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alexis Rodriguez 2. Kassie Tafolla 3. Antonio Reyna 4. Vianey Salinas 5. Alexis Garza 6. Marisol Contreras 7. Adrian Castro 8. Denora Mercado 9. Jovanna Rodriguez
School Culture and Climate	Family and Community Involvement
<p>Committee Chair(s): Aidee Villarreal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Crystal Canales 2. Diana Duran 3. Jessica Hernandez 4. Dariel Garcia 5. Sam Barranco 6. Franchesca Hernandez 7. Dalia Mancera 	<p>Committee Chair(s): Aidee Villarreal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Tiffany Rivera 2. Meliza Caballero 3. Heidi De Leon 4. Gabriela Herrera 5. Mercedes Garcia 6. Ariana Suzich 7. Adriana Escobedo
Staff Quality, Recruitment and Retention	Science (As Applicable)

Committee Chair(s): Cyndi Vasquez-De La Fuente
Committee Members:

1. Sergio Cruz
2. Aidee Villarreal
3. Rigo Rodriguez
4. Ashley Gonzalez

Committee Chair(s):
Committee Members:

- 1.

2020-2021 ELA

ELA Continuing Initiatives

- Backwards plan for the school year using each group's starting points
- Purchase computers for 3rd grade- (divide current COWS)
- Conduct after school tutoring for groups below grade level (implement it into student schedule)-Starting Kinder-3rd grade.
- Vocabulary Parade
- PK & K create DI aligned centers to support student's daily learnings. 1st and 2nd grade still have pair readings after completion. 3rd grade have time to read a book.
- Conduct 30-minute practice sessions at least twice a week
- Literacy Nights
- Bring students in during recess/intervention blocks for additional support
- Create and implement DI aligned homework to support students' daily lessons
- 2nd-3rd grade students should always have a book to read when finished with their schoolwork with computers available in all classrooms.
- Continue with Paired Reading as early as Kinder in each ELA classroom.

ELA New Initiatives

- Schedule a writing prompt daily (for our intervention students) during the time that students are waiting outside to come into classrooms.
- PK, K, and RISE and 1st grade will continue writing curriculum
- Have (PK students) reading picture cards created by teachers outside the classrooms as they wait to be let in for breakfast time.
- Provide parents with the resources Storylineonline.net and district website.
- Calling and scheduling priority (PK-2nd) students to read daily story to teacher 3 times.
- Include daily fluency practice stories time/errors.
- Implementing 'Insight tab' via TEAMS daily to track student activity and hold students accountable.
- Celebrating our Word Masters/Royal Readers with a pin/keychains/shirt as they meet goals.
- Royal Reader celebration, during Rowdy Round Up, with crown and robe.
- 1st and 2nd DI groups having writing centers.
- Pull out teachers for data conversation after End of Modules

2020-2021 MATH

Math Continuing

- Continue to use exit tickets to assess students
- Continue training on Eureka based instruction
- Continue training on Distar DI instruction.
- Continue using individualized student data trackers
- Continue working with hybrid spaces on alignment and increasing time spent in labs.
- Differentiated professional development sessions
- Half day PD for lesson planning work
- Pull out teachers for data conversation after End of Modules
- Collaborative Planning
- Individualized and small group intervention conducted daily based on student needs.
- Tracking of RTI students through interventionist.
- Backwards planning is tracked throughout the year to ensure that goals are met.
- Homework is prescriptive and aligned to Program
- Horizontal collaboration occurs weekly (grade level)
- IW and centers are aligned to Program
- Offer after school tutoring and/or summer school
- Provide intervention opportunities during recess, conference or after school, or intervention block
- RTI plan and tracked
- Students are held accountable for their goals by using lesson trackers and thermometer charts
- Weekly differentiated script practice
- ALL teachers are trained on backwards planning
- Helping students read problems if they are not reading on level.

Math New Initiatives

- Lesson plan feedback sessions
- Content teachers will assign students standard TEKS for hybrid spaces so they can adjust what the students will work on.
- Unpack module material list 2 weeks in advance of the new module.
- Celebrate perfect scores at end of modules and celebrate students who improve on their tests.
- Highlight teacher and student misconceptions to better plan for lesson.
- Hot Spot Training and weekly reports by students exceeding expectations, meeting expectations, and off-track students.
- Parent academy for Eureka. Recording and sending link to parent of how to help throughout the whole module.
- Sending video links of lesson to students who had a medical leave of absence.
- Math attainment training.

<ul style="list-style-type: none"> • Celebrate parents • Continue with Rowdy Round Up focused on student achievement. 	
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2020-2021 School Culture New Initiatives	
School Culture Continuing Initiatives	School Culture New Initiatives
<ul style="list-style-type: none"> • Continue Rowdy Round Ups every Friday, • Continue Teacher/Co-teacher and OPs of the Month, doing it during Staff meetings and providing a why.. • Teacher Weekly • Campus Culture Focus • IDEA 55 and Project Respect skills of the on announcements • Class Dojo for student points (behavior) • Bronc Dojo Parties • Remind APP for communication 	<ul style="list-style-type: none"> • Grade level led Parent involvement Events (committee helping plan and present in PD) • Celebrate Groups/Universities when they move from program to program as a school • Social Emotional Lessons instead of Take 5.

2020-2021 Staff Quality, Recruitment and Retention New Initiatives	
Staff Quality, Recruitment and Retention Continue Initiatives	Staff Quality, Recruitment and Retention New Initiatives
<ul style="list-style-type: none"> • Bronc Nights • Monthly Positive Notes • Teacher/Co-teacher/Ops of the Month • Teacher Attendance Incentives • October Mini Staff appreciation • Month of love • Continue celebrating during Rowdy Round Ups • Weekly shout outs • Celebrating birthdays • Extra Planning time 	<ul style="list-style-type: none"> • Campus invents to involve the whole family • Teacher Early Passes • Develop a plan for our teacher leaders • Open the School once a month on a Saturday • Plan a Quarterly Lead team meeting

2019-2020 Family and Community New Initiatives	
Family and Community New Initiatives	Family and Community Continuing Initiatives
<ul style="list-style-type: none"> • Class dojo for points (behavior) • Remind App for parent/school/teacher communication • Parent/Grade Level weekly (weekly) • Create opportunities for parents to know each other • Parent Academies (1 every quarter) 	<ul style="list-style-type: none"> • Off Campus parent events (Report Card night at PPP) • Servant leadership events that involve families

20120-2021 Family and Community New Initiatives	
Family and Community continuing Initiatives	Family and Community Continuing Initiatives
<ul style="list-style-type: none"> • Continue with monthly persistence events. • Continue Class dojo for points (behavior) • Continue Remind App for parent/school/teacher communication • Continue Parent/Grade Level weekly (weekly) • Continue to Create opportunities for parents to know each other • Continue Parent Academies (1 every quarter) • Continue with Servant Leadership • Continue with Report card • Rowdy Round Up 	<ul style="list-style-type: none"> • Do 2 Literacy nights Fall and Spring

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/3/2020	State of the School: Our Vision & Priorities for 2020-21	Teachers will understand and be invested in the organizational goals and priorities for the 2019-2020 school year.
8/3/2020	Goals, Strategies and Tactics	Teachers will look at this year's goal, reflect on last year's results, build upon new priorities, and come up with strategies and tactics to meet this year's goals.
8/3/2020	Backwards Planning	Teacher will create a plan with their teams
8/4/2020	Culture & IDEA 55	Describe Culture, Practice Culture Systems, and Internalize the Value in Building a Culture of Achievement for ALL
8/4/2020	Social Proficiencies	Describe Culture, Practice Culture Systems, and Internalize the Value in Building a Culture of Achievement for ALL
8/4/2020	Behavior plan	Teacher will review behavior plan and know about revisions that were made.
8/4/2020	Joy Factor	Teachers will figure out how they will they bring out the joy in the classrooms. Wildcard
8/4/2020	Positive Parent Communication (keeping our families)	TWBAT articulate their role with family engagement and will identify how they will personally build relationships with their students and families and become familiar with communication google doc.
8/4/2020	Staff Expectations	TWBAT articulate their roles and responsibilities and identify next steps
8/5/2020	DI Show off Lesson, Lesson Plan internalization and Lesson Planning	TWBAT understand what a complete DI lesson contains in order to obtain student engagement and mastery. Navigate through DI online and will learn how to input data.
8/5/2020	Special Pops: Getting to Know your ELL, SpEd., and 504 Students	Teacher will be able to describe special programs that students may be in on your campus, state your role and responsibilities involving students in these special programs. And interact with a binder of critical information on students in special programs to be able to instruct them effectively
8/6/2020	Grading Policy, Official Attendance Procedures and Teacher GradeBook	Explain the district grading policies. Apply best practices to grading scenarios. Review daily attendance expectations and procedures Understand the importance of attendance compliance and the impact of non-compliance. Become familiar with PowerTeacher Gradebook to manage grade entry and comments. Review grading expectations and due dates.
8/7/2020	School Operations and Campus Crisis	Identify the Campus Crisis Response Team & Gain an Understanding of their role. Execute teacher actions required in the event of a crisis. Norm on drill procedures, and Campus Wide Systems and Procedures.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Parmer Park Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Parmer Park exists to create the conditions in which students are empowered to open doors for themselves and others through excellence and empathy. Students, staff, and families at IDEA Parmer Park care deeply about one another, hold themselves and others to a high bar of excellence, and are empowered to make change.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers

Katie Mackey – Principal Will Hardaway – Assistant Principal of Operations LaToya Morrison – Assistant Principal of Instruction Deya Cazares - Assistant Principal of Instruction	Jenna Porretta – Academic Counselor	Carmen Boyer – Special Education Emiliana Uzcategui – Interventionist Anna Rodriguez - Interventionist
Kindergarten	1st Grade	2nd Grade
Antoinette Shrewsbury Brentney Harrison Yolanda Conner Mary Ann Horta	Grant Brennon Kristine Polanco Emerald Warmae	Bobbie Iracheta Nikki Perez Diana Ascencio
3rd Grade	5th Grade	Physical Education
Alyssa Carpenter Elizabeth Kuker Tonicia Smith	Perla Velazquez	Joey Williamson

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Keyler Maguilibrey – Kindergarten Co Teacher Marliza Mendez – 1st Grade Co Teacher Nash Maldonado – 2nd Grade Co Teacher Tiffany Williamson – Hotspot Courtney Polhemus – AR Zone		Priscilla Quintero – Business Clerk Verenith Munoz – Receptionist Demetria Jones – Testing Coordinator Griselda Sandoval – Administrative Assistant
Operations Staff	Temporary Staff	
Sarah Surita – SIS/Registrar Isaac Cazares – Facilities Manager Jori Serrano – Cafeteria Manager Lamya Chouika – Nurse Pompeo Mora Aurora Dominguez Eusebio Segovia Marisa Rodriguez Esperanza Ochoa Maureen Laboy Torres Sandra Salazar Ketia Roque		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Katie Mackey – Principal Will Hardaway – Assistant Principal of Operations LaToya Morrison – Assistant Principal of Instruction Deya Cazares - Assistant Principal of Instruction Jenna Porretta – Academic Counselor	July 15 th , 2020	1. Grade Level Leadership Roles & Responsibilities 2. 2019-2020 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp
	August 7, 2020	1. GTL Priorities and Responsibilities
	August 3-6	1. BOY PD for teachers 2. Meet the teacher Night (August 7 th)
	August 8-12	1. Campus Priorities: Culture (GET 2B and 2C) and Exemplars 2. Daily culture rounds 3. Annual Calendar Review
	September 10-14	1. Campus Priority; Tracking 2. Fall Festival 3. Culture Rubric-Priority Area
	September 17 th	1. Just a G
	October 16 th	1. Talent Review 2. PTG Q1 3. Campus Priority
	November 13	1. PTG Q2 2. Culture Rubric- Priority Area
	December 11	1. Q2 Report Card Night 2. Culture Rubric-Priority Area
	January 22	1. PTG Q3 2. Curriculum Night 3. 2020-2021 Budget 4. Culture Rubric-Priority Area
	February 19	1. Budget Priorities 2020-2021 2. Spring Dance 3. Culture Rubric-Priority Area
	March 12 th	2. Q3 Report Card Night 3. Culture Rubric –Priority Area
	April 16 th	4. EOY Award Ceremonies 5. Culture Rubric-Priority Area
	May 14 th	1. End-of-year Celebration 2. Field Day 3. Summer Student Persistence Plan 6. Summer Barbecue

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	158,332
164	State Compensatory	2,916,634
404	Accelerated Reader/Math	508,642
165	State Bilingual	88,649
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	6,314

Total

IDEA Parmer Park Academy

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	303	
At Risk	88	29.04
SPED	15	4.95
F.A.R.M.	239	78.81
ELL	85	28.05
Male	159	52.48
Female	144	47.52
Amer. Indian	0	0
Asian	17	5.61
Black	92	30.36
White	26	8.58
Hispanic	167	55.11

**As of April 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): LaToya Morrison</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Grant Brennon 2. Yolanda Conner 3. Kristine Polanco 	<p>Committee Chair(s): Bobbie Iracheta</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Emerald Warmate 2. Brentney Harrison
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Perla Velazquez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lester Callaway 	<p>Committee Chair(s): Deya Cazares</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Carmen Boyer 2. Anna Rodriguez 3. Tonicia Smith
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Katie Mackey</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jenna Porretta 2. LaToya Morrison 3. Deya Cazares 4. Will Hardaway 	<p>Committee Chair(s): Jenna Porretta</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Nikki Perez 2. Alyssa Carpenter 3. Tiffany Williamson

New Initiatives

- Specific support to special populations by our SPED team
- Double Down: Critical students will now receive up to 3 hours a day in Math and ELA.
- Professional Development to include Lesson Plan Vision, Key Points and Crafting Higher level questioning.
- Renewed focus on aggressive monitoring with the exemplar responses as a center piece for professional development.
- Include GTL's during instructional and culture walkthroughs
- DI for Intervention
- Increase Parent Involvement and community by hosting quarterly parent socials
- Consistent LP Feedback
- Cultural Rounds specific to the GET Power Rows and coaching to proficient.

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Continuing Initiatives

- Continuing Curriculum (Wit and Wisdom, math, and reading)
- Use of mastery machine during STAAR season
- Implementation of TEACHBOOST to both Coach and Develop teachers
- Continue lead team morning huddles
- GET rubric scope and sequence for new teachers.
- SLL scope and sequence for leader development
- Positive recognition program for Academic Growth

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Staff Development

Date	Session Title/Topic	Session Objective(s)
July 24 – August 1	New Teacher Institute	Introduce new to IDEA teachers to IDEA culture and academic approach
8/10	Goal Setting	Staff will start off the beginning of the year and every professional relationship with a clear understanding of their goals and how they plan to meet and/or achieve them.
8/27	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
9/3	Individual Student Trackers	Teachers will learn how to create BWA and unit exam trackers and also create individual student trackers
9/10	Grade Team Strategy Meeting: Curriculum Night	The staff, by grade level, strategize and plan sessions for Curriculum Night.
9/17	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends. Each grade level will plan for the Fall Festival, one of our Parent Engagement events.
9/24	SIOP Strategy	The MoPa Academy staff will review the safety criteria for the different actions staff take during the various school drills.
10/1	Crafting Exemplars	TWBAT practice creating exemplars for daily practice and assessments given to students and receive feedback
10/8	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
10/15	Leader Trust Surveys	TWBAT survey and give feedback to CP leaders.
10/22	Q1 PTG & TCP Recognitions	The CP staff will review current progress to goals. The staff will be recognized for their TCP placement.
10/29	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/5	Thanksgiving Dinner & Teambuilding	The Kyle CP staff will build community and celebrate Team and Family.
11/12	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11/19	2 x2 Conversation	TWBAT learn about the 2x2 process and
12/3	Grade Team Strategy Meeting -Winter Dance	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends. The staff will help plan winter dane

12/10	Grade Team Strategy Meeting - Culture Camp/Data regroupings	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
1/7	Grade Team Strategy Meeting	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
1/14	Active Shooter/ELPS	TWBAT practice lockdown procedures
1/21	Report Card Night	TWBAT update parents on student progress
2/18	ELL Calibration	TWBAT rate TELPAS in practice rounds and calibrate
3/3	STAAR	All staff will be trained on STAAR protocol and how to prevent irregularities
3/31	Report Card Night	TWBAT update parents on student progress
4/14	High Quality Questioning	TWBAT incorporate high quality questioning into their reviews for STAAR
5/5	GTL Tactical: Awards	Grade teams will collaborate in order to designate student awards for the year
5/26	EOY PTG	Staff will conduct a PTG of yearly operating mechanisms in order to make adjustments for the following year.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

**IDEA Pflugerville
Academy**



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies

in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Pflugerville Academy prepares students from underserved North Austin communities for success in college and citizenship.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Marie Kunthara Lori Mayfield Constance Taylor Marisol Murillo	Asia Walker Kristina Garrison Clark	Katie Bertrand Aleeza Williams Jason Huls Ashley Vaughn Kelly Robinson Misty Szyller
Kindergarten	First Grade	Second Grade
Xenia Hoover Dominique Benford Noha Noman Vikky Esparza	Fanta Conde Amanda Pena Stephanie Anzaldua	Jeffrey Brown Norma Sanchez Lisa Garza
Third Grade	Fourth Grade	Fifth Grade
Ana Cuellar Sharon Padilla Nicholas Ange	Laurie Beutler Allison Hernandez Brianne Castro	Torian Neal
Physical Education		
Alexa Anastos		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Lisa Galindo Amber Mitchell Amy Phillips Ethelyn Mackson Briana Adames Nicholas Juarez Kelly Robinson Misty Szyller Latishia Hodge Takela Wilson Amber Mittchell Briana Adames Amy Phillips Aerias Hurd		Jessica Vasquez
Operations Staff	Temporary Staff	
Dwayne Shorter Ron Arguello Julio Arguello Lupita Robles Sofia Garcia Crystal Garcia Laudan Vigil Sandra Ortiz Joelette Green		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Marie Kunthara, Principal Lori Mayfield, API Constance Taylor, API Marisol Murillo, Administrative Assistant Dwayne Shorter, APO Asia Walker, Academic Counselor Kristina Garrison Clark, Social Worker	July 16-17, 2020	19-20 Campus Priorities, BOY Strong Start, Campus Operating Mechanisms
	August 20, 2020	Strong Start Stepback: Student/Family/Staff Experience, Systems review & adjustments
	September 24, 2020	Data Dashboard & Staff Talent Review
	October 22, 2020	Q1 PTG Prep, Discussion, and Planning
	November 19, 2020	Semester 1 Exams, Celebrations
	December 17, 2020	Q2 PTG & Semester 2 Planning: Priorities, systems refresh
	January 7, 2021	Semester 2 Goals Management: Review systems, cohorts, etc.
	February 18, 2021	Staff Retention: Renewals, 21-22 Opportunities
	March 11, 2021	Q3 PTG & EOY Strong Finish
	April 22, 2021	EOY Celebrations Summer Planning
	May 27, 2021	21-22 CNA/SAIP Process Summer/21-22 Planning

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends, and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	187,824

164	State Compensatory	3,644,124
404	Accelerated Reader/Math	635,511
165	State Bilingual	110,760
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	99,086
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	13,362

Total

IDEA Pflugerville Academy Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	442	--
At Risk	229	52%
SPED	38	9%
F.A.R.M.	317	72%
ELL	182	41%
Male	209	47%
Female	233	53%
Amer. Indian	1	0.23%
Asian	22	4.98%
Black	88	19.91%
White	39	8.82%
Hispanic	279	63.12%

**As of April 2020*

Campus Committees

Staff Retention and Staff Culture: IDEA core values, Team & Pfamily, Professionalism	Student Persistence
<p>Committee Chair(s): Dominique Benford Committee Members:</p> <ol style="list-style-type: none"> 1. Lisa Galindo Latishia Hodge 2. Amanda Pena Maria Parlatto 3. Kaila Kelly 4. Stephanie Anzaldua Jeffrey Brown 5. Cheryl Moynihan 	<p>Committee Chair(s): Stephanie Anzaldua Committee Members:</p> <ol style="list-style-type: none"> 1. Briana Adames 2. Xena Hoover
Parent Engagement	Campus Culture: Celebrations and Events for students and staff
<p>Committee Chair(s): Kristina Garrison Clark Committee Members:</p> <ol style="list-style-type: none"> 1. Latishia Hodge 2. Stephanie Anzaldua 	<p>Committee Chair(s): Jessica Vasquez Committee Members:</p> <ol style="list-style-type: none"> 1. Jasmine Bracy 2. Cheryl Moynihan
Campus Behavior Expectations & System	Instruction: Campus PD, Instructional Expectations for Classrooms, Planning expectations, Data tracking & analysis
<p>Committee Chair(s): Jeffrey Brown Committee Members:</p> <ol style="list-style-type: none"> 1. Katie Bertrand 2. Brianne Castro 3. Joelette Green 	<p>Committee Chair(s): Xenia Hoover Committee Members:</p> <ol style="list-style-type: none"> 1. Amanda Pena 1. Katie Bertrand 2. Briana Adames 3. Stephanie Anzaldua 4. Joelette Green
Campus Operations: Arrival/Dismissal, Lunch/Recess, and other	
<p>Committee Chair(s): Kelly Robinson Committee Members:</p> <ol style="list-style-type: none"> 1. Maria Parlatto 5. Stephanie Anzaldua 6. Briana Adames 7. Cheryl Moynihan 	

New Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">● Being present, owning to responsibilities on who oversaw the duties, who own what and owning up to their responsibilities, a document stating who oversees what events and accountability of the person that is responsible for it● Parent and teacher collaborating to work with after school programs and other events like room parties● 100% of staff need to be aware of all consequences and expectations including recess monitors. Positive reinforcement with clear and consistent expectations. Whole team enforcement.● Students should know their goals, trackers need to be accessible to students with every content including AR, updated weekly.● Form of technology support for students to gain knowledge on how to use their computers | <ul style="list-style-type: none">● Friday, announcement and shout out with certificate, gift and posting their picture outside their door as a weekly challenge and opportunity for celebration● Seating chart for students, laminated on the table to make it easier for monitors to identify students. No lunch AND recess duty. Train monitors to handle behavior. Incentives for students- cleanest table, quietest table etc. |
|---|--|

Continuing Initiatives

- Keep attendance incentives consistent and communicated clearly without overlapping days, clear expectations for students, clear logistics. Social clubs for good behavior-volunteer teachers to invest. Growth on structure of recess and lunch time.
- Staff Recognition- rewarding teachers with more student engagement and participation not only gifts
- LT should assign a staff member a duty when coverage is needed. Multiple people need to be trained in multiple duties to make rotations more feasible. All grade level teachers and staff need to be participating. Make subs accountable for dismissal-specific instructions with duty times. Train mid hires for dismissal

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/3-8/11	BOY PD Week: All Campus Priorities	
8/18	Team & Pfamily: Culture	
9/1	Wizard Way: Operations	
9/8	Raising the Bar: Academics	
9/15	Team & Pfamily: Culture	
9/22	Wizard Way: Operations	
10/6	Raising the Bar: Academics	
10/13	Team & Pfamily: Culture	
10/20	Wizard Way: Operations	
11/3	Raising the Bar: Academics	
11/10	Team & Pfamily: Culture	
11/17	Wizard Way: Operations	
11/24	Raising the Bar: Academics	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Pharr Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Sonia Aguilar – Principal Brianda Martinez Assistant Principal Kelly Rodriguez Assisant Principal Jamaul Thomas Assistant Principal	Brenda Garcia Academic Counselor	Gerardo Garza Interventionist Edna Cantu Interventionist Maria Huerta Interventionist Grisle Luna Special Ed Erika Davila Interventionist
Kindergarten	First Grade	Second Grade
Annia Nuno Nydia Guerrero Ana Rios Abigail Amador	Samantha Martinez Narcedalia Briseno Georgina Gonzalez	Raul Reyes David Loredo Wendy Garcia
Third Grade	Fourth Grade	Fifth Grade
Pricilla Vazquez Joceline Garcia Emmanuel Rodriguez Monica Trevino	Erika Salinas Yasmine Lopez Celia Morquecho	Maria Bronold Jose Reyna Jorge Rodriguez
Physical Education		
Eduardo Garza		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Gladys Mejia Jessica Palomo Karla Flores Hector Magana Karina Molina	Patricia Garza	Marisela Saenz Cindy Moreno Angie Rodriguez Victoria Medrano Veronica Ramirez
Operations Staff	Temporary Staff	
Uriel Medeillin		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Sonia Aguilar Principal Kelly Rodriguez API Brianda Martinez API Gerardo Garza Lead specialist Jessica Balboa PK team leader Annia Nuno K team leader Narcedalia Briseno 1 st grade team leader Raul Reyes 2 nd grade team leader Pricilla Vazquez 3 rd grade team leader Celia Morquech 4 th grade team leader Jorge Rodriguez 5 th grade team leader	August 6 th	1.Strong Start Culture Review calendar
	September 3rd	2.LPAC/Dibels Boy/Goal setting
	October 1 st	3.Grade level quarterly meeting/Report card night sessions
	November 5 th	4.PTG /Veterans day/Tutoring
	December 3rd	5. Org health/school step back/grade level PTG
	January 7th	6. Campus culture reset/STAAR test trainings and prep
	February 4th	7.Parent events/Course collaboration
	March, April, May First Thursday	8. DATA review of goals , 2x2s , school priorities, culture events parent events.

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	437,682
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	53,007

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	834	
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Celia Morquecho</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Pricilla Vazquez 2. Jocelyn Garcia 3. Jorge Rodriguez 4. Yasmine Lopez 5. Samantha Martinez 	<p>Committee Chair(s): Monica Trevino</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Georgina Gonzalez 2. Raul Reyes 3. Erika Salinas 4. Jose Reyna 5. Nydia Guerrero
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Maria Bronold</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Annia Nuno 2. Marina Moreno 3. Claudia Beltran 4. Abraham Garcia 5. Alda Yzaguirre 	<p>Committee Chair(s): Brenda Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jessica Balboa 2. Gladys Mejia 3. Jessica Palomo 4. Medalia Gonzalez 5. Karina Molina 6. Karla Flores
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Gerardo Garza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. David Loredó 2. Hector Magana 3. Howard West 4. Patricia Garza 5. Maria Huerta 	<p>Committee Chair(s): Grisel Luna</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Erika Davila 2. Ana Jaime 3. Emmanuel Rodriguez 4. Edna Cantu

New Initiatives

- New Elementary Pilot Schedule
- Includes science in PK-5th
- Fine Arts elective 1st -5th
- Content meetings
- National Elementary Society
- Chess
- Eureka Math in kindergarten
- Wit&wisdom in kinder and 1st grade

-

Continuing Initiatives

- **Tutorial**
- **Lionville**
- **Student of the week celebrations**
- **Intervention blocks**
- **Lion mail**
- **Team grade level (assembly meetings)**
-

-

Staff Development

Date	Session Title/Topic	Session Objective(s)
Aug. 3,10, 17, 24	First week of school debrief	Strong start and culture (meetings will be every Monday)
Sept. 14	Tracking and goal setting	TWBA to have goals and be ready for goal setting meeting. Each content will have tracking system they will be using for each Quarter
Sept 21	Curriculum / content meetings	TWBA to look a scope and sequence for the quarter and set dates and expectations for content meetings.
Sept 28	Persistence	TWBA to articulate Persistence goal for the school and identify where they landed the previous year. Identify steps to take when we have a possible leaver
October 5	RTI	TWBA to understand the RTI process and go over all documents with special ed teacher and point person. Specific due dates will be given at this time
October 12	Data Accountability	TWBA to dig into our benchmark data and identify master, meets, approaches students. We will go over all 4 domains.
October 19	Social Emotional interventions 1 st Q of school	TWBA to hear from the counselor and what services we can provide students in the classroom and outside the classroom
November 9	Data Accountability	TWBA to meet by content and go over benchmark data and identify where we landed and what we need to be “A” rated school.
November 16	Grade level /PTG work time	TWBA to hear about progress to goals from lead team , every grade level will work on their own PTG and present to lead team. Identify gaps and plans for next quarter
December 7	Data Presentations	TWBA teachers will have an opportunity to present data and share best practices among other grade levers.
December 14	Intervention Plan revisit	TWBA to identify high priority students and revisit goals for these identified students.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

Quest Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Quest Academy prepares students from underserved communities for success in college and citizenship..

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

3C. Schools in operation in August 2020: 125

3D. Total Funds Raised (millions): \$70M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Pre-Kinder
Blanca Garza (Principal) Norma Salinas (Principal in Residence) Elizabeth Urena (Assistant Principal of Instruction) Jesus Solis (Assistant Principal of Instruction) Dora Olivarez (Assistant Principal of Ops.)	Teresa Alvarado	Marilu Rosas* Rose Martinez
Kindergarten	First Grade	Second Grade
Vanessa Rodriguez Kelly Villarreal Aidee Mireles Diana Herzberg	Denise Gomez Jennifer Hernandez Stephany Nava Cecilia Hinojosa	Lizeth Bocanegra Minerva Allen Marla Alvarez Crystal Rodriguez
Third Grade	Fourth Grade	Fifth Grade
Cynthia Sendejo Maleni Hinojosa Madison Hiser	Jessica Medina Judith Ramirez Reyna Alvarado	Nancy Olmos Maeleen De La Rosa Karina Rodriguez*
Physical Education	Testing Coordinator	Specialty Teachers
Jose Garcia Jr.	Jose Rios	Monica Gonzalez (SPED) Victor Chapa (SPED) Katherine Moreno (Interventionist) Marina Guerra (Interventionist)*

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Clerical/Technical	Operations Staff
Ritanelly Matus, PK Katia Trevino- PK Eva Garza, Kinder Joann Elizondo, Kinder Amy Solis, Kinder Alicia Alanis, Kinder Anna Wey, AR Lab Facilitator Elvira Ortiz, AR Lab Facilitator Norma Cadwell, ILearning Hotspot Facilitator New Hire, PE Assistant	Evelia Rodriguez, Receptionist Oralia Hanshaw, Administrative Assistant	Dora Olivares Assistant Principal of Operations Vianey Alvarez, SIS/Registrar Jesus Garza, Facilities manager Rosa Garza, Budget Clerk Rocio Hernandez, Farmer Rosario Colunga, CNP Manager Eleazar Vital, Transportation Manager Moises Ruiz, Transportation Clerk Roel Medina, CAN Irene Bolainez, COS Dora Jimenez, Recruitment Specialist
Temporary Staff		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Blanca Garza Teresa Alvarado Norma Salinas Elizabeth Garcia Lizeth Bocanegra Parent- Ramos Family Community Rep- Ramos Family	BOY	1. Goal Setting meetings 2. DI information sessions 3. Culture 4. Quest Card 5. Fund raising 6. Data Review 7. Budget Review
	OCT.	1. Fall festival 2. Red Ribbon Week 3. Data Review
	NOV.	1. Can drive 2. Blood drive 3. Data Review 4. Budget Review
	DEC.	1. Toy Drive 2. Blanket Drive 3. Christmas celebration for students & staff 4. Data review
	JAN	1. Career week 2. Data review 3. Father/Daughter dance
	MAR.	1. Spring Fling 2. Writing gallery walk 3. Data review
	APR.	1. Earth month 2. A day without shoes 3. Budget review 4. Data review
	MAY	1. EOY celebrations 2. Family picnic 3. 5 de Mayo 4. Moving up ceremonies 5. Muffins for Mom 6. Donuts for dad 7. Water day 8. Millionaire club

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local: 7, 044, 519

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	297,814
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	26,210

Total

Quest Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	798	
At Risk	438	55%
SPED	27	3%
F.A.R.M.	781	98%
ELL	357	45%
Male	433	54%
Female	365	46%
Amer. Indian	1	.13%
Asian	20	2.51%
Black	3	.38%
White	44	5.51%
Hispanic	729	91.35%

**As of April 2016*

Campus Committees

PK	Kinder								
<p>Committee Chair(s): Rose Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ritanelly Matus 2. Marilu Rosas 3. Katia Trevino 	<p>Committee Chair(s): Vanessa Rodriguez</p> <p>Committee Members:</p> <table border="0"> <tr> <td>1. Kelley Villarreal</td><td>5. Alicia Alanis</td></tr> <tr> <td>2. Diana Herzberg</td><td>6. Amy Solis</td></tr> <tr> <td>3. Joann Elizondo</td><td></td></tr> <tr> <td>4. Aidee Mireles</td><td>7. Eva Garza</td></tr> </table>	1. Kelley Villarreal	5. Alicia Alanis	2. Diana Herzberg	6. Amy Solis	3. Joann Elizondo		4. Aidee Mireles	7. Eva Garza
1. Kelley Villarreal	5. Alicia Alanis								
2. Diana Herzberg	6. Amy Solis								
3. Joann Elizondo									
4. Aidee Mireles	7. Eva Garza								
First	Second								
<p>Committee Chair(s): Cecilia Hinojosa</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jennifer Hernandez 2. Denise Gomez 3. Stephany Nava <p>Victor Chapa</p>	<p>Committee Chair(s): Lizeth Bocanegra</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Minerva Allen 2. Marla Alvarez 3. Crystal Rodriguez 								
Third	Fourth								
<p>Committee Chair(s): Cynthia Sendejo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Madison Hiser 2. Maleni Hinojosa 3. Monica Gonzalez 	<p>Committee Chair(s): Jessica Medina</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Reyna Alvarado 2. Judith Ramirez 3. Kathrine Moreno 								

Fifth	Family and Community Involvement
<p>Committee Chair(s): Marina Guerra</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Karina Rodriguez 2. Maeleen De La Rosa 3. Nancy Olmos 	<p>Committee Chair(s): Blanca Garza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Anna Wey 2. Marilu Rosas 3. Rose Martinez 4. Vanessa Rodriguez 5. Cecilia Hinojosa 6. Lizeth Bocanegra 7. Cynthia Sendejo 8. Jessica Medina 9. Marina Guerra 10. Maeleen De La Rosa
School Culture and Climate	Staff Quality, Recruitment and Retention
<p>Committee Chair(s): Teresa Alvarado</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jose Garcia 2. Diana Herzberg 3. Stephany Nava 4. Madison Hiser 5. Nancy Olmos 6. Marla Alvarez 	<p>Committee Chair(s): Dora Olivares</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lizeth Bocanegra 2. Cecilia Hinojosa

New Initiatives

<ul style="list-style-type: none"> • Social Emotional guidance lessons for students • New math TEKS/program in 3rd – 4th grade • Read aloud program K- 5 • Writing in Kinder through 5th grade (journals, reflections, essays) • 21st Century Grant afterschool program (After school piano lessons, Destination Imagination, Dance, Big Brothers/Big Sisters, Sylvan Learning) • SIOP Training for teachers with ELL students • Interventionist for 3rd – 5th grade 	<ul style="list-style-type: none"> • Quarterly instructional parent meetings • Parent Tutoring Sessions to support children at home • Mandatory bi-monthly teacher/parent conferences with struggling students • Life Binder • iLearning Hotspot and AR Zone labs open to students and parents after school and on Weekends • HWC • Semester Awards assemblies • Behavior celebrations
<h3 style="text-align: center;">Continuing Initiatives</h3>	
<ul style="list-style-type: none"> • District Culture Tenants • Saturday School tutoring • After school tutoring • Direct Instruction curriculum in Kinder-2nd grade • STEMscope curriculum for Science • Intervention block for 3rd & 4th grade • STAAR “Camps” for reading, writing & Math • Weekly Data conversations with all staff • 90/30 grade level meetings 3rd- 5th • DI Practice sessions • Anchor Charts for ELL students and STAAR strategies • Provide Classroom Libraries • Quest cards and/or planners for students and parent communication • Staff development Cycle • Weekly STAAR Quizzes • SBDM monthly meetings 	<ul style="list-style-type: none"> • Once a month Campus Committee meetings • Integrate STAAR stem questions into DI stories • 3rd, 4th, & 5th grade Team analysis and planning after each IA • Visible tracking system based on objectives for 3rd – 5th grade. • DI Lesson progress and goals posted • Weekly backwards planning • Individualized homework in K – 2nd grade • Student trackers for DI and STAAR • Professional Development based on IA results • Grade Level Meetings • Grade level leader meetings • Cindy Mitchell • Red Ribbon week • Canned Food Drive • Family Picnic • Moving up ceremonies

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/17/2020	Reflections from week one of school	TWBAT provide Glows and Grows from first week of school to then create plans towards future days/weeks in school.
8/24/2020	Round One: Goal Setting	TWBAT Prepare for Round 1 of staff development cycle. Explain the relationship between classroom goals and TCP.
8/31/2020	GET: Guidepost 1	TWBAT unpack GET Guidepost 1 to ensure that they are implementing criteria for success in exemplary column.
9/14/2020	Question Stems and Academic Vocabulary, Vertical Alignment	TWBAT get a bank of questions to embed into taught curriculum for practice towards academic vocabulary usage.
9/21/2020	GET: Guidepost 2	TWBAT unpack GET Guidepost 2 to ensure that they are implementing criteria for success in exemplary column.
9/28/2020	Effective CFU's and Exit Slips	TWBAT understand the components of an effective exit slip and apply that knowledge in their lesson planning.
10/5/2020	Data Analysis and Conversations, Identifying High Need Standards and Action Plans	TWBAT analyze exam data and write a clear plan for re-teaching objectives with large gaps with mini-goals towards next assessment.
10/19/2020	GET: Guidepost 3	TWBAT unpack GET Guidepost 3 to ensure that they are implementing criteria for success in exemplary column.
10/26/2020	Trunk or Treat Prep/Logistics	TWBAT create plans to implement for trunk or treat parent/community event.
11/2/2020	Thanksgiving Box Decoration	TWBAT come together as Team and Family to decorate the box that will be used to deliver thanksgiving goods to families in need
11/9/2020	GET: Guidepost 4	TWBAT unpack GET Guidepost 4 to ensure that they are implementing criteria for success in exemplary column.
11/16/2020	Reteach Model PD	TWBAT effectively practice and implement reteach plans for guided discourse and or modeling.
11/30/2020	Content Based Vertical Alignment	TWBAT plan with content teachers for vertical alignment and rehearse a lesson prior to delivery.
12/7/2020	No Meeting- Prep for Semester Exams	TWB given the gift of time to plan effectively for exams.
12/14/2020	Secret Elf Gift Exchange/Social	TWBAT socialize as team and family to celebrate accomplishments and engage in Team building activity.
01/11/2021	Round Two: 2X2	TWBAT learn what to expect from these conversations and logistical details
01/25/2021	Step back meeting	TWBAT track their college houses in the google doc for the month of August, September and October and determine where they fall towards their backwards plan and their next steps.
02/01/2021	Campus PTG: Progress Towards Goals	TWBAT analyze campus progress towards goals and make plans to close gaps in student learning.

02/22/2021	Kindness Counts at Quest	TWBAT to plan and present to grade levels kindness projects for “Kindness Counts at Quest Weeks.”
03/01/2021	GET: Guidepost 5	TWBAT unpack GET Guidepost 5 to ensure that they are implementing criteria for success in exemplary column.
03/08/2021	STAAR Training?	TWBAT get trained towards state exam requirement.
03/22/2021	Calibration	TWBAT calibrate student achievement.
03/29/2021	Small Group: Mastery Machine	TWBAT to learn how to create and apply for mastery machine.
04/05/2021	Parent STAAR Meeting	TWBAT plan for parent meeting to provide importance of STAAR assessment
04/12/2021	Priority Students	TWBAT provide list of priority students after mastery machine has been implemented.
04/19/2021	GET Guidepost 6	TWBAT unpack GET Guidepost 6 to ensure that they are implementing criteria for success in exemplary column.
04/26/2021	TCP Calculator	TWBAT fill in TCP calculator based on ratings provided throughout the year to determine where they could potentially stand towards APRs.
05/03/2021	Field Lessons	TWBAT present field lesson plans and ensure that all items necessary are accounted for.
05/10/2021	Round Three: Annual Performance Review	TWBAT learn what to expect from these conversations towards their evaluations
05/17/2021	Last Week of School Planning	TWBAT logistically plan and share ideas for plans during the last week of school.
05/24/2021	Step back	TWBAT identify areas for growth and next steps towards their progress towards goals.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers’ knowledge base.

IDEA Public Schools

IDEA Rio Grande City Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
<ul style="list-style-type: none"> • Melissa Garcia • Yaneth Alvarez • Elena Requenez • Adulfonso Garcia 	Gloria Garza	<ul style="list-style-type: none"> • Mayra Carrillo • Arnulfo Perez • Vanessa Villarreal • Karla Flores • Claudia Reyes • Horacio Gomez • Kelly Lara • Virginia M. • Julian Garcia
Kindergarten	First Grade	Second Grade
<ul style="list-style-type: none"> • Jaclyn Rios • Denise Rodriguez • Itzel Reyna • Ana Cantu • Itzelh Galaviz • Niza Balderas • Viridiana Sanchez 	<ul style="list-style-type: none"> • Michelle Guerra • Lilth Moreno • Dee Dee Bermea 	Abraham Morales Hannah Garcia San Juanita Garza Yarelli Gonzalez Pamela Gonzalez
3 rd Grade	4 th Grade	5 th Grade
<ul style="list-style-type: none"> • Daisy Rodriguez • Debbroah Bain Adriana Lopez	<ul style="list-style-type: none"> • Crysta Gonzalez • Isirdo Garcia Carina Guerrero	Aissa Cantu Anthony Sepulveda Jesus Barrera
Physical Education		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
<ul style="list-style-type: none">• Itzelh Galaviz• Niza Balderas• Viridiana Sanchez• Jacqueline Vela• Clarissa Bazan• May Ramos• Perla Zambrano• Karla Flores• Claudia Reyes• Vanessa Villarreal• Adelaida Barrera• Maria Trevino Marlen	<ul style="list-style-type: none">• Virginia M.Kelly Lara	Brenda Garza
Operations Staff	Temporary Staff	PE
<ul style="list-style-type: none">• Vilma• Monica• Jamie• Jessica• Vanessa• Kenneh• Elsa Yesenia	Jonathan Mendoza Zaida Zarate	Julissa Pena Julian Garcia

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Melissa Garcia (Principal, Administration)	08/05/20, 08/12/20, 08/19/20 & 08/26,20	<ol style="list-style-type: none"> 1. BOY reflections 2. Parent involvement
Elena Requenez (Assistant Principal of Instruction, Administration)	10/7/20, 10/14/20, 10/14/20, 10/21/20	<ol style="list-style-type: none"> 1. Student and adult culture 1. Red Ribbon Week 2. Anti-Bullying Messages 3. Fall Festival
Yaneth Alvarez (Assistant Principal of Instruction, Administration)	11/4/20, 11/11/20, 11/18/20	<ol style="list-style-type: none"> 1. Q1 State of the School 1. Winter Holiday Programs 2. Awards assembly for Semester 1 3. Thanksgiving Can Drive
John Jauregui (Assistant Principal of Instruction, Administration)	12/2/20, 12/9/20, 12/16,20	<ol style="list-style-type: none"> 1. Budget Review 1. Toy Drive 2. Blanket and Jacket Drive 3. Winter celebration for students and staff
Adulfonso Garcia (Assistant Principal of Operations, Administration)	01/06/21	<ol style="list-style-type: none"> 1. Q2 Data Review 1. Semester 2 Planning 2. Field Lesson Planning 3. Parent Committee Town Hall
Gloria Lazo (Academic Counselor, Administration)	02/3/21, 02/10/21, 02/17,21 & 02/24/21	<ol style="list-style-type: none"> 1. Valentine's Day Planning 1. Spring Dance planning 2. Q3 Data Progress Check 3. Campus Temperature Check
Ana Perez (Grade Team Leader, Pre-Kinder)	03/03/21, 03/10/21, 04/07/21, 04/14/21	<ol style="list-style-type: none"> 1. March Con Ganas Service Week Planning 1. Spring Volunteering 2. Data Check-In
Jaclyn Rios (Grade Team Leader, Kinder)	04/21/21, 04/21/21, 05/05/21, 05/12/21	<ol style="list-style-type: none"> 1. Budget Review 1. Student Incentives 2. EOY Field Trips 1. Data Check-In
Michelle Guerra (Grade Team Leader, 1 st)		
Abraham Morales (Grade Team Leader, 2 nd)		
Daisy Rodriguez (Grade Team Leader, 3 rd)		
Crysta Gonzalez (Grade Team Leader, 4 th)		
Aissa Cantu (Grade Team Leader, 5 th)		
	05/12/21, 05/19/21	<ol style="list-style-type: none"> 1. EOY Celebrations 2. Royal Reader Celebrations 3. Parent Satisfaction • Awards Assemblies

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Campus Budget Summary

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224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	30,395

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	893	
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

Pre-K	Kinder
<p>Committee Chair(s): Ana Perez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lucia Gomez 2. May Ramos 3. Adelaida Gonzalez 	<p>Committee Chair(s): Yaneth Alvarez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Michelle Molina 2. Ana Christina Cantu 3. Itzelh Gutierrez
1 st	2 nd
<p>Committee Chair(s): Dee Dee Bermea</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lilith Alvarez 2. Pamela Gonzalez 3. Perla Zambrano 	<p>Committee Chair(s): San Juanita Garza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Yarelli Gonzalez 2. Abraham Morales
School Culture and Climate	Family and Community Involvement
<p>Committee Chair(s): Elena Requenez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Yaneth Alvarez 2. Adulfonso Garcia 3. Gloria Lazo 4. John Jauregui 5. Daisy Rodriguez 6. Anthony Sepulveda 7. Melissa Garcia 	<p>Committee Chair(s): Gloria Garza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Melissa Garcia 2. Adulfonso Garcia 3. Mayra Carrillo 4. Ana Perez 5. Jaclyn Rios 6. Adriana Lopez

New Initiatives

- Science in PK to 4th Grade

-

Continuing Initiatives

- Coaching by APIs
- Spring Tutorials
- Recess tutorials
- API teaching
- In-class Intervention
- Direct Instruction
- Peer teacher coaching
- In-school professional development
- AR Zone literacy
- Data tracking
- Progress to Goal Meetings
- Eureka Math
- Wit and Wisdom
-

-

Staff Development

Date	Session Title/Topic	Session Objective(s)
08/06/20	First day of school procedures	TWBAT reflect on the 1 st day of school to ensure the week goes smoothly;
08/06/20	TEAMS expectations	TWBAT utilize teams to give clear instruction for the year.
08/13/20	Giving Clear Instructions	TWBAT give clear and precise instructions with as few words as possible, as well as ensure understanding through CFUs.
08/20/20	Revise and Perfect Routines and Procedures	TWBAT revise any routine that needs more attention to detail, while using the T/S game to ensure culture stays strong in the class.
08/27/20	Family and Community Building	TWBAT call home for select students
09/03/20	Group Practice	TWBAT set students up for mastery within the group setting.
09/10/20	Group Correction Procedure	TWBAT ensure everyone is firm together.
09/17/20	Report Card Night	TWBAT attend report card night and speak with parents.
09/24/20	Teacher Radar	TWBAT know when students are off task.
10/01/20	Whole Class Reset	TWBAT implement a planned whole class reset to improve students' behavior.
10/8/20	Temperature Check	TWBAT conduct temperature checks of their own selves, their co-teachers, and of their students.
10/15/20	Goal Urgency	TWBAT identify gaps in their planning and correct them for the upcoming quarters.
10/22/20	Individual Turns	TWBAT solidify mastery though individual practice.
10/29/20	Assess for Mastery	TWBAT conduct effective mastery tests, check outs, and assess for student mastery.
11/5/20	Implement Independent Work	TWBAT follow daily routines and structures that build opportunities for students to practice independently.
11/12/20	Active Monitoring	TWBAT check students' work to determine whether they're learning what's been taught.
12/3/20	Building momentum	TWBAT motivate students with actions that push them forward in their lessons.
12/10/20	Report Card Night	TWBAT meet with parents regarding grades for Q2.
01/07/21	Proactive Planning	TWBAT plan to focus where it is needed most in order to ensure student mastery in future lessons.
01/07/21	Building structure to reinforce mastery and automaticity	TWBAT maximize every moment in class so that students are mastering more and more lessons throughout the weeks.
01/14/21	State of the School	TWBAT understand the state of the school as it pertains to instructional and operational goals.

01/14/21	Pacing of Delivery	TWBAT create a sense of urgency so that students feel constantly engaged.
01/21/21	Engage all students	TWBAT make sure all students participate by cold calling and implementing other engagement strategies.
01/28/21	Narrate the positive	TWBAT narrate what students do well
02/04/21	Report Card Night	TWBAT deliver report cards to parents and families.
02/11/21	Individual Student Corrections	TWBAT anticipate students off task behavior and rehearse the things that they will do when students behavior is off-task.
02/18/21	Goal Urgency	TWBAT plan for the last month of instruction to ensure they hit their goals.
02/25/21	Student Engagement	TWBAT plan for student engagement sessions for students.
03/04/21	Unpacking the module	TWBAT: Unpack their next module.
03/11/21	Positive phone calls	TWBAT: create a plan of action for positive phone calls.
03/25/21	Discourse and model	TWBAT: Discuss the differences between both during reteach plans.
04/01/21	Reteach plans 101	TWBAT: Review expectations regarding reteach plans.
04/08/21	Least invasive intervention	TWBAT: Understand the least invasive form of intervention.
04/15/21	Habits of discussion	TWBAT: Practice habits of discussions through virtual learning.
04/29/21	Celebrations	TWBAT: be celebrated for the month
05/06/21	Prepare for EOY assemblies	TWBAT: Have time to prepare EOY awards
05/13/21	Persistence calls	TWBAT: Make persistence calls
5/20/21	EOY celebration	TWBAT: celebrate for the month

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Academy Rio Vista Socorro, Texas



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

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Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Academy Rio Vista is committed to providing an environment where students will not only receive a high-quality rigorous education, but also an opportunity to discover and develop their own authentic self, as people. I am looking forward to continuing to lead a school where college is as much a part of our scholar's identity as it is part of our mission.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Yanira Aguilar, Principal Angela Rodriguez, API Lisa Lopez, PIR Vacancy, APO	Christopher Gibson, AC	Cynthia Loya, SpEd Lizzette Galaviz, RISE Teacher Luz Guerrero, Interventionist
Prekindergarten	Kindergarten	First Grade
Shasta Padios Latoya Rodriguez Veronica Martinez	Leslie Pavia Rodriguez Erika Prieto Jacqueline Saenz Jessica Gutierrez Katherine Ventresca Christina Gomez Jessica Chavarria	Sofia Moquete Carolina Alvarado Jessica Del Pino
Second Grade	Third Grade	Fourth Grade
Mary Goewey Steve Lopez Stacey Giraldez	Belinda Lial Claudia Gonzalez Machelle Luthi	Tanya Carbajal Erika Carbajal Birsa Bermea
Fifth Grade	Physical Education	Flex Teachers
N/A	Leeza Gutierrez	N/A

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Annabelle Galindo Abril Perez Arlene Lopez Arturo Lugo Raquel Tello Noel Amanda Hernandez Michelle Garcia Sonia Gomez Michelle Bargas Jazmine Hernandez Jessica Salazar Heather Cloud Sheila Cuellar Jazmine Valverde	Nicolette Griffin Shean Calderon	Receptionist – Vacancy Anais Muthwill, Registrar Patricia Ramirez, SIS Eduardo Castro, Facilities Nidia Jimenez, Health Aide
Operations Staff	Temporary Staff	Grant Funded*
Anais Muthwill, Registrar Patricia Ramirez, SIS Eduardo Castro, Facilities Nidia Jimenez, Health Aide Karla Rojo, Business Clerk Hivore Torres, CNA Manager	N/A	Joey Stolich (Pending Grant Award)

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Hiring Committee: Yanira Aguilar, Principal Angela Rodriguez, API Lisa Lopez, PIR Jeannette Castillo, Admin Stacey Giraldez Shasta Padios Jessica Del Pino Erika Carbajal Leslie Pavia	June 18 th , 2020	1. Staffing and On-boarding of new staff
	BOY July/Augst	1. Goals by work stream 2. Culture Rubric 3. Instructional Rounds Q1 GET Focus 4. Field Lesson Call for Proposals / Fundraising Call 5. Budget review and update 6. SDC Round 1 Training and meetings (scheduled) 7. Planning Hispanic Heritage month (Sept 15 – Oct 15)
	September	1. TCP 2. ELL / LPAC meetings 3. SPED and DIAG testing, follow up from ARDs 4. Planning for Oct Trunk or Treat 5. Red Ribbon Week
	October	1. Planning for Thanksgiving lunches 2. PTG Q1 3. Health and wellness (turkey trot) 4. Data snap shot
	November	1. Food drive/Toy Drive for Christmas 2. Data review (mini PTG) 3. Budget review
	December	1. Holiday Showcases for all grades 2. Blanket drives for needy in community 3. Staff Social (Holiday Soiree) 4. Data review 5. Planning 2x2 (work time and appointments)
	January – February	1. 2x2 Execution of meetings 2. Planning and Execute Black History Month 3. Family Dance (Formerly: Father Daughter) 4. PTG Q2
	March	1. Spring Fling (Attendance Incentives) 2. Dr. Seuss Week (Read Across America) 3. Data Review (Ramp up to STAAR)
	April	1. Earth Month 2. Budget Review 3. Data Review 4. STAAR student cheer teams
	MAY	1. STAAR Pep-Rally 2. Family Picnic 3. 5 De Mayo Celebrations 4. Moving Up Ceremonies 5. Water Day 6. Royal Reader Celebrations

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	494	100%
At Risk	253	51.21%
SPED	49	9.91%
F.A.R.M.	454	91.90%
ELL	223	45.14%
Male	266	53.84%
Female	228	46.15%
Amer. Indian	1	Less than 1%
Asian	1	Less than 1%
Black	12	2.43%
White	33	6.68%
Hispanic	447	90.49%

**As of May 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Tanya Carbajal</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Machelie Luthi 2. Stacey Giraldez 3. Claudia Gonzalez 4. Erika Carbajal 5. Silvia Caballero 	<p>Committee Chair(s): Belinda Lial</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Mary Goewey 2. Sofia Moquete 3. Leslie Pavia 4. Brisa Burnea 5. Luz Guerrero
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. 	<p>Committee Chair(s): Jessica Del Pino</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lisa Lopez 2. Leeza Gutierrez 3. Steve Lopez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s):</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. 	<p>Committee Chair(s): Christopher Gibson</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Latoya Rodriguez 2.

New Initiatives

- Capturing Kids Hearts Program
- RenStar tracking
- Science District Curriculum PK-2
- Writing Camp prior to STAAR
- Tracking cards for all individual goals
- ELL-SIOP Training in partnership with Region 19
- DI program for decoding and comprehension – 3rd grade

- HERO Binders for Students
- Reasoning Minds Books for STAAR 3rd Grade
- STAAR Objective Based Tracking and Intervention
- Monthly Team & Family Events for Staff
- SpEd – Imagine Learning
- College Field Lesson PK-3
- PBIS for Academy

Continuing Initiatives

- Remind App for Schoolwide communication
- Facebook for Sitewide communication and engagement
- DI implementation with fidelity PK-2
- NIFDI Leader Development Partnership
- Extended Day Programming for Striving Learners
- Implementation of Teachboost for teacher feedback
-

- Use of Student Planner for tracking homework
- Student owned progress trackers
- E to E Program for non-English Speakers
- iLearning Math Software for individualized student practice
- Monday Morning Assembly

Staff Development		
Date	Session Title/Topic	Session Objective(s)
8/5-8/6	PBIS	TWBAT implement and execute the key components of PBIS in a traditional and virtual class.
9/17	Student Culture Planning / Capturing Kids Hearts Training Part I	TWBAT identify mindsets and strategies for supporting students with behavioral and academic challenges to meet ambitious goals.
9/24/19	Parent Communication (PWI's & Mission List)	TWBAT build relationships with parents and establish teacher/parent communication as a foundation to student learning.
10/9/18	PTG Prep & Planning	TWBAT articulate current state of progress to goals & prioritize students for additional support between now and February 21, 2020.
11/5/18	Merit Trackers and Techniques	TWBAT practice implementing merit trackers to encourage positive student behavior outcomes.
1/14/19	Aggressive Monitoring Technique	TWBAT plan out ways to ensure 100% of students are on-task and engaging in rigorous content.
2/11/19	TeachBoost PTG for Teachers	TWBAT use data in TB to name priority GET strand for improvement/development.
2/18/19	Special Populations Interventions	TWBAT collaborate across contents to determine student progress and areas of growth.
3/3/19	Mastery Strategies (3 rd Grade)	TWBAT review assessment data and make plans to close gaps on key standards.
4/22/19	Assessment Preparation	TWBAT identify strategies for strong assessment preparation for all students.
	Kagan Training Ongoing	Internalize the value of collaborative learning by implementing Kagan structures systemically and intentionally

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Rise Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

100% of IDEA Rise Scholars will be academically and social-emotionally prepared to go to and through college.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Kristin Olson, Principal Elyse Lorenz, Assistant Principal of Instruction Dante Johnson, Assistant Principal of Instruction Alethea Duncan, PIR	Sasha Robinson, Social Emotional Counselor Curtis Bailey, Academic Counselor	Alejandra Romo, Physical Education
Kindergarten	First Grade	Second Grade
Leonel Warner Selena Cruz Omelia Oyinlola Davesha Shed Meaghan Howsare	Kamau Brown, ELA Charles Park, ELA Bree Goss, Math	Roxana Harris, ELA Hannah Roberts, ELA Sarah Davila, Math
Third Grade	Fourth Grade	Fifth Grade
Irma Gomez, Math Taylor Wade, ELA Oneida Jacobo Oyola*, Writing	N/A	N/A
Physical Education		
Alejandra Romo, PE		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Lucy Eggers, Kindergarten Co-teacher Katie Matthews, Kindergarten Co-teacher Brianna Brooks, Kindergarten Co-teacher Leslie Beltran, Kindergarten Co-teacher Diedre King, Kindergarten Co-teacher Vacancy, 1 st grade Co-teacher Vacancy, 1 st grade Co-teacher Donald Taylor, 2 nd grade Co-teacher	Darryl Givens, HotSpot Facilitator	Tatiana Hurtado, Administrative Assistant
Operations Staff	Temporary Staff	
Marc Ybarra, Assistant Principal of Operations Alberta Thompson, Business Clerk Luegenia Jansen, CNP Manager Gloria Rios, SIS Coordinator Ruby Hernandez, Health Aide Anel Vega-Flores, Receptionist Jennifer Beckom, FSS Ma Rodriguez Estrada, FSS Maria Alfaro, FSS Miurel Irias, FSS Esperanza Carrillo, Custodian Shaquita Noil, Custodian Jason Drake, Custodian		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Principal, Kristin Olson Elyse Lorenz, Assistant Principal of Instruction Dante Johnson, Assistant Principal of Instruction Sasha Robinson, Social Emotional Counselor Curtis Bailey, Academic Counselor Marc Ybarra, Assistant Principal of Operations Alethea Duncan, PIR Leonel Warner, Teacher Representative/DI Breeanna Goss, Teacher Representative/Math Mayra Williams, Special Education GTL Selena Cruz, Kindergarten GTL Kamau Brown, 1 st grade GTL Roxana Harris, 2 nd grade GTL Irma Gomez, 3 rd grade GTL	July 30 th	<ul style="list-style-type: none"> • State of the School and Priorities for 20-21 • BOY PD • 6 Week Vision for Culture
	August 27 th	<ul style="list-style-type: none"> • Schoolwide Persistence and ADA data Strategies; ADA Escalation Matrix • Back to School Night • Exit Ticket Tracking and Student goal conversations
	September 24 th	<ul style="list-style-type: none"> • Review schoolwide culture data and review next steps • Fall Festival/Trunk or Treat • Quarter 1 IA and Data Conversations
	October 22 nd	<ul style="list-style-type: none"> • Quarter 1 PTG (ADA, Persistence, Academic Data) and Action Steps • Thanksgiving Feast for Families • Thanksgiving Food Baskets
	November 12 th	<ul style="list-style-type: none"> • Schoolwide Persistence and ADA data Strategies; ADA Escalation Matrix • Winter Fest • Quarter 2 IA
	December 17 th	<ul style="list-style-type: none"> • Semester Stepback- Review Action Plan and Adjustments to Make for Semester 2 • January Culture Re-set for scholars • January Family Engagement
	January 28 th	<ul style="list-style-type: none"> • Review schoolwide culture data and review next steps • Review January Culture Re-set
	February 25 th	<ul style="list-style-type: none"> • Schoolwide Persistence and ADA data Strategies; ADA Escalation Matrix • Spring Festival Planning • Recruitment and Registration
	March 25 th	<ul style="list-style-type: none"> • Quarter 3 PTG (ADA, Persistence, Academic Data) and Action Steps for Quarter 4 and planning priority plan for 21-22 • Welcome to IDEA for 21-22 SY
	April 22 nd	<ul style="list-style-type: none"> • Strategic planning for the 20-21 SY • End of Year Family Celebration • Summer School Planning
	May 27 th	<ul style="list-style-type: none"> • Review Strategic Plans for 20-21 SY\

		<ul style="list-style-type: none">• Summer Persistence Events
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Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund- \$1,417,353

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	\$158,332
164	State Compensatory	\$2,916,634
404	Accelerated Reader/Math	\$508,642
165	State Bilingual	\$88,648
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	\$4992

Total

IDEA Rise Academy
Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	377	
At Risk	68	18%
SPED	30	8%
F.A.R.M.	341	90%
ELL	68	18%
Male	192	51%
Female	185	49%
Amer. Indian	1	0.27%
Asian	9	2.39%
Black	133	35.28%
White	51	13.53%
Hispanic	165	43.77%

Campus Committees

Academic Committee	School Culture and Climate
<p>Committee Chair(s): Dante Johnson and Elyse Lorena</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Breeanna Goss, 1st grade Math 2. Sarah Davila, 2nd grade Math 3. Kamau Brown, 1st grade DI 4. Hannah Roberts, 2nd grade ELA 5. Irma Gomez, 3rd grade Math teacher 	<p>Committee Chair(s): Curtis Bailey, Academic Counselor</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Selena Cruz, Kindergarten Teacher 2. Lucy Eggers, Kindergarten Co-teacher 3. Leonel Warner, Kindergarten teacher 4. Jason Mayfield, RISE Teacher 5. Meaghan Howsare, Kindergarten Teacher
Family and Community Involvement	Staff Quality, Recruitment and Retention (Sunshine)
<p>Committee Chair(s): Sasha Robinson, SEL</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Katie Mathews, Kindergarten co-teacher 2. Omelia Oyinlola, Kindergarten Teacher 3. Donald Taylor, 2nd grade DI co-teacher 4. Taylor Wade, 3rd grade ELA 5. Dierdre King, Kindergarten co-teacher 	<p>Committee Chair(s): Roxana Harris</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Davesha Shed, Kindergarten Teacher 2. Oneida Jacobo Oyola, 3rd grade Writing Teacher 3. Charles Park, 1st grade ELA Teacher 4. Leslie Beltran, Kindergarten co-teacher 5. Tatiana Hurtado, Administrative Assistant

New Initiatives

Academic Achievement

- Conduct DI script practice 30 minutes each morning. All grade levels will have practice at the same time.
- Record and share weekly instructional videos for families to support their scholars at home in ELA and Math. Provide families access to these videos through the weekly Raven's Nest News
- Hold bi-weekly Progress Towards Goals Meetings as part of weekly grade team meetings.
- Conduct quarterly Curriculum Nights for families
- During Beginning of Year PD, provide teachers with copies of all plans for students with IEPs, 504s, and scholars in RTI. Provide all staff PD on implementing accommodations in the classroom.
- Implement grade team huddles daily to review priorities for the day related to academic achievement.
- By Week 4 of school, implement daily exit ticket huddles to analyze

Student Culture and Family Engagement

- Design and execute Parent University that includes topics to support parents to support their scholars academically and social emotionally.
- At beginning of year PD, implement a common picture of Culture Habits and Routines to enforce schoolwide
- Implement a streamlined behavior management system through a single application—DeansList.
- Onboard families during Meet the Teacher Night and teach families about new behavior adjustments.
- 1:1 devices to ensure students are able to continue their studies virtually on in person
- Implement a student climate survey 3 times per year, analyze data and make adjustments schoolwide to address school climate data

Continuing Initiatives

Academic Achievement

- Weekly Staff Meetings and Professional Development that focus on the Arc of the year
- Skills Bootcamps for teachers that align to the Arc of the year and teachers are selected based on progress in instructional rounds and observations
- Weekly Progress Towards Goal Memos included with the staff weekly
- Weekly Grade Team Meetings focused on progress towards goals, student persistence, and student achievement
- Quarterly Progress Towards Goal Meetings for Leaders

Student Culture and Family Engagement

- Schoolwide positive incentive system
- Monthly Coffee with the Principal and Family Advisory Council Meetings
- Weekly Raven's Nest News (Family Weekly) sent on Fridays
- Monthly family engagement events

Staff Culture and Student Achievement

- Sunshine Committee for Staff Culture
- Monthly Staff Appreciation Events
- Continue Sunshine Committee for Staff Culture
- Monthly Staff Appreciation Events

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 18, 2020	GET 2C- Culture of Achievement Unpacking/Classroom Management and Culture Rehearsal	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 2C. Teachers will practice implementation of GET 2C. Teachers will understand the structure of monitoring and follow-up post the PD.
August 26, 2020	GET 2D Unpacking/Rehearsal of key routines in the classroom	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 2D. Teachers will practice implementation of GET 2D. Teachers will understand the structure of monitoring and follow-up post the PD.
September 1, 2020	Side by Side Lesson Planning Clinics & Rehearsal (Exit Tickets)	<ul style="list-style-type: none"> Teachers will finalize plan and system for implementation of TEKs aligned exit tickets.
September 8, 2020	Side by Side Lesson Planning Clinics & Rehearsal (Exemplars)	<ul style="list-style-type: none"> Teachers will practice writing exemplars for weekly lesson plans.
September 15, 2020	Response to Intervention Kick-off meeting	<ul style="list-style-type: none"> Teachers will understand how a student qualifies for Response to Intervention. Teachers will begin the RTI process for students in their classroom.
September 22, 2020	Content Specific: Lesson Plan Expectations Review (GET 3C/3D)	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 3C/3D

		<ul style="list-style-type: none"> Teachers will practice implementation of GET 3C/3D. Teachers will understand the structure of monitoring and follow-up post the PD.
September 29, 2020	Unpack GET 4A&4B/Rehearsal of Content & feedback	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 4A/4B. Teachers will practice implementation of GET 4A/4B. Teachers will understand the structure of monitoring and follow-up post the PD.
October 6, 2020	Content PD: Eureka, W&W, DI/Rehearsal of Content & feedback related to GET 4A/4B (Vertical Alignment)	<ul style="list-style-type: none"> Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
October 13, 2020	Unpack GET 4C	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 4C Teachers will practice implementation of GET 4C. Teachers will understand the structure of monitoring and follow-up post the PD.
October 20, 2020	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
October 27, 2020	GET 4C: Aggressive Monitoring & Rehearsal	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 4C Teachers will rehearse implementation of GET 4C.

November 3, 2020	Content PD: Eureka, W&W, DI/Aggressive Monitoring Subject specific	<ul style="list-style-type: none"> Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
November 10, 2020	GET 4C: Aggressive Monitoring & Rehearsal	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 4C Teachers will rehearse implementation of GET 4C.
December 1, 2020	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
December 8, 2020	Review PTG data and create reteach/remediation plan to begin semester 2	<ul style="list-style-type: none"> Teachers will review data and create reteach/remediation plans for semester 2.
January 5, 2021	Vision of Excellence: Schoolwide Culture Re-set/CMC Review	<ul style="list-style-type: none"> Teachers will create a culture re-set plan for their classroom as they begin semester 2.
January 12, 2021	Unpack GET 5C- Re-teach and Remediation	<ul style="list-style-type: none"> Teachers will be able to identify components of GET 5C. Teachers will rehearse implementation of GET 5C.
January 19, 2021	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
January 26, 2021	Grade Level/Content PTG	<ul style="list-style-type: none"> Grade Level Teams will analyze grade level data and present current progress towards goals and next steps.

February 2, 2021	Reteach Plans to address gaps in data	<ul style="list-style-type: none"> Teachers will create re-teach plans to address gaps in data.
February 16, 2021	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
March 2, 2021	Reteach Plans to address gaps in data	<ul style="list-style-type: none"> Teachers will create re-teach plans based on Quarter 3 data and plan to remediate/re-teach for the remainder of the year.
March 16, 2021	Content PD: Eureka, W&W, DI	<ul style="list-style-type: none"> Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
March 23, 2021	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
March 30, 2021	Content PD: Eureka, W&W, DI	<ul style="list-style-type: none"> Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
April 13, 2021	Content PD: Eureka, W&W, DI	<ul style="list-style-type: none"> Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
April 20, 2021	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.

April 27, 2021	Staff Meeting/Annual Performance Review Overview	<ul style="list-style-type: none"> Teachers will review the APR process and be able to successfully complete their APR.
May 4, 2021	Schoolwide Committee Meeting & 21-22 Strategy Planing	<ul style="list-style-type: none"> Schoolwide Committees will present progress for the year. Team members will participate in strategic planning for the 21-22 SY.
May 11, 2021	Content PD: Eureka, W&W, DI	<ul style="list-style-type: none"> Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
May 18, 2021	Response to Intervention	<ul style="list-style-type: none"> Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Riverview Academy



2020 – 2021 Student Achievement Improvement Plan

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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Riverview Academy culture of high expectations and results is built on relationships of mutual trust and respect between leaders, teachers, students, parents and staff. These relationships allow us to foster an environment in which everyone is committed to preparing our youth with the rigor and character they will need to graduate from college. We have a TEAM and FAMILY environment that all members alike feel privileged and honored to be part of.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Radha Guajardo Nancy Silva Alaine Ortiz Vanessa Rivera Mirelle Moreno Erika Mendez	Claudia Mendoza*	Jazmín Hinojosa Cynthia Cruz Alejandro Calixto Miguel Cantu Amanda Rodriguez Yessika Iracheta
Kindergarten	First Grade	Second Grade
Nora Perez Carla Sanchez Diamantina Chavez Deborah Araiza	Yesenia Jasso Juanita Herrera* Yanalli Sanchez * Radha Enriquez	Amelia Valdez Paulina Hernandez Cynthia Alvarado
Third Grade	Fourth Grade	Fifth Grade
Julia Gonzalez Maria De Saro Amanda Vega	Meghan Murray Jazmin Jaramillo Veronica Quintero	Jose Gonzalez Penelope Rivas Lariza Trevino
Physical Education	Pre-Kindergarten	
Donna Flores	Ana Pizana Susana Garcia	

*Bilingually Certified

Para-Professionals Campus Staff					
Co-Teachers			Facilitators	Clerical/Technical	
Estefanía Lopez Veronica Martinez Claudia Flores Yuridia Alvarado Julie Guerrero Alondra Ceballos Carolina Hernandez Bernice Pelayo Rebekah Mendoza David Garza Betsy Rivera Alejandra Leal Monique Galvan Natalie Castillo			Bianca Ruiz Yadira Ramos	Brianna Rodriguez Cipriano Rivera	
Operations Staff			Temporary Staff		
Maribel Yvonne Lopez Sanchez Navarro Puente Diana Garza Gonzalez Serapio Jovanhi Ofelia Ms. Letty Guillen Martha Liz Norma Blanca	Sandra Aide Rossy Nelly Ceci Erasmo Mari Lupita Claudia Juan Vicente Duvelsa Olga P Jorge Celis Caty Griselda Roger Daniel	Lorena Daniela Melissa Karla Rolando Salas Arely Abigail	Gabriela Garza- Flex Co-Teacher		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Radha L. Guajardo (Principal, Administration) Nancy Silva (Assistant Principal of Instruction) Mirelle Moreno (Assistant Principal of Instruction) Vanessa Sandoval (Assistant Principal of Instruction) Claudia Mendoza (Academic Counselor) Claudia Pereira (Principal in Residence)	July 30, 2020	1. School wide culture: Culture Rubric revision and investment 2. LPAC/BOY DIBELS/LAS 3. Round 1- Coaching Cycle 4. School Re-opening 5. Safety procedures and Social Distancing 6. Calendar the 1 st 2 quarters 7. Spirit nights- dates by grade level (will we keep this?) 8. Parent Involvement (how does this looks like?) 9. Fall festival (Keeping it?) 10. Team building for staff 11. Early release/full day 12. GET rubric observations 13. Intervention planning for 3 rd and 4 th grade 14. Cancer awareness month 15. Fundraisers 16. Grandparents day celebration 17. Monthly trainings for teachers (A month ahead)
Rolando Salas (Assistant Principal of Operations) Susana Garcia (PK Team Leader) Nora Perez (Kinder Team Leader)	August 20, 2020	1. Red ribbon week: October 26-30, 2020 2. Bully prevention month: October 3. Fire prevention week: October 12-16, 2020? 4. Fire drills 5. Fall festival 6. ADA Bouncers (to keep?) 7. Q1 RCPUN (How does this look like?) 8. Character Day: October 30 9. Behavior incentives 10. Revision of safety procedures and social distance
Yessenia Jasso (1 st grade Team Leader) Cynthia Alvarado (2 nd grade Team Leader)	September 24, 2020	1. Dates for Saturday school (2 nd semester) 2. Start of 3 rd -5 th grade tutorials 3. Thanksgiving for staff 4. Can drive 5. Round 2 6. PK-2 nd Christmas program (will we be able?) 7. Christmas parade 8. PTG
Amanda Vega (3 rd grade Team Leader) Meghan Murray (4 th grade Team Leader)	October 22, 2020	1. Thanksgiving for staff 2. Can drive 3. Gobble Gobble attendance challenge 4. Round 2 5. PK-2 nd Christmas program (will we be able) 6. Christmas parade 7. PTG
Jose Gonzalez (5 th Grade Team Leader)	November 19, 2020	1. Christmas program 2. Christmas celebration for students and staff

<p>Donna Hernandez (Electives Team Leader)</p> <p>Tania Rodriguez (Special Education Department Team Leader)</p> <p>Jose Gonzalez (K-4th Math Content Leader)</p> <p>Esmeralda Campos (Parent Representative)</p> <p>(Community Representative)</p>		<ol style="list-style-type: none"> Santa Pictures Class group pictures Scholastic book fair Team building activity for January Toy Drive <p>*Will we be able to keep all the social activities?</p>
	December 17, 2020	<ol style="list-style-type: none"> Budget review Professional development for 2nd semester PTG Charro day's Parade 100th days of school Q2 RCPUN ADA Bouncers STAAR training Course collaboration Campus culture- revisit
	January 21, 2021	<ol style="list-style-type: none"> Field lessons Valentine's day celebration for students Valentine's day picture Persistence review Charro's day Parade Hiring Little Star MOY Retention Counselor's day
	February 18, 2021	<ol style="list-style-type: none"> Spring festival Kinder Graduation Summer school- planning Easter Hunt Easter pictures TELPAS Field lessons Kinder graduation Read across America
	March 25, 2021	<ol style="list-style-type: none"> Field Lessons Field day WTI Summer training DI testing- Incoming students Awards TOY Teacher appreciation week Admin. Assistant appreciation day Earth day Summer school continuation
	April 22, 2021	<ol style="list-style-type: none"> PTG EOY celebrations Kinder graduation- continuation Muffins with mom DIBELS EOY

[illegible]

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	536,229
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	46,473

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Mirelle Moreno- PK- 2nd</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Susana Garcia 2. Nora Perez 3. Alondra Ceballos 4. Juanita Herrera 5. Amelia Valdez 6. Jazmin Hinojosa 7. Rebekah Mendoza 	<p>Committee Chair(s): Alaine Ortiz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Deborah Araiza 2. Alejandra Leal 3. Cinthia Alvarado 4. Jose Gonzalez 5. Cynthia Cruz 6. Bianca Ruiz 7. Yanalli Sanchez 8. Yuridia Alvarado
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Rolando Salas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Claudia Flores 2. Lariza Trevino 3. Yessenia Jasso 4. Alexandra Seymour 5. Blanca Garcia 6. Monique Galvan 	<p>Committee Chair(s): Radha Guajardo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Meghan Murray 2. Donna Flores 3. Estefania Lopez 4. Julie Guerrero 5. Carla Sanchez 6. Radha Enriquez 7. Berenice Pelayo
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Erika Mendez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Julie Gonzalez 2. Paulina Hernandez 3. Carolina Hernandez 4. Natalie Castillo 5. David Garza 6. Amanda Rodriguez 	<p>Committee Chair(s): Claudia Mendoza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alejandro Calixto 2. Melinda Pinon 3. Roel Guzman 4. Veronica Martinez 5. Diamantina Chavez 6. Betsy Rivera 7. Yadira Ramos

New Initiatives

- Science writing journals
- Spring Festival
- Program Completion Celebration
- Incorporate history/geography projects
- Science Fair
- Buy Maps and globes for classrooms
- Charro Day's festival with parents
- Ranger (upper grade students assisting with morning duties)
- Invite authors to Read books with students
- Outdoor Science

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Continuing Initiatives

- Conduct afterschool tutoring for 1st and 2nd grade
- Conduct early intervention for PK-2 ELL students
- Fast facts for homework
- Ensure BOY DI placement is accurate (especially in PK)
- Use of academic block to transition 2nd graders to TEKS based instruction after 2nd semester
- Daily homework
- DI aligned word walls in the classrooms
- Keeping students accountable for checking their work and doing their fixups
- Rocket 411
- Use backward planning throughout the year to ensure mastery
- Dr. Seuss activities to celebrate Read Across America
- ADA quarterly celebrations
- Christmas program
- Kinder graduation
- Fall festival
- Provide ongoing RTI training for all staff
- Hispanic Heritage celebration

- SpEd field lessons
- STAAR Pep Rally
- Muffins with mom
- Small cohort meetings for PK parents
- Book fair
- Restroom procedures posted in restroom
- Incentives for Perfect Attendance (Individual students)
- Shout outs for teachers during faculty meetings
- Monthly rewards for Teacher Perfect attendance
- Student attendance goal by homeroom
- Monthly Projects, ex: January- MLK
- Use of signals in the classroom
- Walking on 5&1 in the hall
- Hiring committee including Grade level leaders
- Continue morning meetings
- Homework and projects aligned with DI
- Hands on projects
- Continue using making meaning for Read Aloud time

Staff Development

Date	Session Title/Topic	Session Objective(s)
August	Aggressive Monitoring pt. 1	Teachers will be able to aggressively monitor the quality of student work by... • Creating a monitoring pathway to see all students. • Using an exemplar to plan checkpoints
August	Aggressive Monitoring pt. 2	Teachers will be able to aggressively monitor and respond to gaps in student work by... • Providing quick, effective feedback. • Tracking responses to identify trend
August	Joy Factor	Teachers will be able to increase joy factor by implementing Pepper, Challenge, and Surprise & Suspense.
September	SPED Partnership Meeting	Teachers will be able to partner with SPED teachers by reviewing progress meetings for the school year.
September	Setting Clear Expectations	Teachers will be able to set clear expectations by providing What to Do directions
September	Engage all students	Teachers will be able to engage all students by implementing effective turn and talk
October	Responding to MM/ EOM (Lower Grades) Data Analysis (Upper Grades)	
October	Review and Reteach	TWBAT Decide which content to review and reteach based on data. Plan effective reteach and review.
November	Reteach: Guided Discourse	Teachers will be able to use Show Call to maximize accountability, normalize revision, and model exemplar work
November	Reteach: Modeling	Teachers will be able to articulate and practice the most critical components of using Modeling during re-teach
December	Student Work Analysis Meetings/ DI Analyzing Student Work	
January	Supporting Special Pops	Teachers will be able to... • Add accommodations to a lesson plan. • Create a seating chart that prioritizes support for SPED and ELL students
January	Delay Test	TWBAT understand when and how to use delay test to check for understanding and adjust lesson when needed.
February	CP (steps 1-3)	TWBAT identify the first 3 steps that they need to follow when using the correction procedure
February	IW Expectations	TWBAT build a culture of hard work and high expectations
March	Correction Procedure (Steps 1-7)	TWBAT identify the 7 steps that they need to follow when using the correction procedure.
April	Analyzing Data/Targeting Low Performers	TWBAT understand how and when to analyze data to target low performers

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Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Robindale Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Robindale Academy lays a solid foundation to prepare our scholars for College Prep and, ultimately, college and beyond.

DISTRICT GOALS 2019-20:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%
- 1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1H. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1I. Average ACT score (Class of 2020, September 2019): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composit score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$101M
- 2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Monica Araiza-Principal Alma Rodriguez-Assistant Principal of Instruction Cristina Salinas-Assistant Principal of Instruction Ulu Gil-Assistant Principal of Operations	Lesly Cisneros-Academic Counselor	Bianca Rubio Ashley Villarreal Edna Maldonado Cynthia Nevarez Sandra Saldana
Kindergarten	First Grade	Second Grade
Marissa Melguizo Vijay Kanuga Selina Loya Ana Andrade	Americo Paredes Jessica Magallanes Johanna Barba	Vianka Vela Maria Parlatto Allyson Garcia
Third Grade	Fourth Grade	Fifth Grade
Diana Hernandez Marisol Hernandez Crystal Perez	N/A	N/A
Physical Education		
Israel Arredondo		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Jaclynn Pope Haley Villarreal Paulina Mendoza Georgina Galvan Amanda Garcia Karen Vasquez Julian Trevino Gabriela Garza Dayra Quiroz Lyan Pedraza Alejandra Monsivais Sonia Avalos	Thalia Trevino, AR Facilitator Koral Flores, AR Facilitator Alda Jimenez, iLearning Hotspot Facilitator	Diana Cavazos, Administrative Assistant Jessica Barcenas, Testing Coordinator Roxanne Belmontes, Business Clerk Victoria Trevino, SIS Coordinator Zulema Mora, Receptionist Amanda Castillo, Enrollment Coordinator Gabriela Serna, Health Aide
Operations Staff	Temporary Staff	
Eira Acosta, Cafeteria Manager Juan Gonzalez, Facilities Manager Guillermo Tamayo, Transportation Manager Get names of Custodians, Bus Drivers, & Cafeteria Workers		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Monica Araiza (Principal, Administration)	Monday, September 14, 2020	<ol style="list-style-type: none"> 1. Fall Festival 2. Grade Level Field Lessons 3. ADA Incentives/Challenges
Alma Rodriguez (Assistant Principal of Instruction, Administration)	Monday, October 19, 2020	<ol style="list-style-type: none"> 1. Veteran's Day Celebration 2. Winter Programs
Cristina Salinas (Assistant Principal of Instruction, Administration)	Monday, November 16, 2020	<ol style="list-style-type: none"> 1. 100th Day of School 2. Recruitment
	Monday, December 14, 2020	<ol style="list-style-type: none"> 1. Charro Days 2. Valentine's Dinner & Dance
Ulu Gil (Assistant Principal of Operations, Administration)	Monday, January 11, 2021	<ol style="list-style-type: none"> 1. Spring Festival
	Monday, February 8, 2021	<ol style="list-style-type: none"> 1. Earth Day 2. Kinder Graduation
Lesly Cisneros (Academic Counselor, Administration)	Monday, March 8, 2021	<ol style="list-style-type: none"> 1. End-of-Year Ceremonies
	Monday, April 12, 2021	<ol style="list-style-type: none"> 1. Summer Family Engagement
Diana Cavazos (Administrative Assistant, Administration)	Monday, May 10, 2021	<ol style="list-style-type: none"> 1. Summer Persistence
#Name (Grade Level Chair, Kinder)		
#Name (Grade Level Chair, 1 st Grade)		
#Name (Grade Level Chair, 2 nd Grade)		
#Name (Grade Level Chair, 3 rd Grade)		
#Name (Parent Representative)		
#Name (Community Representative)		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	
164	State Compensatory	
404	Accelerated Reader/Math	
165	State Bilingual	
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	

Total

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	324	
At Risk	106	33%
SPED	33	10%
F.A.R.M.	283	87%
ELL	90	28%
Male	155	48%
Female	160	52%
Amer. Indian	0	0
Asian	4	1.23%
Black	1	.31%
White	15	4.63%
Hispanic	304	93.83%

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Alma Rodriguez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Selina Loya 2. Jessica Magallanes 3. Allyson Garcia 4. Sandra Saldana 5. Paulina Mendoza 6. Marisol Hernandez 7. Maria Parlatto 8. Crystal Perez 	<p>Committee Chair(s): Cristina Salinas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Marissa Melguizo 2. Americo Paredes 3. Vianka Vela 4. Diana Hernandez 5. Cynthia Nevarez 6. Alejandra Monsivais 7. Edna Maldonado
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Monica Araiza</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Karen Vasquez 2. Vijay Kanuga 3. Gabriela Garza 4. Ashley Villarreal 5. Sonia Avalos 	<p>Committee Chair(s): Lesly Cisneros</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Crystal Perez 2. Julian Trevino 3. Gina Galvan 4. Lyan Pedraza 5. Haley Villarreal 6. Koral Flores
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Diana Cavazos</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jaclynn Pope 2. Alda Jimenez 3. Brooke Lopez 4. Dayra Quiroz 	<p>Committee Chair(s): Ulu Gil</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bianca Rubio 2. Ana Andrade 3. Johanna Barba 4. Amanda Garcia

New Initiatives

- Imagine Learning Licenses
- 3rd Grade STAAR Resources
- Science Fair
- GenEd/SpEd Coordinating Conferences
- Behavior Committee
- Grade Level Daily Huddles and/or Tacticals

- Running Club
- AR/HS/PE T-shirts for goal attainment
- Quarterly Parent Focus Groups
- Virtual Extracurricular Activities
- New Teacher/Co-Teacher Mentor Program
- Systematic Feedback

Continuing Initiatives

- Parent Volunteer Program

-

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/11/20	CNP Civil Rights Training	Participants will be able to explain the civil rights requirements for our Child Nutrition Program.
8/18/20	Advancing on the Teacher Career Pathway & Intro to GET Rubric	Participants will be able to explain how Teacher Career Pathway (TCP) placements are determined, and how to set goals to improve on the TCP.
8/25/20	Guidepost 1 & Round 1 Goal Setting	Participants will be able to explain the purpose and process for Goal Setting.
9/1/20	Teachboost & Illuminate	Participants will be able to explain the purpose of TeachBoost and how it will be used, and be able to access their account. Participants will be able to explain and access the features of Illuminate.
9/8/20	Grade Level Tacticals	Teachers will review grade-level data to problem solve around the most pressing tactical items
9/15/20	Virtual Parent Meetings	Participants will be able to explain best practices for leading parent meetings through Teams.
9/22/20	Unpacking Standards/Learning Targets into K/D	Teachers will be able to use a KNOW/DO chart to unpack the learning objective.
9/29/20	Access of the KDA	Teachers will analyze the different platforms for access students need in order to be successful. Teachers will be able to use the ACCESS column of the KNOW/DO chart to plan ACCESS for target groups of students.
10/6/20	Grade Level Tacticals	Teachers will review grade-level data to problem solve around the most pressing tactical items
10/13/20	Aggressive Monitoring Part I	The teachers will be able to aggressively monitor the quality of student work by: * creating a monitoring pathway to see all students * using an exemplar to plan checkpoints
10/20/20	Move This World Follow-Up	TBD-based on Q1 needs
10/27/20	Aggressive Monitoring Part II	Teachers will analyze the different platforms for access students need in order to be successful. Teachers will be able to use the ACCESS column of the KNOW/DO chart to plan ACCESS for target groups of students.
11/10/20	Grade Level Tacticals	Teachers will review grade-level data to problem solve around the most pressing tactical items
11/17/20	Introduction to SWAM	Teachers will be able to identify gaps in learning and misconceptions in order to plan for re-teach and remediation

12/1/20	SWAM Practice	Teachers will be able to practice the SWAM process using recently collected student work
12/8/20	Reteach (Guided Discourse vs. Model)	Teachers will be able to differentiate between Guided Discourse and Model and identify when to use each
12/15/20	Grade Level Tacticals	Teachers will review grade-level data to problem solve around the most pressing tactical items

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Rundberg Academy



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Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Rundberg Academy will ensure that all students will have the skills necessary to survive and thrive so they can go on to attend a four-year college or university.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

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2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

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PRIORITY #3: Achieve Mission at Scale

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3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Allison Metz Drew Nudd Marc Martinez Taylor Metting Esther Peralez	Mary Ann Silva Ara Duke Andrea Gregg	Porsche Colbert Fred Gonzalez Taylor Logue
Kindergarten	First Grade	Second Grade
Allyssa Pope Shelby Rodriguez Victoria Frayre Shakea Baker	Kayla Hodde Julia Guerra Alberta Poullard Ayehisa Gil Katie Carlin	Allyssa Edwards Nadircha Gomez Zoila Torrez James Logan Shaydrienne Calvin
Third Grade	Fourth Grade	Fifth Grade
Lynette Montemayor Miles Diaz Daisy Gonzalez Kelsy Moreno Leilandra Montgomery	Aden Muhammad Adrian Rodriguez Ethan Chideckel	Anaisa Garza Summer Rash Elisabeth Pepin
Physical Education		
Daniel Valdez Edwin Aguirre Ortiz		

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Larry Bratke Cynthia Coronado Amanda Walker Caroline Swanson Erykah Lewis Joseph Pam Cortez James Logan Jacqueline Hallman		Jose Chavez – IT Specialist
Operations Staff	Temporary Staff	
Zaira Perez Martinez – SIS Coordinator Wendy Vaquera Cabello –Registrar Lorena Dominguez –Campus Operations Specialist Abigail Lopez –Receptionist Alice Arriaga Pacheco –Student Enrollment Coordinator Josefina Bastida –Health Aide Sarah Lopez –Business Clerk Jonathan Gonzalez Mata –Sped Driver Martin Pennington –Facilities Manager Patrick Brown –Cafeteria Manager Iliana Mata –Cafeteria Assistant Manager Maria Ochoa –Cafeteria Assistant Manager	Bety Chino –Contracted Custodians Lety Chino –Contracted Custodians	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Allison Metz, Principal	Stepback: July 15-17, 2019	<ol style="list-style-type: none"> 1. Review and reflect on all 18-19 campus goals and data 2. Determine priorities for the 19-20 school year and develop priority work teams and plans
	Five half or full day PD sessions for Grade Team Leaders and Assistant Principals in addition to bi-weekly Grade Team Meetings.	<ol style="list-style-type: none"> 1. Identify current state and next steps for Student Culture, ADA, and persistence
	Five half or full day PD sessions for Content Team Leaders and Assistant Principals	<ol style="list-style-type: none"> 1. Identify current state and next steps for Content Teams
	Weekly during Lead Team Tacticals	<ol style="list-style-type: none"> 1. Share current state and next steps on campus goals
	Monthly Cafecitos	<ol style="list-style-type: none"> 1. Share current state of the campus and receive feedback from parents
	Midyear PTG – January 2020	<ol style="list-style-type: none"> 1. Determine current state and next steps per campus goals

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	\$0
163	State Special Education	\$237,317
164	State Compensatory	\$4,371,614
404	Accelerated Reader/Math	\$762,381
165	State Bilingual	\$132,872
411	Technology Allotment	\$0
192	Technology Sp. Fund	\$0

Funding Sources - Federal

204	Title IV Drug Free School	\$0
211	Title I Regular	\$218,234
212	Title I Migrant	\$0
224	IDEA-B Formula	\$0
255	Title II, Part A, Classroom Size Red./Eisenhower	\$0
262	Title II, Part D, Technology	\$0
263	Title III – Bilingual	\$35,460

Total

Campus Name (SIS owns)**Campus Demographics***

Student Populations	Number of Students	Percentage of Students
Enrollment	AC: 672	AC: 53.63%
At Risk	AC: 519	AC: 77.23%
SPED	AC: 43	AC: 6.4%
F.A.R.M.	AC: 649	AC: 96.58%
ELL	AC: 483	AC: 71.88%
Male	AC: 336	AC: 50%
Female	AC: 336	AC: 50%
Amer. Indian	AC: 0	AC: 0%
Asian	AC: 1	AC: 0.15%
Black	AC: 47	AC: 6.99%
White	AC: 39	AC: 5.8%
Hispanic	AC: 580	AC: 86.31%

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Allison Metz, Principal Committee Members: Daisy Gonzalez, Kelsy Moreno, Ethan Chideckel, Aden Muhammed, Elisabeth Pepin</p>	<p>Committee Chair(s): Drew Nudd Committee Members: Miles Diaz, Adrian Rodriguez, Anaisa Garza</p>
Science (As Applicable)	School Culture and Climate
<p>n/a</p>	<p>Committee Chair(s): Taylor Metting, Ara Duke Committee Members: Zaira Perez Martinez, Mary Silva, Andrea Gregg</p>
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Allison Metz, Drew Nudd, Marc Martinez Committee Members: Alyssa Pope, Julie Guerra, Monica Gomez, Katie Carlin, Adrian Rodriguez, Anaisa Garza</p>	<p>Committee Chair(s): Mary Ann Silva Committee Members: Ara Duke, Andrea Gregg</p>

New Initiatives

- Meet 100% enrollment by beginning the recruitment process in December and keeping families warm and happy leading up to FDOS.
- Increase teacher proficiency in making instructional decisions based on: TEKS; college-ready vertical alignment; provided curriculum; current student data.
- Improve staff climate and professionalism.

Continuing Initiatives

- A State Accountability Rating (if applicable)
- 97.5% Average Daily Attendance
- 90% Student Persistence

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

Staff Development

Date	Session Title/Topic	Session Objective(s)
August	BOY PD	School culture, lesson planning, classroom management, professionalism expectations
8/19/20	Direct Instruction – Decoding Training	Teachers will receive training to prepare them to teach Decoding program curriculum.
9/9/20	Direct Instruction – Classroom Management Expectations	Teachers will be able to: articulate how Teacher/Students (T/S) game motivates students, articulate rationale for using T/S game, implement T/S game 100% of the time for every lesson.
9/10-11/20	Unit Unpacking PD (ELA & Mathematics)	Teachers will be able to unpack a Wit & Wisdom (ELA) or Eureka (Mathematics) unit to backwards plan and identify key learning ideas
9/16/20	Direct Instruction – Identifying key skills and skills progression	Teachers will be able to identify when reading skills are first introduced in the Direct Instruction (DI) reading curriculum and address gaps in student mastery tests and daily reading fluency checkouts.
9/22/20	Unit Unpacking PD	Teachers will be able to unpack a Science unit to backwards plan and identify key learning ideas
11/10/20	Critical Student Intervention – Program Training (3 rd Grade – 5 th Grade)	Teachers will receive training to prepare them to teach Decoding program curriculum.
12/3/20	Direct Instruction – Decoding Training	Teachers will receive training to prepare them to teach Decoding program curriculum.
12/8/20	Grade Team Meetings	Address persistence, ADA concerns
1/5/20	GPTW	Take time to complete the Great Places to Work Survey
1/19/21	Grade Team Meetings	Address persistence, ADA concerns
1/26/21	Goal Setting for March Mock	Teachers will be able to roll out student growth goals and create an investment and tracking plan
2/2/21	Effective Proctoring	Teachers will review effective methods for proctoring exams in preparation for March Mock Exams
3/2/21	Student Work Analysis Meetings	Look at data from BWAs, exams
3/9/21	Mastery Machine	Teachers will have worktime to continue creating mastery machine materials
4/6/21	Student Work Analysis meetings of March Mock	Teachers will determine gaps in student understanding and create a re-teach plan before STAAR
4/20/21	Grade Team Meetings	Address persistence, ADA concerns
4/13/21	Preparing for STAAR	TW understand proctoring, protocols, etc.

5/11/21	EOY Awards Planning	TW create EOY awards to celerbate students
5/18/21	EOY Close Out	TW go over close out list before departing for the summer

IDEA Public Schools

IDEA San Benito STEM Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

The mission of IDEA San Benito STEM Academy is to provide a culture of achievement that develops communication skills, collaboration, and critical thinking to be college and career ready.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Christina Villarreal-Principal Diana Naranjo-API Erica Hite-API Jennifer Carrillo-PIR Hope Hollenhead-API Emilio Dominguez-APO Arleen Salazar-Admin Asst.	Dora Amaya-Academic Counselor	Lourdes Jimenez-Special Education* Aaron Longoria-Special Education Rohanda Hernandez-Interventionist Elizabeth Doty-Interventionist
Kindergarten	First Grade	Second Grade
Luisa Garza* Alejandra Martinez Luana Hernandez Arely Sanchez	Camilia Sosa Jennessa Lopez Estella Garcia Desire Park	Melinda Gonzalez Maritza Lopez Gilda Lire-Caldwell
Third Grade	Fourth Grade	Fifth Grade
Lynda Mandujano Sabrina Amaro Mandy Eilts Zelete Zamora	Lurae Caldwell Claudia Cordon Angelina Gonzalez	Nancy del Angel Letty de los Santos Dean Nguyen
Physical Education	Pre-K	
Andrew Ybarra	Lesly Cisneros Maria Barrientos	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Estella Mendez Maria de Leon Yvonne Quintanilla Susana Peralez Amanda Peralez Amanda Guzman Yvette Garcia Stephanie Gomez Cristina Parker Karla Rangel Kristen Quintanilla Olga Handy Ulises Amaro		Gina Garza-Busines Clerk Magdiel Martinez-Receptionist Cindy Martinez-SIS
Operations Staff	Temporary Staff	
Adan Saldivar-Facilities Manager Janie Ramos-Nurse Armando Rodriguez-Custodian TBD-Cafeteria Manager Juan Gonzalez-Transportation Manager Jose Luis Flores-Student Enrollment Coordinator Olivia Ruiz-Testing Coordinator		

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Christina Villarreal (Principal, Administration) Diana Naranjo (Assistant Principal of Instruction, Administration) Jennifer Carrillo (Assistant Principal of Instruction, Administration) Hope Hollenhead (Assistant Principal of Instruction, Administration) Dora Amaya (Academic Counselor, Administration) Emilio Dominguez (Assistant Principal of Operations, Administration)	August 6, 2020	1. Parent Involvement 2. Meet the Teacher
	September 3, 2020	1. Fall Festival 2. Red Ribbon Week 3. Bully Prevention Month
	October 8, 2020	1. Quarter 1 PTG 2. Thanksgiving Lunch
	November 5, 2020	1. Toy Drive 2. Christmas gifts for scholars 3. Holly Jolly Festival
	December 10, 2020	1. New Year Goals/Resolutions 2. Quarter 2 PTG
	January 7, 2021	1. Valentine Treat for Scholars 2. Father/Daughter Dance
	February 11, 2021	1. Open House-Texas Public Schools Week
	March 11, 2021	1. EOY Celebrations/Bash 2. Family Picnic 3. Royal Reader Celebration 4. Awards Assemblies 5.

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	314,111
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	19,162

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Lurae Caldwell</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Mandy Eilts 2. Sabrina Amaro 3. Vanessa Izaguirre 4. Gilda Lire-Caldwell 5. Melinda Gonzalez 	<p>Committee Chair(s): Nancy del Angel</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rohanda Hernandez 2. Claudia Cordon 3. Maritza Lopez 4. Camilia Sosa
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Letty de los Santos</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Luisa Garza 2. Laura Guerra 3. Amanda Peralez 4. Cristina Parker 	<p>Committee Chair(s): Lourdes Jimenez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Andrew Ybarra 2. Dean Nguyen 3. Maria Barrientos 4. Luana Hernandez
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Erica Hite</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alejandra Martinez 2. Arely Sanchez 3. Estella Garcia 4. Elizabeth Doty 	<p>Committee Chair(s): Lynda Mandujano</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Jennessa Lopez 2. Desire Park 3. Karla Rangel 4. Anyssa Solorio

New Initiatives

- 1-1 Technology for every student in PK-5th
- Imagine Learning for all students
- Synchronous Learning in classrooms and through distance learning
- Shift to 5 homeroom classes in 1st grade to accommodate the larger enrollment transitioning from kinder to 1st

Continuing Initiatives

- | | |
|---|---|
| <ul style="list-style-type: none">• Teachers will continue to utilize Class Dojo to track daily behavior and communicate with parents regarding student areas of strength and growth• 90 minutes in every content area for maximum instructional time• 3rd-5th teachers will be tracking daily exit ticket averages and percentages passing and commended daily in order to drop data weekly to the campus lead team• Weekly data drops for 3rd-5th will emphasize intentional tracking of our LEP and SPED populations, which are underperforming in these grade levels• Consistent culture observations and immediate feedback and follow-through• Implementing Wit and Wisdom and Being a Writer in 3rd-5th ELA classrooms• Implementing Eureka Math in Kinder-5th grade classrooms | <ul style="list-style-type: none">• The lead team will be utilizing TeachBoost to track teacher observations, norm on rubric ratings and communicate daily with teachers regarding areas of strength and growth• 3rd-5th will utilize Whole Brain Teaching and Teach like a Champion 2.0 strategies to ensure that our LEP scholars are meaningfully interacting with content and being lead to mastery.• Teachers will continue to use novels to teach skills in reading by utilizing open response comprehension questions and socratic seminars in class |
|---|---|

Staff Development

Date	Session Title/Topic	Session Objective(s)
August 13, 2020	BOY Glows and Grows-How can we Improve?	Staff will reflect/discuss what went well and what needs to be improved as we continue through the school year.
August 20, 2020	Round 1 Teacher Goal Setting	Explain the relationship between their own goals and the school and district goals and Draft SMART Goals and begin a self-reflection in Cornerstone
August 27, 2020	TeachBoost Introduction for Teachers and Advancing on TCP	Describe why and how the campus will use TeachBoost this year to support their development. Articulate the components that make up a teacher's TCP placement level. Explain how they can advance through the levels of TCP.
September 3, 2020	Virtual Parent Meeting Expectations	Articulate and share the expectations of virtual parent meetings during the first quarter
September 10, 2020	Introduction to Illuminate	Explain their role in assessment tracking and the importance of accuracy
September 17, 2020	Civil Rights Training	TBD
October 1, 2020	Best Practices for Engaging Students Online	Share best practices on improving student engagement for students online
October 22, 2020	Safety Protocols and Updates	Review safety protocols for students and staff; answer any questions from staff
November 19, 2020	Student Relationships in Virtual/In-Person Classrooms	Provide strategies to build relationships with students doing virtual learning as well as students in person
January 7, 2021	Quarter 2 Progress to Goals for Grade Levels	Share progress to goals at end of Q2 and share strategies to improve gaps in goals
January 14, 2021	TELPAS Training	Train teachers on forms to be completed for Telpas
February 4, 2021	SBA Tutoring Plan	Share tutoring plan and make changes based on feedback from teachers
February 18, 2021	STAAR Training	Train teachers on STAAR test administration
March 11, 2021	Data Deep Dive/Plan for Last Stretch to Meet Goals	Backwards plan to ensure end of year goals are on track to be met; set clear next steps on what is needed to meet those goals

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Academy San Juan



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

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To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

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Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff					
Administrative Staff		Counseling Staff		Specialty Teachers	
Melissa Finch	Principal	Vanessa Castro	Academic Counselor	Rosalinda Alvarez	Interventionist
Aracely Villarreal	Asst. Principal-K,RISE			Ernestina Adame	Interventionist
Susan Garza	Asst. Principal-Prk,1 st ,2 nd			Maria Roldan	Interventionist*
Julie Mock	Asst. Principal-3 rd -5 th			Jesus Alanis	SPED
Javier Pena	APO			Alyssa Salas	SPED Teacher
				Ruth De Leon	SPED Teacher
				Angel Plata	RISE CoT
				Bianca Lowrey	RISE CoT
				Jacqueline Pedraza	RISE CoT
				Brenda Banda	RISE CoT
Kindergarten		First Grade		Second Grade	
Sarah Alvarado		Betsaida Gracia-Medrano		Krystal De La Garza	
Zayra Pequeno		Adriana Guzman		Jessica Gomez	
Monica Gonzalez		Erica Benitez		Linda Ramos	
Victoria Cano-Gonzalez		Daniel Medrano			
Third Grade		Fourth Grade		Fifth Grade	
Khrystina Castillo		Debby Tapia		Efren Trevino	
Bisruti Bhatta		Krystal Ortega		Claudia Vasquez	
April Beltran		Adan Karr		Pedro Lopez	
Physical Education		Prk Teachers			

Gregorio Gutierrez	Jessica Lozano Cassandra Rodriguez	
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*Bilingually Certified

Para-Professionals Campus Staff					
Co-Teachers		Facilitators		Clerical/Technical	
April Beltran	PRK CoT	Robert Arellano	ILHS Facilitator	Deanna Morin	Admin Asst.
Dianey Veliz	PRK CoT	Jennifer Alvarez	AR Facilitator		
Isabel Nieto	K CoT	Yessica Sierra	AR Facilitator		
Magdalena Veliz	K CoT				
Vivian Reyes	K CoT				
Dina Espinoza	K CoT				
Amanda Rios	1 st grade CoT				
Arantza Solano	1 st grade CoT				
Brittany Castro	2 nd Grade CoT				
Operations Staff		Temporary Staff			
Claribel Perez	Receptionist				
Tonia Hale	Sr. SIS Coordinator	Juan Hinojosa	Flex Teacher		
Josefa Maciel	Health Aide				
Sonia Perea	CNP Manager				
Randy Rodriguez	CNP Asst Manager				
Paul Closner	Facilities Manager				
Dina Ivey	Business Clerk				
Gladys Luna	Lunch Monitor				
Edith Moya	Lunch Monitor				
Marissa Luna	Lunch Monitor				
Monique Gonzalez	Lunch Monitor				
Abel Parra	Lunch Monitor				

Para-Professionals Campus Staff					
Co-Teachers		Facilitators		Clerical/Technical	
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Dianey Veliz	PRK CoT	Jennifer Alvarez	AR Facilitator		
Isabel Nieto	K CoT	Yessica Sierra	AR Facilitator		
Magdalena Veliz	K CoT				
Vivian Reyes	K CoT				
Dina Espinoza	K CoT				
Amanda Rios	1 st grade CoT				
Arantza Solano	1 st grade CoT				
Brittany Castro	2 nd Grade CoT				
Operations Staff		Temporary Staff			
Claribel Perez	Receptionist				
Tonia Hale	Sr. SIS Coordinator	Juan Hinojosa	Flex Teacher		
Josefa Maciel	Health Aide				
Sonia Perea	CNP Manager				
Randy Rodriguez	CNP Asst Manager				
Paul Closner	Facilities Manager				
Dina Ivey	Business Clerk				
Gladys Luna	Lunch Monitor				
Edith Moya	Lunch Monitor				
Marissa Luna	Lunch Monitor				
Monique Gonzalez	Lunch Monitor				
Abel Parra	Lunch Monitor				

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Melissa Finch Principal Aracely Villarreal API Susan Garza API Julie Mock API Javier Pena APO Vanessa Castro Academic Counselor	EVERY 1 st , 2 nd and 3 rd Tuesday in session.	Professional Development GET Rubric Aligned Session 1:10
		Professional Development GET Rubric Aligned Session 2:10
		Professional Development GET Rubric Aligned Session 3:10
		Professional Development GET Rubric Aligned Session 4:10
		Professional Development GET Rubric Aligned Session 5:10
		Professional Development GET Rubric Aligned Session 6:10
		Professional Development GET Rubric Aligned Session 7:10
		Professional Development GET Rubric Aligned Session 8:10
		Professional Development GET Rubric Aligned Session 9:10
		Professional Development GET Rubric Aligned Session 10:10

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

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Funding Sources - State

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165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

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211	Title I Regular	495,994
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	

263	Title III – Bilingual	34,873
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Total

IDEA Academy San Juan

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

English Language Arts	Math
Committee Chair(s): Julie Mock Committee Members: <ol style="list-style-type: none"> 1. Erica Benitez 2. Jacqueline Pedraza 3. Pedro Lopez 4. Betsaida Gracia-Medrano 5. Krystal De La Garza 6. Dina Espinoza 7. April Beltran 	Committee Chair(s): Aracely Villarreal Committee Members: <ol style="list-style-type: none"> 1. Claudia Vasquez 2. Maria Roldan 3. Daniel Medrano 4. Adriana Guzman 5. Debby Tapia 6. Linda Ramos 7. Bisruti Bhatta
Science (As Applicable)	School Culture and Climate
Committee Chair(s): Efren Trevino Committee Members: <ol style="list-style-type: none"> 1. Victoria Cano-Gonzalez 2. Monica Gonzalez 3. Isabel Nieto 4. Juan Hinojosa 5. Yessica Sierra 6. Ernestina Adame 7. Angel Plata 	Committee Chair(s): Susan Garza Committee Members: <ol style="list-style-type: none"> 1. Adan Karr 2. Jesus Alanis 3. Brenda Banda 4. Sarah Alvarado 5. Zayra Pequeno 6. Vivian Reyes 7. Robert Arellano 8. Greg Gutierrez
Staff Quality, Recruitment and Retention	Family and Community Involvement

Committee Chair(s): Melissa Finch/Deanna Morin

Committee Members:

1. Krystal Ortega
2. Jessica Gomez
3. Brittany Castro
4. Rosalinda Alvarez
5. Jessica Lozano
6. Cassandra Rodriguez
7. Magdalena Veliz

Committee Chair(s): Vanessa Castro

Committee Members:

1. Alyssa Salas
2. Bianca Lowrey
3. Arantza Solano
4. Amanda Rios
5. Khrystina Castillo
6. Jennifer Alvarez
7. Dianey Veliz
8. Ruth de Leon

FAMILY AND COMMUNITY COMMITTEE

- 1. Literacy Night- homeroom picks a book to share and do an activity with parents.
- 2. Book character museum
- 3. Implement a school wide science fair where parents and student can work together to present their invention or science project. Ribbons and awards can be provided to students. \$
- 4. Monthly student campus parades that help to celebrate students small and big wins.
- 5. Implement a system that allows for an easy parent volunteer process so that parents will want to come onboard and help our Saints.
- 6. Adopt a Saint Family – extending the “Adopt a Saint” initiative, where staff (and or group) can adopt an entire family (including mom/dad) to bring cheer during the holidays.
- 7. Each grade level adopts a RISE student, to be celebrated during events such as Down Syndrome day, Autism awareness, etc. Campus wide celebration.
- 8. Implement a monthly workshop for the staff, parent, and student with lessons and activities regarding team building, positive mindset, and working together

CULTURE AND CLIMATE COMMITTEE

- Develop a school-wide behavior tracking system consistent with student/parent/teacher contract at BOY – T
- School wide morning meetings aligned with IDEA 55 (Even if DL) – T
- RTI behavior system w/grade level meetings– T
- Incentives for classrooms or mail (if DL)- \$
- Culture/Social skill lessons during recess or DL platform once a week - T
- Integrate Mood meter/RULER daily – T
- Monthly Saints night out to recognize staff, teams, and have fun (Even Virtual) - \$\$
- West Wing/Culture hour rotation for students with infractions – T
- Elect “Campus Culture Committee” to lead campus wide events, pep rallies, parades - \$/T
- Create meaningful parent involvement by developing a “Saints Parent Committee” – T
- Picture Day Team – T/\$
- Celebrate/Incentivize homerooms/grade levels for PTG (ADA, Persistence, Benchmarks, Goals, Progress) *Certificates, trophies, board game day- \$\$

Continuing Initiatives

<ul style="list-style-type: none"> • 1. Continue quarterly award assemblies that recognize student's success and achievements in all core subjects. \$ • 2. Continue with annual our fall festive where each grade level owns a booth and we promote to our San Juan community. \$\$\$ • 3. Sports with someone special where our Saint family comes together to support our health kids here initiative. • 4. Thanksgiving luncheon where the entire school community can come together and enjoy a meal. \$ • 5. Continue with quarterly report card nights/ student lead conference nights to ensure parents are connected to the school and allow for parents to get an update on their child's progress. • 6. Winter craft day where families join their Saint in creating an winter craft. \$\$ • 7. Saints Winter Café - Parents are invited to join their Saint for cookies & milk and listen to them read a story (other years, this has been a Winter craft). \$ • 8. Grandparents Day - Saints can have non-dulce with their grandparents 	<ul style="list-style-type: none"> • <input type="checkbox"/> Monthly birthday celebrations for staff • <input type="checkbox"/> Monthly parent/community events • <input type="checkbox"/> Quarterly behavior celebrations • <input type="checkbox"/> Quarterly Parent meetings [PTG] • <input type="checkbox"/> Summer Culture camp for new students • <input type="checkbox"/> Teacher/Co-teacher of the month • <input type="checkbox"/> Semester field lesson opportunities • <input type="checkbox"/> Quarterly award ceremonies • <input type="checkbox"/> Growth celebrations for students • <input type="checkbox"/> Class Dojo as platform for communication • <input type="checkbox"/> Saints store
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MATH COMMITTEE 1. Teams > Homework for the week 2. Math Celebrations Celebrations quarterly for students meeting goals: 1.5 year growth in Ren Star, Growth Goal, Hotspot accuracy, etc. 3. Basic fact drills for all 4 operations (standard algorithm) 4. Focusing on Strip diagram, area model, standard algorithm (alignment for lower grades)	SCIENCE COMMITTEE 1. Portable science cart \$\$ 2. Grade level science fair 3. Train teachers/professional development (K-5) for science curriculum. T 4. Have school give up one day of saint's time and dedicate it for science with fidelity. 5. Encourage students to be advocates for a better community through science (recycling, reusing, conserving, etc)
Continuing Initiatives	

1. Word of the week (new for 1st and 2nd) 2. Alignment meeting 3. Interactive Journal (new for 1st and 2nd) 4. K-1 fast facts on addition and subtractions. Grades 2-5 all facts. 5. Tutoring > 4:15 pm	1. Continue to lend out science materials as needed to Teachers. 2. Continue Girl Start STEM Program after school for 4/5 grade girls 3. Continue to work with Elva and share different stem activities that scholars can complete during 21st century. 4. Continue going to Camp Rio for hands on science activities. 5. Startup the butterfly garden with a better plan, the plants that we had kept on getting cut when the landscapers would go over. I need to better communicate with Mr. Pena. Example: portable science cart \$
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ELA \$\$\$ Classroom libraries \$\$ T Alternative intervention model \$\$\$ T Kagan Training T Familiarity with TEKS Flexibility with AR testing Dedicated independent reading time during ELAR block \$ Student discussion posters in classrooms	STAFF QUALITY, RECRUITMENT AND RETENTION Random Acts of Kindness Allow teachers to collaborate with one another whether in formal or informal settings in order to share ideas more frequently Increase lead team support to staff and new teachers. New teachers would benefit from mentors Increase outside professional development \$\$ Give teachers and staff support all necessary resources needed \$\$ Certificates for teachers and staff that reach goals per semester for perfect attendance, AR etc. \$ Book Club for staff-members meet once monthly, decide book topics at each meeting Coffee Club



Health club-members meet once biweekly to help keep each other accountable, motivate and inspire each other for their own health and fitness goals

Continuing Initiatives

Strengthen RtI process (streamline process, monthly meetings, better communication)

Vertical team meetings with practice sessions

AR incentives

Example: Continue to lend out science materials as needed to Teachers.

Continue to celebrate staff birthdays with cake

Continue praise and shout outs during staff meetings, morning announcements, through parent newsletters and through the marquee

Continue to provide staff with luncheons, and goody bags

Continue with bonuses for attendance, and goals met

Continue weekly check-ins with teachers and staff

Continue to promote and provide a positive school culture where not only teachers but students feel safe, trusted, respected and cared for.

Continue team building activities

Continue committees

Continue Town Hall-style huddles and meetings

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Staff Development

Date	Topic	Objective
August 17, 23, 31	Guidepost 1 – Goals	TWBAT unpack and internalize the components of Guidepost 1: Goals. Complete GOAL Setting with Staff and Students.
September 14, 21, 28	Guidepost 2 – Climate and Culture	TWBAT unpack and internalize the components of Guidepost 2: Climate and Culture. Complete Classroom Set up with Systems and Procedures for COVID Strong Start.
October 5,19, 26	Guidepost 3 - Planning	TWBAT unpack and internalize the components of Guidepost 3: Planning. Complete a Proficient rating on the Unpacking the Unit Plan.
November 2,9,16,30	Guidepost 3 – Planning CONTINUED	TWBAT unpack and internalize the components of Guidepost 3: Planning. Complete Lesson Alignment and Gradual Release ratings at Proficient.
December 7, 14	Teachers continue with Lesson Planning until Proficient Proficient in Lesson Planning, small group training on Guidepost 4 – Lesson Delivery	TWBAT unpack and internalize the components of Guidepost 3: Planning/ Guidepost 4 – Delivery. Complete Lesson Alignment and Gradual Release ratings at Proficient. Lesson Delivery targeting Instructional Clarity and Student Practice.
January 11, 25	Teachers continue with Lesson Planning until Proficient Proficient in Lesson Planning, small group training on Guidepost 4 – Lesson Delivery	TWBAT unpack and internalize the components of Guidepost 3: Planning/ Guidepost 4 – Delivery. Complete Lesson Alignment and Gradual Release ratings at Proficient. Lesson Delivery targeting Monitoring and Adjusting instruction.
February 1, 21	Guidepost 5 - Tracking	TWBAT unpack and internalize the components of Guidepost 5: Tracking Complete Universal Tracker PK - 5th.
March 1,8,22,29	Guidepost 5 - Tracking	TWBAT unpack and internalize the components of Guidepost 5: Tracking

		Complete Universal Tracker PK - 5 th and include accommodations and modifications to Lesson Plans and Assessments. TWBAT understand the components of SWAM including the reteach methods of show call and guided discourse.
April 5,12,19,25	Guidepost 5 – Tracking	TWBAT form and plan small group intervention blocks to identify gaps, close them and spiral tightly. Mastery Machine (with Virtual allowances)
May 3,10,17,24	Guidepost 1: Goals Guidepost 3: Planning	TWBAT analyze the needs of incoming grade levels and create a strong plan for Summer School instruction. Teachers not at Proficient on GET will receive 1:1 or trend support to in final evaluation,

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.



IDEA South Flores Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA South Flores prepares students from underserved communities for success in college and citizenship.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
- 1C. % of Seniors accepted to a College or University: 100%
- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
- 1E. Earned State Rating: A
- 1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%
- 1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%
- 1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%
- 1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
- 1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%
- 1L. Average ACT score (Class of 2021): 21
- 1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Pre Kinder

Myrna Winer – Principal Rhonda Gonzales – Assistant Principal Beatriz Mondragon – Assistant Principal Charleen Bruggeman – Assistant Principal Patrick Frank – Assistant Principal Melanie Moran – Assistant Principal of Operations Marivel Agustin – 21 st Century Manager		Lorrinda Cavazos Claudia Ramos
Kindergarten	First Grade	Second Grade
Mandy Martinez Amanda Rivas Casey Dunn Celeste Haro Irene Soriano	Denise Martinez Emily Garza Clarissa Olivares	Giselle Gallegos Zelina Villarreal Sarah Mercado
Third Grade	Fourth Grade	Fifth Grade
Linda Summey Danielle Smith Roberta Gonzales	Ashley Morren Amanda Sandoval Kaylan Merring Roberto Guzman	Leah Daniels Rebecca Pledger Yvette Cardenas Amanda Shropshire
Physical Education	Specialty Teachers	Special Education
Mark Frank	Minerva Leos	Irasema Martinez Gloria Benavides Marissa Martinez Chrislin Campbell Sabrina Cerna Luis Orozco Sergio Gomez

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical

Allison Campos Laura Tavitas Juanita Garza Laura Ruiz Rebecca Hernandez Hilda Tovar Tia McBryde Acidalia Mancinas Isabel Cortez Nick Moa Roslyn Martinez Jessica Guerra Victor Sanchez Evelyn Hurd Isaiah Garcia	Summer Rose Pacheco Kayla Martinez Amanda Calderon	
Operations Staff	Temporary Staff	
Gabrielle Aguilar Erika Lucio Jena Mendiola Abby Salinas Shea Bishop Guillermo Rodriguez		

*Bilingually Certified

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Myrna Winer – Principal Rhonda Gonzales – Assistant Principal Beatriz Mondragon – Assistant Principal Charleen Bruggeman – Assistant Principal Patrick Frank – Assistant Principal Melanie Moran – Assistant Principal of Operations Marivel Agustin – 21 st Century Manager Lorrinda Cavazos – PreK Grade Team Leader Mandy Martinez – Kinder Grade Team Leader Emily Garza – 1 st Grade Team Leader Giselle Gallegos – 2 nd Grade Team Leader Linda Summey – 3 rd Grade Team Leader Ashely Morren – 4 th Grade Team Leader Leah Daniels – 5 th Grade Team Leader Sabrina Cerna – SpEd Grade Team Leader	September 4, 2019	*Loteria Night *Fall Festival *Book Character Parade
	October 2, 2019	*Thanksgiving Feast *Report Card Night
	November 6, 2019	*ART Show *Winter Break Celebrations
	December 4, 2019	*Wednesday Extended Day School *MLK Walk *Report Card Night
	January 8, 2020	*Valentine's Day *IDEA 5K *Honor Roll Breakfast
	February 5, 2020	*Internal Food Festival *TELPAS *STAAR testing
	March 4, 2020	*IDEA Fiesta *Egg Hunt
	April 8, 2020	* Virtual Awards Assembly *Virtual Welcome to IDEA
	May 6, 2020	*Virtual End of Year Festivities

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	257,244
164	State Compensatory	4,738,696
404	Accelerated Reader/Math	826,397
165	State Bilingual	144,029
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	369,155
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	6,681

Total

IDEA South Flores Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	828	100%
At Risk	332	40%
SPED	77	9%
F.A.R.M.	374	45%
ELL	35	4%
Male	407	49%
Female	421	51%
Amer. Indian	1	.12%
Asian	0	0%
Black	9	1%
White	44	5%
Hispanic	763	92%

**As of May 2020*

English Language Arts	Math
<p>Committee Chair(s): Charleen Bruggeman</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Linda Summey 2. Danielle Smith 3. Ashley Morren 4. Zelina Villarreal 5. Giselle Gallegos 	<p>Committee Chair(s): Myrna Winer</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Roberta Gonzales 2. Roberto Guzman 3. Leah Daniels
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Myrna Winer</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rebecca Pledger 	<p>Committee Chair(s): Myrna Winer</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rhonda Gonzales 2. Beatriz Mondragon 3. Charleen Bruggeman 4. Lorrinda Cavazos 5. Mandy Martinez 6. Emily Garza 7. Giselle Gallegos 8. Linda Summey 9. Ashley Morren 10. Leah Daniels 11. Sabrina Cerna
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Myrna Winer</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Rhonda Gonzales 2. Beatriz Mondragon 3. Charleen Bruggeman 4. Patrick Frank 	<p>Committee Chair(s): Melanie Moran</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Lorrinda Cavazos 2. Mandy Martinez 3. Emily Garza 4. Giselle Gallegos 5. Linda Summey 6. Ashley Morren 7. Leah Daniels 8. Sabrina Cerna

New Initiatives

- Develop 1st – 4th grade writing daily writing program
- Review and revamp Special Education tracking system to ensure that we are constantly reviewing BWA, IA, RENSTAR and IEP progress to make instructional decisions
- Differentiate our Special Education services to ensure that we provide instructions at the scholar's level.
- Develop a plan to follow up after each student absence to decrease the number of overall absences
- Revamp Eureka math program K – 5th grades

Continuing Initiatives

- Utilize owl stamps token economy with positive approach focus on discipline
- Implement consistent school wide consequences/expectations using the choice chart in scholars' planners
- Hold monthly family engagement events
- Conduct weekly observational feedback meetings with teachers
- Distribute weekly staff/family newsletters on Monday via email and in hard copy
- Provide extension reading classes to high performing scholars
- Celebrate scholars at weekly grade level assemblies
- Contact five families each week to share positive news (all staff)
- Implement the assessment of school climate using a culture rubric
- Implement in-class small group intervention in 3-5 grade math class
- Establish a 3-5 data cycle that will turn data into action
- Enhance 3-5 reading instruction using novels-based instruction
- Provide 3-5 scholars with the opportunity to participate in intermural sports
- Provide scholars and families with more academic feedback by utilizing online program for lifework (IXL, Reasoning Minds, and AR 360)
- Follow up with scholars and families that are identified as at risk due to high West Wing assignments, frequent absences/tardies or continuous behavior infractions
- Include growth assemblies to honor scholars/teachers that have shown improvement
- Reward homerooms with the highest attendance in each grade level with special rewards (ie:zoofari, silly string, etc...)
- Implement 21st Century and Be A Champion to provide more after school opportunities to scholars

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/27/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
9/3/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: <ul style="list-style-type: none"> Develop and implement a strategic plan that is aligned to one of the four priorities for the year
9/10/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
9/17/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: <ul style="list-style-type: none"> Develop and implement a strategic plan that is aligned to one of the four priorities for the year
9/24/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
10/1/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: <ul style="list-style-type: none"> Develop and implement a strategic plan that is aligned to one of the four priorities for the year
10/8/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
10/15/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: <ul style="list-style-type: none"> Develop and implement a strategic plan that is aligned to one of the four priorities for the year
10/22/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
11/5/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
11/12/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: <ul style="list-style-type: none"> Develop and implement a strategic plan that is aligned to one of the four priorities for the year
11/26/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
12/3/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: <ul style="list-style-type: none"> Develop and implement a strategic plan that is aligned to one of the four priorities for the year
12/10/2019	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
12/17/2019	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric

		Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
1/7/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
1/14/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
1/21/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
1/28/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
2/4/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
2/11/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
2/18/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
2/25/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
3/3/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
3/24/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
3/31/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
4/7/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
4/14/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
4/21/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> Utilize strategies to achieve scholar compliance Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year

4/28/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
5/5/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> • Utilize strategies to achieve scholar compliance • Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year
5/12/2020	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
5/19/2020	Differentiated Group Sessions	Fundamental group: <ul style="list-style-type: none"> • Utilize strategies to achieve scholar compliance • Develop a lesson plan that meets proficient on the GET rubric Extension group: Develop and implement a strategic plan that is aligned to one of the four priorities for the year

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Tres Lagos Academy



2020 – 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

Leading the Pack with Heart- Teach and inspire students to know that learning is a life-long process that never ends and that we can learn from anybody. The work we do each day is to capture their mind and hearts and lead them to academic & social successes!

Outstanding Student Culture- will be done by modeling with students how to interact with everyone on campus in a respectful manner. Bright Minds, Caring Hearts- Teach them to love & respect their peers, our staff and to take care of our school.

Outgoing, Independent Learners- Model and teach them to be independent problem-solvers and think critically before making decisions.

Student Centered Data Driven Instruction- All that we do is centered on our scholars' data & individual progress to ensure they are always being challenged at their level. Campus mission statement will be listed here.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
Benigna Carcano, Principal Graciela Suarez, API Lizet Cortez, API Ingedia Cantu, API Jorge Chipres, APO	Monica Magana, AC	Irasema Alejandro, Sp. Ed. Veronica Cardenas, Sp. Ed Yazmin Garza, RISE Crystal Munoz, RISE Ruth Torres, Interventionist Yvette Martinez, Interventionist
Kindergarten	First Grade	Second Grade
Margaret Kyle Noemi Garay-Estevan Priscilla Rivera Erika Lopez	Abigail Ruszczak Crystal Luna Humberto Diaz Jennifer Garza	Julia Hernandez Alysha N. Quintana Daniel Gutierrez
Third Grade	Fourth Grade	Fifth Grade
San Juanita Garcia Olinda Almanza Stephanie Chavero	Cassandra Vargas Andrea Sepulveda Pedro Aguilar	Charlene Rawlings Sandra Garcia
Physical Education	PK	
Alfredo Martinez (resigned Aug. 18, 2020) Daniel Chapa	Elisa Cantu Kristina Enriquez	

*Bilingually Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Arlene Lopez, PK Larissa Larraga, PK Myra Cavazos, Kinder Perla Avila, Kinder Lilia Hernandez, Kinder Julia Cisneros, Kinder Jesus De Leon Lomeli, Kinder Belinda Knoblach, 1 st grade Julia Cisneros, 1 st grade Julian Villarreal, PE	Eva Martinez, HotSpot Faith Mullendore, AR Facilitator Gloria Vargas, Extended Day Facilitator April Vargas, Testing Coordinator	Olga Gomez, SIS Deseray Valdez, Business Clerk Delilah Contreras, Receptionist Alan de Angel, Campus OPS Specialist Kassandra Gonzalez, Health Aide Nydia Sanchez, Registrar Griselda Rodriguez, Office Monitor
Operations Staff	Temporary Staff	
Alberto Guzman, Facilities Manager Francisco Rivera, Transportation Manager Irma Lugo, CNP Manager	Shelsey Caro, Lunch Monitor Gloria Aguayo, Lunch Monitor Ashleigh Lopez, Lunch Monitor	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Kristina Enriquez, PK GTL	Sept. 2020	Virtual Learning & Engagement
Noemi Garay-Estevan, K GTL	Oct. 2020	VL&E and Parent Involvement
Abigail Ruszczak & Jennifer Garza, 1 st GTLs	Nov. 2020	Campus Wide Events
Julia Hernandez, 2 nd Gr. GTL	Dec. or Jan. 2020	Goal Setting Progress & Curriculum Review
Ruth Torres, 3 rd Gr. GTL	Feb. 2020	Planning and Prep for Testing
Pedro Aguilar, 4 th Gr. GTL	Mar. 2020	Testing Requirements & Parent Input
Sandra Garcia, 5 th Gr. GTL	April 2020	EOY Awards & Ceremony Planning
Lizet Cortez, Rep for Lead Team	May 2020	Looking Ahead to 21-22
Deseray Valdez, Rep for OPS	June 2020	
Elisa Cantu, Rep for Parents		

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	490,797
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	22,759

Total

Campus Name

Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

2020-2021 Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Janie Garcia Committee Members:</p> <ol style="list-style-type: none"> 1. Stephanie Chavero 2. Pedro Aguilar 3. Cassandra Vasquez 4. Charlene Rawlings 5. Nicole Quintana 6. <u>Lizet Cortez</u> 	<p>Committee Chair(s): Olinda Almanza Committee Members:</p> <ol style="list-style-type: none"> 1. A. Sepulveda 2. Jennifer Garza 3. Humberto Diaz 4. Daniel Gutierrez 5. Sandra Garcia 6. <u>Grace Suarez</u>
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Yvette Martinez Committee Members:</p> <ol style="list-style-type: none"> 1. Perla Avila 2. Arlene Lopez 3. Alfredo Martinez 4. Joe Arevalo 5. Julia Cisneros 6. Maria Herrera 7. Theresa Garza 8. <u>Benigna Carcano</u> 	<p>Committee Chair(s): Margie Kyle Committee Members:</p> <ol style="list-style-type: none"> 1. Kristina Enriquez 2. Lilia Hernandez 3. Erika Lopez 4. Irasema Alejandro 5. Julian Villarreal 6. April Vargas 7. Talisa De La Rosa 8. Christian Cantu 9. <u>Ingedia Cantu</u>
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Julia Hernandez Committee Members:</p> <ol style="list-style-type: none"> 1. Yazmin Garza 2. Abigail Ruszczak 3. Priscilla Rivera 4. Myra Cavazos 5. Eva Martinez 6. Gloria Vargas 7. Larissa Larraga 8. Jorge Chipres 	<p>Committee Chair(s): Ruth Torres Committee Members:</p> <ol style="list-style-type: none"> 1. Elisa Cantu 2. N. Garay-Estevan 3. Veronica Cardenas 4. Crystal Munoz 5. Belinda Knoblach 6. Felica Luna 7. Jesus de Leon Lomeli 8. <u>Monica Magana</u>

New Initiatives

- | | |
|--|---|
| <ul style="list-style-type: none">• Create & Maintain Rigorous & Joyful classes that focus on the whole child.• Love of Literacy – Challenging & Fun Academics in Reading, Writing & Math | <ul style="list-style-type: none">• Ensure the physical and mental well-being of every student.• Celebrate All Staff & Student Successes Virtual or In-person• Effective Management of Classrooms |
|--|---|

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none">• Defining quality schools by learning from our RGV exemplars.• College Ready Reading, Writing & Math• Becoming a big, yet efficient valley-wide team #RGVUnites• Maintain Strong Data & Student Culture –Rigorous Academics• Top Notch Customer Service- Golden Rule | <ul style="list-style-type: none">• Behavior Management System• Home Visits Year Round• Howling Lobos Culture• Lobos Pride Patrol- Celebrating All Successes• Lobos On Track- Clear & Visible Student Data & Culture |
|---|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
Aug. 3-8. 2020	BOY PD	Staff will get an overview of the current state of school and the new goals and priorities for the campus. Campus lead team and GTLs will lead these sessions with the intended outcome is to know the end and how to backwards plan to get there.
Sept. 2020	Staff Development Cycle	Staff will understand and can share what the SDC is and the times of the year that it takes place so they can coach up and ensure they understand the coaching and development cycle too.
Oct. 2020	TCP & You Master Schedules Overview	Staff will review the new changes to our TCP due to covid and goal changes. Advise staff how parent & student surveys impact their overall scores along with their achievement and APR from the previous year. Staff will review each grade levels MS so they can understand how everyone's role will change & we will be dependent on each other to cover in areas outside of our normally assigned responsibilities.
Nov. 2020	Social Emotional Needs for Staff	Staff will have PD tailored to cover their social and emotional well-being. Understand how we are all in this together but how each person handles stress differently and how to respond to each other.
Dec. 2020	Creating Innovative Lessons for All Scholars Student Data Convo	Staff will look to incorporate peardeck and nearpod into their daily lessons and use these platforms for increased engagement from all students. Staff will learn how to have data convos with their students & share where each student is and the scores they need to receive for approaches, meets, and masters in their semester exams.
Jan. 2021	Building Relationships	Staff will learn the importance and value of building and maintaining strong relationships with colleagues, parents and students through meaningful activities and strategies targeted to improve these bonds.
Feb. 2021	Parent Communications Dress Rehearsals 101	Staff will practice and role play unique parent situations & give each other feedback on what to say and not say. Staff will receive PD on how to practice their lesson with their peers before presenting/delivering it to their students. Staff will have the best lesson to deliver for first time instruction to be tight and consistent due to this.
Mar. 2021	Campus Testing Procedures	Staff will hear the testing guidelines and understand their role in all state assessments this year.
Apr. 2021	Ending the Year Strong	Staff will have team building PD amid assessment season to build & foster our core values and use these mini PD sessions with their students too.
May 2021	Summer School Needs & Beyond	Staff during this last week work on summer school plans & learn their new staffing groups for the upcoming year.

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Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

Walzem Academy



2020 - 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

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No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS VISION:

IDEA Walzem Academy is a safe, vigorous learning environment that prepares diverse scholars for successful navigation to and through college and world citizenship.

CAMPUS MISSION:

IDEA Walzem Academy's mission is to foster self-disciplined, socially responsible, lifelong critical thinkers. IDEA Walzem Academy will rapidly close achievement gaps through a rigorous college prep curriculum to become the San Antonio region's largest producer of college graduates.

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

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3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff

Professional Campus Staff		
Administrative Staff	Counseling Staff	Specialty Teachers
Cristen Martens Pandora Agnew Tenisha Smith Leonetta Green Bonniebelle Trejo	Leonetta Green - AC Joelisse Galarza - SW (direct services only)	Abla Yaish ** Zanani Jefferson Mallery Haley Tina Kazak
Kindergarten	First Grade	Second Grade
Jacqueline Alvarez Bianca Soria Noemi Vasquez Rosa Molina	Danielle Thompson Jennifer Hendon Megan Xandra	Stephanie Morales-Bazaldua Cynthia Serna Roxanne Hernandez
Third Grade	Fourth Grade	Fifth Grade
Rebeca Saavedra Sadyier Bell Shekera Charles-Mathis	Lisa Reyna Lisa Presley Corriesha Jackson	Victoria Macias-Medina Keyla Perez Janay Garner
Physical Education	Interventionists	
Mary Solis	Alicia Escalona	

*Bilingual Certified

** ESL Certified

Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Veronica Narvaez Erica Garcia Jennifer Criollo-Hernandez Yasmin Marie Gonzalez Lauren Perez Charity Burt-Criswell Shakyra Williams Arantxa Alomar Christina Dorta Christian Ortiz Gabrielle Onken-Cortes Azalia Arcos-Haley Elida Baldera Alfred Clay	Tanya Densman Richard Arispe	Valerie Hernandez
Operations Staff	Temporary Staff	
Patricia Olivarez Krystal Coleman Vanessa Rangel Ramon Moreno James Lopez	N/A	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Cristen Martens (Principal)</p> <p>Pandora Agnew - API (Assistant Principal of Instruction/Grades 3-5)</p> <p>Tenisha Smith - API (Assistant Principal of Instruction/Grades K-2)</p> <p>Leonetta Green - AC (Academic Counselor/ Grades K - 5)</p> <p>Bonniebelle Trejo - APO (Assistant Principal of Operations)</p> <p>(Parent Representative TBD)</p> <p>(Community Representative TBD)</p> <p>Bianca Soria (GTL Kinder)</p> <p>Jennifer Hendon (GTL, 1st Grade)</p> <p>Stephanie Morales-Bazaldua (GTL, 2nd Grade)</p> <p>Mallery Haley (GTL, 3rd Grade)</p> <p>Lisa Reyna (GTL, 4th Grade)</p> <p>Victoria Macias-Medina (GTL, 5th Grade)</p>	September 10, 2020	<ol style="list-style-type: none"> 1. Safety Protocols 2. Culture of Achievement/ CMC Snapshot 3. DL Operating Mechanisms (TEAMS, Near Pod, etc.) 4. Curriculum Implementation
	October 8, 2020	<ol style="list-style-type: none"> 1. Fall Community Connection Events (Hispanic Heritage, Fall Festival, Red Ribbon Week, campus tours, etc.) 2. Culture of Achievement/ CMC Snapshot 3. Curriculum Implementations/ RTI 4. Report Card Night S1/Curriculum Night S1 5. PTG Q1
	November 12, 2020	<ol style="list-style-type: none"> 1. Holiday Drives (Food Drive) 2. District Assessment Data Review 3. Curriculum Implementation/RTI 4. Field Lesson Planning & Fundraising
	January 14, 2021	<ol style="list-style-type: none"> 1. Safety Protocols 2. Holiday Decoration & Celebration for T&F 3. RTI 4. PTG Q2 5. Report Card Night S1/Curriculum Night S1 6. Field Lesson Planning & Fundraising
	February 11, 2021	<ol style="list-style-type: none"> 1. Spring Community Events (Career Day, Valentine's Dance, Black History. etc.) 2. RTI 3. PTG Q3 4. Field Lesson Planning & Fundraising
	March 4, 2021	<ol style="list-style-type: none"> 1. Spring Break Safety Awareness & Safety Protocols 2. Data Analysis/Review 3. Culture of Achievement Reset/CMC Snapshot 4. State Testing (STAAR)
	April 15, 2021	<ol style="list-style-type: none"> 1. Report Card Night S2/Curriculum Night S2 2. Budget review 3. Data Review 4. State Testing (STAAR) 5. Teacher Appreciation Prep
	May 6, 2021	<ol style="list-style-type: none"> 1. EOY celebrations (Awards, TOY, etc.)/ 20/21 EOY Planning 2. 21/22 BOY Planning 3. State Testing (STAAR) 4. Summer School 5. Comprehensive Needs Assessment/ SAIP

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement, plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends, and benefits.

Funding Sources - Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	381,360
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	7,635

Total

Walzem Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	669	100%
At Risk	215	32.14%
SPED	38	5.68%
F.A.R.M.	500	75%
ELL	104	15.55%
Male	334	49.93%
Female	335	50.07%
Amer. Indian	1	0.15%
Asian	13	1.94%
Black	146	21.82%
White	40	5.98%
Hispanic	433	64.72%

**As of June 2020*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Cristen Martens</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Stephanie Morales-Bazaldua 2. Rebeca Saavedra 3. Lisa Reyna 4. Victoria Macias-Medina 5. Sadyier Bell 6. Lisa Presley 	<p>Committee Chair(s): Pandora Agnew</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Megan Xandra 2. Roxanne Hernandez 3. Shekera Charles-Mathis 4. Corriesha Jackson 5. Janay Garner
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Pandora Agnew</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Keyla Perez 	<p>Committee Chair(s): Pandora Agnew</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bianca Soria (GTL Kinder) 2. Jennifer Hendon (GTL, 1st Grade) 3. Stephanie Morales-Bazaldua (GTL, 2nd Grade) 4. Mallery Haley (GTL, 3rd Grade) 5. Lisa Reyna (GTL, 4th Grade) 6. Victoria Macias-Medina (GTL, 5th Grade)
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Cristen Martens and Valerie Hernandez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Corriesha Jackson 2. Keyla Perez 3. Elida Baldera 4. Jacqueline Alvarez 5. Janay Garner 6. Lauren Perez 7. Christina Dorta 8. Pandora Agnew 9. Tenisha Smith 	<p>Committee Chair(s): Leonetta Green</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bianca Soria (GTL Kinder) 2. Jennifer Hendon (GTL, 1st Grade) 3. Stephanie Morales-Bazaldua (GTL, 2nd Grade) 4. Mallery Haley (GTL, 3rd Grade) 5. Lisa Reyna (GTL, 4th Grade) 6. Victoria Macias-Medina (GTL, 5th Grade)

New Initiatives

Academics

- Quarterly Curriculum Nights (to not exclude blended learning tools - AR/Hotspot)
- RTI w/ fidelity
- Science & Humanities for ALL grade levels
- West Wing
- School Planners for Grades 2 - 5 w/ fidelity

Culture

- *Move Your World* - SEL
- Wolf Merit Card
- Quarterly Parent Meetings
- Campus Beautification Club
- Social Justice PD series for teachers
- Teacher Self-Care Plan
- Walzem Wolf Buddy - All teachers
- Quarterly Wellness Events
- *Chat w/ the Pack* (New-to-IDEA teachers only)

Continuing Initiatives

Academics

- Wit and Wisdom Curriculum (Year 3) Implementation
- Eureka Math Curriculum (Year 3) Implementation
- Content Team Vertical Planning Meetings
- Critical Student Intervention (CSI)/ Decoding (Grades 2 - 5)
- SPED & 504
- Academic Block
- Extended Learning Opportunities: After-school tutoring, Friday Night Lights& Saturday School
- ET Tracker
- Data Huddles (Campus/Content/STAAR)

Culture

- AttenDance Incentives
- Community & Family Engagement Events (Fall Festival, Hispanic Heritage, BHM, Sweetheart Dance, etc.)
- REMIND
- Tribal Meetings

Staff Development

Date	Session Title/Topic	Session Objective(s)
6/27/2020 - 6/31/2020	New Teacher Institute (NTI)	Introduce new-to-IDEA teachers to IDEA methodologies (Academic & Culture)
8/3/2020 - 8/7/2020	Campus specific Beginning of Year (BOY) Training (Guideposts for Excellent Teaching 1 - Goals & 2 - Climate & Culture Focus)	<p>Introduce teachers to campus specific cultural and academic expectations including:</p> <p>Day 1</p> <ul style="list-style-type: none"> Welcome & Norms for IWA/Team Builders/ 4Rs State of the School (Campus Mission/Vision for the 20/21 SY) COVID -19 Safety Protocols (Dismissal, Arrival, etc.) Goal Setting (Round 1) - Staff Development Cycle...Rd. 2 (2x2) and Rd. 3 (APR) <p>Day 2</p> <ul style="list-style-type: none"> Culture of Achievement System (Merit Card - <i>New</i>) Student Code of Conduct & Teacher Handbook Lesson Plan Submission & Expectations (TeachBoost) Interventions & RTI <p>Day 3</p> <ul style="list-style-type: none"> Campus Operating Mechanism: Powerschool Gradebook/Attendance, Huddle, etc. FDOS/FWOS Operations <p>Day 4 - 5</p> <ul style="list-style-type: none"> Meet the Teacher Culture Camp FDOS Safety Protocols - Rehearsals
8/17/2020	Safety Protocols	TWBAT revisit and practice safety protocols from BOY to ensure the health and safety all scholars and T&F members.
9/1/2020	Interventions: Meeting the needs of ALL scholars	TWBAT understand What RTI is, How to use effectively go through the tiered process & implement interventions, and Why this process supports closing gaps for scholars
10/5/2020	Differentiation: Serving our special populations	TWBAT utilize two strategies specifically aimed at increasing SPED and ELL performance. (Domain 3)
11/2/2020	Guidepost 3: Lesson Planning (Key Points) Guidepost 4: Lesson Delivery & Aggressive Monitoring	<p>TWBAT use IDEA standards and curriculum to create aligned lessons with an effective gradual release to students.</p> <p>TWBAT plan to execute their lessons to gain maximum student practice time.</p>
12/1/2020	Guidepost 5: Data Driven Decisions & Re-teaching (Guided Discourse or Modelling)	TWBAT use assessment data, including historical data, diagnostics, and ongoing assessments to drive instructional planning and delivery decisions

1/4/2020	Differentiation: Serving our special populations	TWBAT utilize two strategies specifically aimed at increasing SPED and ELL performance.
2/1/2020	TBD dependent upon SE data and CMC observation needs	
3/1/2020	TBD dependent upon MOCK data and CMC observation needs	
4/5/2020	TBD dependent upon CMC observation and data assessment needs	
5/2/2020	Comprehensive Needs Assessment (CNA)	TWBAT reflect on the school year and provide insight on campus areas of strength and areas of growth.

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.

IDEA Public Schools

IDEA Academy Weslaco



2020 – 2021 Student Achievement Improvement Plan

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Campus mission statement will be listed here.

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Professional Campus Staff

Administrative Staff	Counseling Staff	Specialty Teachers
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Kindergarten	First Grade	Second Grade
Violeta Castaneda Ashley Alvarez Sabrina Esquivel Arlene Camacho	Jessica Saenz Claudia Martinez Cynthia Morley	Eliza Huerta Crystal Ríos Jennifer Dominguez
Third Grade	Fourth Grade	Fifth Grade
*Irma Gómez Brianna Flores Hipólita Zapata	Anna Garcia Linda García Amada Duran	*Melanie Garza Melinda Hernandez Adriana González
Physical Education		
Beatrice Villarreal		

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Para-Professionals Campus Staff		
Co-Teachers	Facilitators	Clerical/Technical
Alexis Esquivel Brandy Pena Amanda Alaniz Mariela Vásquez Renee Flores Jennifer Elias Cynthia Mendoza Irene Gonzales Kathleen Reyes Margarita Mendoza	Nancy Sánchez AR Zone Cathy Villarreal AR Zone Rudy Ibanez iLearning Hot Spot	Selina Wright Administrative Assistant Amelia Silva, Receptionist Mari Cantu, Business Clerk Gracie Garcia, Health Aide
Operations Staff	Temporary Staff	
Cynthia Covarrubias SIS Julissa Araguz Registrar Jose Tamayo Facilities Manager Juan Prunuelas CNP Manager Eslendie De Leon Transportation Clerk,	Betsy Barrientes 21st Century Enrichment Specialist Janet Vasquez Testing Coordinator	

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Sylvia Mejia, Principal Melissa Mendoza, API for Grades 3rd-5th Amy Ysquierdo, API for Grades K-2 Jose Gonzalez, APO Penelope Diaz, AC Ashley Alvarez GTL Kinder Sabrina Esquivel, GTL Grade 1 Eliza Huerta, GTL Grade 2 Brianna Flores, GTL Grade 3 Patty Garcia, GTL Grade 4 Melinda Hernandez, GTL Grade 5 Beatrice Villarreal, Support Staff Representative Areli Flores, Claudia Gomez, Parent Representatives	Thursday, September 24, 2020	<ol style="list-style-type: none"> 1. Parent Involvement Committee Meeting 2. Culture 3. Academics Expectations 4. Granola for Grandparents 5. Data Review 6. Report Card Pick up 7. Behavior and ADA celebrations
	Thursday, October 29, 2020	<ol style="list-style-type: none"> 1. Make a Difference Week 2. Red Ribbon Week 3. Book Character Dress Up 4. Bully Prevention Month 5. Quarter 1 Awards 6. Data Review 7. Fall Festival
	Thursday, November 26, 2020	<ol style="list-style-type: none"> 1. Can drive 2. Veteran's Day Project 3. Sports Day with Dad 4. PTG Meetings 5. Data Review 6. Behavior and ADA celebrations
	Thursday, December 17, 2020	<ol style="list-style-type: none"> 1. Toy Drive 2. Sports Day with Dad 3. Scholastic Book Fair 4. Christmas celebration for students & staff 5. Data review 6. Behavior and ADA celebrations
	Thursday, January 28, 2021	<ol style="list-style-type: none"> 1. Quarter 2 Awards 2. Career week 3. Field Lessons (5th Grade) 4. Parent Info Session 5. Data Review
	Thursday, February 25, 2021	<ol style="list-style-type: none"> 1. 100th Day of School 2. Campus Culture 3. Parent Info Session 4. Valentine's Celebrations 5. Data Review 6. Behavior and ADA celebrations
	Thursday, March 25, 2021	<ol style="list-style-type: none"> 1. Dr. Seuss Birthday Week Activities 2. Parent Info Session 3. Quarter 3 Awards 4. Data review 5. Behavior and ADA celebrations
	Thursday, April 29, 2021	<ol style="list-style-type: none"> 1. Earth Day 2. Family picnic 3. Autism Awareness 4. Parent Info Session 5. Data Review

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199 General Fund

Funding Sources - State

161	State Gifted & Talented	
163	State Special Education	237,317
164	State Compensatory	4,371,614
404	Accelerated Reader/Math	762,381
165	State Bilingual	132,872
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources - Federal

204	Title IV Drug Free School	
211	Title I Regular	236,092
212	Title I Migrant	
224	IDEA-B Formula	
255	Title II, Part A, Classroom Size Red./Eisenhower	
262	Title II, Part D, Technology	
263	Title III – Bilingual	20,190

Total

Weslaco Academy
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment		
At Risk		
SPED		
F.A.R.M.		
ELL		
Male		
Female		
Amer. Indian		
Asian		
Black		
White		
Hispanic		

**As of April 2016*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Hipolita Zapata</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Brianna Flores 2. Anna Garcia 3. Brenda Trevino 4. Violeta Castaneda 5. Jessica Saenz 6. Eliza Huerta 	<p>Committee Chair(s): Amanda Valdez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Maggie Mendoza 2. Adrianna Gonzalez 3. Claudia Martinez 4. Sabrina Esquivel 5. Stephanie Morales
Science (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Melinda Hernandez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Sylvia Mejia 2. Imelda Bocanegra 	<p>Committee Chair(s): Sylvia Mejia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Beatrice Villarreal 2. Melissa Garcia 3. Marlyssa Perez 4. Jackie Losoya
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Amy Ysquierdo</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Brianna Flores 2. Kathleen Reyes 3. Selina Wright 4. Nancy Sanchez 5. Rosemary Cameron 	<p>Committee Chair(s): Penelope Diaz</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Alexis Esquivel 2. Jessica Saenz 3. Renee Gonzalez 4. Cathy Villarreal

New Initiatives

- | | |
|--|--|
| <ul style="list-style-type: none"> • Daily Clinics • Special pops Training, Development and Resources • Literacy best practices from Good Habits of Great Readers and Reading Reconsidered • Content Knowledge Content Team Professional Development • Counselor PD delivery for staff on Social Emotional Well Being | <ul style="list-style-type: none"> • Coaching using Getting Better Faster • Parent Engagement Events per grade level; parades, arts and crafts, seasonal, celebrations, fun games • Curriculum events to partner with parents on TEKs unpacking • Summer engagement activities, videos, social media highlighting students |
|--|--|

Continuing Initiatives

- | | |
|---|--|
| <ul style="list-style-type: none"> • District Culture Kit • Saturday School tutoring • After school tutoring • Direct Instruction curriculum in Kinder-2nd grade • iLearning Hotspot and AR Zone labs open to students and parents after school and on Weekends • STAAR “Camps” for reading, writing, math, & science • Weekly Data conversations with all staff • 90/60/30 grade level meetings 3rd & 4th • DI Practice sessions • Anchor Charts for ELL students and STAAR strategies • Provide Classroom Libraries • ‘Life” Binders and/or planners for students and parent communication • Staff development Cycle • Weekly STAAR Quizzes • Dr. Seuss’ Birthday Bash • SBDM monthly meetings • Words of Wisdom • Weekly Positive phone calls to parents • Utilize Lead4ward to analyze IA data and structure intervention activities along with instructional activities. • K-5th Quarterly Awards assemblies • K-5 reading and writing plan • Grade level daily huddles • Grade level weekly tacticals • Culture Rounds- Culture Champions • House Cups : GRIT • 2nd Step on • IDEA Authors of the Month • Student Literacy Binders | <ul style="list-style-type: none"> • Integrate STAAR stem questions into DI stories • 3rd, 4th, & 5th grade Team analysis and planning after each IA • Visible tracking system based on objectives for 3rd – 5th grade. • DI Lesson progress and goals posted • Weekly backwards planning • Individualized homework in K – 2nd grade • Student trackers for DI and STAAR • Professional Development based on IA results • West Wing • Grade Level Meetings • Grade level leader meetings • End of Year Awards assemblies • Red Ribbon week • Canned Food Drive • Father/Daughter Dance • Commitment to College assemblies • DI Online (paperless data collection) • 21st Century Grant afterschool program (After school piano lessons, Destination Imagination, Dance, Big Brothers/Big Sisters, Sylvan Learning) • Interventionist for 3rd – 5th grade ELA • Do Math Now program for math intervention • LLI Reading program for reading intervention • Recurring Special education professional development throughout the school year • Domain 3 special pops tracking and intervention • Campus GET Instructional Rounds • Principal Colt Cash • Breakfast Honor Roll • Student of the Week • |
|---|--|

Staff Development

Date	Session Title/Topic	Session Objective(s)
8/3/2020	New Team and Family Intros	TWBAT to get to know New staff
8/3/2020	Team Building	TWBAT interact with other staff and start building a culture of team and family
8/3/2020	State of the School, Goals & Priorities for 2019-2020 & Awards	TW learn about the state of the school and learn about strengths and areas of growth and priorities
8/3/2020	Great Places to Work	TWBAT commit to a mindset and articulate why to the team. TWBAT draft a collaborative plan to make IAW a great place to work.
8/3/2020	Mindset Sharing	TWBAT their mindset commitment for the year
8/3/2020	DI Language Must Haves 1st Grade Reading Norming: Systems and Procedures	TWBAT design a print rich Language area including best practices by Kinder Language Coach. TWBAT norm on systems and procedures for classroom transitions, IW, and Workbook Grading
8/3/2020	Blended Learning Team	TWBAT Plan for first week of school. Transitions, systems, procedures
8/3/2020	Lesson Internalization: Systems and Procedures	TWBAT to explain the lesson internalization process, and understand the campus specific lesson plan cycle and expectations
8/3/2020	Guidepost 5D - Remediation & Re-teaching	TWBAT Decide which content to review and reteach based on data, plan effective reteach and review, understand campus expectations for planning time and check-ins (including tracking, check-ins, academic block planning, campus wide goals)
8/3/2020	Weekly Campus Plan	Clinics: GBF, GET Ratings, and TLAC, Content student Tutorials, Academic Meetings, staff meetings
8/3/2020	School Processes	TWBAT understand processes how to submit for a sub, materials request etc.
8/3/2020	Work Time: Print certificates	TWBAT complete cornerstone training - Handbook 101 (12-15 minutes) -General Safety: 14 min
8/4/2020	Operations Team Intros	TWBAT their mindset commitment for the year
8/4/2020	Team Building	TWBAT interact with other staff and start building a culture of team and family
8/4/2020	First Day of School Operations	TWBAT understand the processes for FDOS, lunch/recess procedures, operational policies, ADA procedures, matrix, and plan
8/4/2020	Campus Crisis Plan	TWBAT identify the Campus Crisis Plan, Response Team and gain an understanding of the role. They will execute teacher actions required in the event of a crisis and norm on drill procedures
8/4/2020	Creative Being	TWBAT gain tools to increase motivation, empowerment, and self-worth. Participants will reflect on their why, understand the whole child and left right brain concept
8/4/2020	Business Office Procedures	TWBAT to understand money handling processes
8/4/2020	Student Welcome Calls & Tech check out	TWBAT to inform parents about Meet the Teacher Day and will start building a positive partnership with our families. Operational: keys, document cameras, speakers, COWs)

8/5/2020	Mindset Sharing	TWBAT their mindset commitment for the year
8/5/2020	Team Building: Opposite Words	TWBAT to build relationships by asking interesting questions to learn about each other.
8/5/2020	Keeping Our Families Through Effective Parent Communication	TWBAT understand the importance of parent communication and will successfully hold parent conversations following a positive framework
8/5/2020	All About Student Persistence	TWBAT interpret how our student persistence data impacts our school culture. TWBAT to use Prioritization Matrix to identify potential leavers and identify them using the mission list
8/5/2020	REMIND Training REMIND Training	TWBAT effectively use REMIND to communicate with families and document the calls. TWBAT complete "Family Communication Teacher" training on Cornerstone
8/5/2020	Setting Up REMIND	TWBAT to successfully claim their REMIND classes and access their unique classroom codes
8/5/2020	Culture at IDEA Academy Weslaco	TWBAT understand our campus culture goals and will create a rigorous, joyful, learning, environment where students are academically and socially successful
8/5/2020	Behavior Management System & RTI	TWBAT utilize universal, Tier 1 behavioral interventions and strategies for all students. TWBAT to follow campus behavior system following the behavior management plan with fidelity. TWBAT understand the counselor guidelines and will refer students for counseling services.
8/5/2020	Social Emotional Support	TWBAT to understand the role of our social emotional counselor
8/5/2020	Welcome Back Calls	TWBAT to inform parents about Meet the Teacher Day and will start building a positive partnership with our families
8/6/2020	DI Online Training/1st Eureka Planning	TWBAT use DI Online to input data and submit for review by coaches
8/6/2020	DI Backwards Planning	TWBAT create a plan for students that are not on track to meet EOY goal
8/6/2020	IW- Producing Quality Student Work	TWBAT norm on IW expectations. Design exemplars for key components of K-2nd student work. Ex. Workbook, Blackline Mastery, Sentence Writing, etc.
8/6/2020	Materials Distribution	TWBAT gather DI Workbook/Textbooks and Presentation Kits
8/6/2020	BLS: Planning	TWBAT to prepare all materials for first week of school
8/6/2020	Academic Team Meetings & Lesson Rehearsals 2nd-5th Teachers	TWBAT to gain best practices on program systems and procedures. TWBAT gather materials needed for students TWBAT rehearse a lesson and get feedback
8/6/2020	Implement best practices and next steps from Academic Team Meetings	TWBAT s to replicate any best practices they saw, organize their materials, continue working on internalization
8/7/2020	Cornerstone Training: Complete one	1. Child Abuse: 33 min. 2 Sexual harassment: 27 min. 3. Sexual Misconduct: 35 min.
8/7/2020	B2School Bash-Super Hero	TWBAT kick off the school year with the entire organization. Location: Bert Ogden Arena Program: 3PM -5 PM After Party: 5:15PM – 8:00PM
8/7/2020	Team Building: GTL	TWBAT interact with the grade level and start building a culture of team and family

8/7/2020	DI Milestone Celebrations and Quality Work Planning	TWBAT create a list of significant milestones in the K-2nd program and plan celebrations for each. TWBAT create exemplars for student work.
8/7/2020	Setting up your classroom for Aggressive Monitoring and Data Tracking and create a plan to celebrate academic results	Planning Time - Review student rosters, data, seating charts, clipboards, celebrations
8/7/2020	Meet the Teacher Prep Time	Planning Time- Refer to MTT PowerPoint from LY, add Remind to the stations. Remember to prepare buckets to sort supplies. Include a station for Car Dashboard completion for PU
8/7/2020	Duty Review	TWBAT to practice end of day dismissal and figure out logistics (bus drop off or pickup) Duty Schedule (PM)
8/7/2020	Finalize Culture 'To Do's pending.	GTLs- Review with team culture lessons for the first 3 days, Norm on procedures with team's ex: RR procedures, hallway transitions, homework check, west wing or lunch detention/ homework completion. Deliberately practice Whole school and in class culture components such as morning arrival and transitions
8/7/2020	GTLs set up One Note for Tactical and Huddles clipboard	GTLs- Review team Tactical and Huddles
8/7/2020	Final Student Calls: Team Meeting	Teams will work together to complete the last calls pending
8/7/2020	Lesson Plan due week 1	Submit Final Lesson Plan for Culture Camp Days/1st week of school via One Drive
8/10/2020	Staff meeting/ Academic Team Meeting	Academic Team Meetings: Lead by Content Leaders, DI coaches, or Lead Team Staff Meetings: Teacher weekly will inform all staff if a Monday will be used as a staff meeting
8/17/2020	Staff Meeting	Grading Policy and Gradebook
9/7/2020	Staff Meeting	Discipline Flow chart- Roles and responsibilities
9/14/2020	Lead Team and GTL Strategy Meeting	First month of school feedback
9/21/2020	Half Day PD	Internalization planning with assigned teams, Academic block prep, re-teach prep, novel studies prep, data board's updated, Parent letters for students not on track and Do Now next steps.
9/28/2020	Staff Meeting	Behavior Tracker, New Student Mentor program, Red Ribbon Week, Book reviews by homeroom, King & Queen, Payroll and Grade level of the month
9/30/2020	Academic Team Meeting	Exemplar, Exit Tickets, Data Tracked outside on board, Know/Do charts and Key Points
10/5/2020	Staff Meeting	Christina Vasquez Creative Being Consulting
10/12/2020	Course Collaboration	District Professional Development
10/14/2020	Academic Team Meeting	Exemplars, Exit Tickets and Re-Teach
10/26/2020	Content student work analysis meeting	SWAM materials/Criteria for success, Student work Analysis
11/9/2020	Staff Meeting	Christina Vasquez Creative Being Consulting
11/16/2020	Staff Meeting	Finalize House cup Cheers & Academic Team Planning
11/20/2020	Half Day PD	Active Shooter Training, TELPAS, Literacy and Academic Block
12/7/2020	Academic Team Meeting	Exemplars, Exit Tickets and Re-Teach
1/4/2021	Course Collaboration #2	District Professional Development
1/11/2021	STAAR Planning Meeting	Restructured class prioritizing lowest objectives, critical students identified and grouped by class, Small group pull out by Leader, push in support and campus based bi-weekly assessments, in addition to AE to monitor progress and adjust
1/19/2021	Staff Meeting	TELPAS PLD's Training
1/25/2021	Academic Team Meeting	Exemplars, Exit Tickets and Re-Teach

2/1/2021	Academic Teams	Writing Content Clinic
2/8/2021	Academic Teams	ELA content Clinic (3rd grade)
2/12/2021	Staff Meeting	STAAR Security Training- all campus
3/1/2021	Staff Meeting	Christina Vasquez Creative Being Consulting
3/8/2021	Academic Teams	Planning, Exemplars, Exit Tickets and Re-Teach
3/16/2021	All Staff District Call	District Updates, COVID-19, and Distance Learning
3/23/2021	Staff Meeting	Distance Learning plan, Technology, and staff materials
3/29/2021	Staff Meeting	Technology update, Meal pick up at campus, TEAMS, Grade level huddles, Family and student engagement, Campus communication, SEL Student needs, Teachers work schedule, Payroll-clocking in and out hours, Field lesson reimbursements, Identify number of students who have logged on to TEAMS.
3/31/2021	Regional update staff meeting	Technology Deployment, Family Communication, and Bonuses 2019-2020
4/5/2021	Staff Meeting	Distance learning Tracker, Parent Contact expectations, Student connections via TEAMS, Academic TEAMS, Support TEAMS, Grading, Distance Learning Modules
4/13/2021	Staff Meeting	Admin Office Hours, Retention, Grading Policy update, Student work submission, Student Technology Update, Family Engagement, Digital Citizenship and witnessing Cyberbullying.
4/19/2021	Staff Meeting	Percentage of students engaged in Distance Learning, Retention Guidelines and TOY winners
4/26/2021	Staff Meeting	Operational Updates- Technology, TCP Student/Family surveys, Campus Promotions
5/4/2021	Staff Meeting	Awards Assemblies, Modules, Persistence, Technology Update, Teacher Check out procedures, EOY Calls, Introducing our New Team and Family
5/11/2021	Staff Meeting	Percentage of students engaged in DL, EOY Calls, Family Surveys, Awards Assemblies and EOY Class Celebrations
5/17/2021	Staff Meeting	TWBAT Complete Student Profile Sheets for Student Life Binders (in depth, partners, gaps) TWBAT to align on pre-work for Step back TWBAT to reflect on Goals, Strategies, and Tactics using OCS. (independent work time) TWBAT Reflect on this year's priorities and name gap(s). Select one or two new priorities unique to your grade level and create a plan for next year. Ex. Homework, Ruler, parent partnerships
5/24/2021	Staff Meeting	TWBAT to understand the day's sessions: K-2, BLS, 3rd-5th TWBAT create a plan on Setting Culture expectations TWBAT to practice using at KDA and unpack units TWBAT Add STAAR alignment based on objectives to Eureka/Wit and Wisdom TWBAT organize their learning and complete deliverables for the sessions. TWBAT Engage students through T&T, TPS, whiteboards, Collaborative, Accountable Talk

5/31/2021	Staff Meeting	<p>TWBAT to understand the day's sessions: K-2, BLS, 3rd-5th</p> <p>TWBAT learn how to increase student engagement via Lives, assignments by understanding best practices on TEAMS.</p> <p>TWBAT apply practices and reach out to other team members for quick 1:1 collaboration. (doc camera, whiteboard, scavengers, celebrations, reteach time, anchor charts, PowerPoints, co-facilitating.</p> <p>TW email Lead team new "best practices" they will implement next year.</p> <p>TWBAT to gain deep knowledge of how to provide students with proper accommodations to meet their needs.</p> <p>TWBAT to create a plan on how they will implement the top 5 in their daily lesson planning and delivery.</p>
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IDEA Public Schools

IDEA Weslaco Pike Academy



2020 - 2021 Student Achievement Improvement Plan

DISTRICT MISSION:

IDEA Public Schools prepares students from underserved communities for success in college and citizenship.

DISTRICT VISION:

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

DISTRICT CORE VALUES:

Closing the achievement gap and ensuring college success is the best way to help our students succeed in life, contribute to their communities, and overcome the obstacles they face. Achieving this requires the following beliefs and behaviors:

No Excuses: We control our destiny. What we do during the day matters more than poverty, parent education level, or other external factors. When the adults in the system get it right, our students are successful. Conversely, when our students fail, we don't blame unsupportive parents, parent education level, or other external factors: we look in the mirror and take responsibility.

Whatever it Takes: Through continuous improvement we achieve ambitious results. Those most successful at IDEA seek feedback, pore over the data, identify root causes, and implement solutions.

100% Every Day: Our mission and goals apply to 100% of our students, 100% of the time. Creating opportunities that didn't exist isn't easy, and it requires that people give their best every day.

Sweating the Small Stuff: The difference between excellence and mediocrity lies in paying attention and caring about the countless details that go into effective execution.

Team and Family: As the source of strength for our organization, we are committed to attracting and developing high caliber people.

CAMPUS MISSION:

IDEA Weslaco Pike, DARES to be different by creating a positive and challenging learning environment for all students. We believe in college for all!!

DISTRICT GOALS 2020-21:

PRIORITY #1: Students Graduate College-Ready

1A. % of graduates who matriculate to a College or University: 100%

1B. % of graduates matriculate to a Tier I/II College or University: 25%

1C. % of Seniors accepted to a College or University: 100%

1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%

1E. Earned State Rating: A

1F. % Basic | % Mastery | %Advanced on LEAP or Similar Internal Assessment: 82% | 14% | 11%

1G. % Basic | % Meets | % Masters on STAAR/EOC or Similar Internal Assessment: 90% | 60% | 30%

1H. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 90%

1I. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%

1J. % of students in CSI achieve 2 years growth in Reading | Math (measured by Ren STAR) 50% | 60%

1L. Average ACT score (Class of 2021): 21

1L. % of students graduating college in 4 | 6 years: 25% | 55%

PRIORITY #2: Build a Strong & Sustainable Organization

2A. % Teacher Retention | Employee Retention: 85% | 85%

2B. 80% composite score on GPTW

2B. %Average Daily Attendance | # Average Daily Attendance: 97.60% | 63,780

2C. Student Persistence: 90%

2D. Operating Income: \$127M

2E. FIRST Rating: A

PRIORITY #3: Achieve Mission at Scale

3A. % of students with low socio-economic status: 80%

3B. Enrollment: 80,352

3C. Schools in operation: 152

3D. Total Funds Raised (millions): \$51M

Professional Campus Staff		
Administrative Staff	Counseling Staff	Other Support Staff
Silvia Martinez Yuri Thornton Amanda Bush Cherise Jones Cristina Ontiveros Maria Vargas Santos Galvan	Nora Montes	Jessica Fusco, Tampa Bay Fellow Anntonette Chestnut, Tampa Bay Fellow Denise Garza, Tampa Bay SpEd Fellow Jacqueline Lugo, Admin Assistant Kimberly Scobey, Relay Resident Sabrina Garcia, Relay Resident
Kindergarten	First Grade	Second Grade
Isabel Strong Kimberly Perez Andrea Garza Ana Guillen Rebecca Perez	Diana Moran Virginia Marmolejo Alexandra Tovar JoAnn Juarez	Lillian Cavazos Lisa Reyes Ana Cameron
Third Grade	Fourth Grade	Fifth Grade
Elizabeth Cain Jessica Martinez Rosio Garcia	Jessica Vasquez Jessica Alba Jennifer Alvarez Jasmine Cavazos	Adriana Alvarez Judith Aguilar Melanie Garcia
Physical Education	Specialty Teachers	
Cecilia Vasquez	Gladys Carreon: Interventionist Ivy Rodriguez: Interventionist Marie Muniz, Special Education Teacher Thalia Martinez, Special Education Teacher Fozia Rana, Special Education Teacher	

*Bilingually Certified

Para-Professionals Campus Staff	
Co-Teachers	Office Staff
Kassandra Salas Eliana De La Cruz Ariel Guillen Araceli Tinoco Valerie Alvarez Jo Alexondria Zavala Jessica Gamez Cynthia Banda Valerie Rubio Nidia Alvarez Raul Toscano Christopher Garza Myriam Gomez Samantha Maravilla	Nora Rivera, Receptionist Humberto Hinojosa, Business Clerk Denise Gonzales, SIS Coordinator Rebecca Garcia, Sr. Registrar
Operations Staff	Operations Staff
Fidel Ozuna, Campus Technician Guadalupe Garcia, Facilities Manager Juana Silva, Sr. Health Aide Adan Garcia, Custodian Ana Gutierrez, Food Service Specialist Anahi Ramirez, Custodian Antonio Hernandez, Campus Transp. Manager Antonio Martinez, Bus Driver Antonio Ybarra, School Driver Mechanic Biana Riojas, Bus Driver Camerina Juarez, Food Service Specialist Crystal Vela, Food Service Specialist Edith Ochoa, Food Service Specialist Gilberto Lugo, Bus Driver Heriberto Mata, Bus Driver Irma Ramirez, Food Service Specialist	Jessica Garcia, Food Service Specialist Josue Tafolla, Bus Driver Juan Garcia, Food Service Specialist Juan Garcia, Custodian Juan Hernandez, Bus Driver Julian Delgadilo, Food Service Specialist Karla Barrera De Garay, Food Service Specialist Liliana Garza, Cafeteria Assistant Manager Marcy Alvarado, Food Service Specialist Marlene Lopez, Cafeteria Assistant Manger Monica Beltran, Custodian Ofelia Tinoco, Custodian Oscar Sandoval, Bus Driver Ralph Canales, Bus Driver Reyes Soto, Bus Driver Silvia Saucedo, CNP Manager Yolanda Sandoval, Bus Driver

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates: (Tuesdays)	Possible Agenda Items:
Silvia L. Martinez, Principal, Administration Griselda Lopez, Principal in Residence Yuri Thornton, Principal in Residence Amanda Bush, Principal in Residence Santos Galvan, APO, Administration Cristina Ontiveros, Assistant Principal of Instruction Maria Vargas, Assistant Principal of Instruction Cherise Jones, Assistant Principal in Residence Nora Montes, Academic Counselor Amanda Resendez, GTL Pre-K Andrea Garza, GTL Kinder Diana Moran, GTL 1 st Grade Lillian Cavazos, GTL 2 nd Grade Jessica Martinez, GTL 3 rd Grade Jessica Vasquez, GTL 4 th Grade Adriana Alvarez, GTL 5 th Grade Isela Huerta, GTL Electives Marie Muniz, RISE Representative	August 18, 2020	1. Year at a glance 2. Stating your 'why' 3. Round 1's/PTG's 4. Team Building: Maverick Nation
	September 08, 2020	1. Breast Cancer/Down Syndrome Awareness Kick-Off 2. End of Q1 3. Red Ribbon Week 4. Fire Drill/Safety Drill 5. Dare to be Fit 6. Maverick Derby 7. Virtual LEAD Awards-Q1 8. Report Card Distribution
	October 13, 2020	1. Secret Santa Form Due 2. Veteran's Day 3. Team Building: Maverick Nation
	November 3, 2020	1. Distribution/Mail out of Winter Post Cards 2. Adopt a Maverick 3. 12 Days of Christmas 4. Secret Santa Week 5. Holiday Dress Week 6. Maverick Derby
	December 01, 2020	1. Welcome Back Event for Jan. 2. Attendance/Persistence Incentives 3. Fire and Safety Drill 4. Ops Appreciation Week
	January 05, 2021	1. National Counselor's Week 2. Groundhogs Day 3. Sports Jersey Day 4. "Week of Love" 5. President's Day
	February 02, 2021	1. Dr. Seuss' Birthday Bash 2. End of Q3 3. Maverick Derby w/egg hunt 4. Attendance incentives
	March 02, 2021	1. Autism Awareness 2. Maverick Lottery 3. Kinder CTC Pictures 4. API Appreciation Week 5. Welcome to IDEA event 6. DI Testing for new students 7. Administrative Professionals' Day

	April 06, 2021	<ol style="list-style-type: none"> 1. Teacher Appreciation Week 2. Distribution and Mailing of Summer Postcards 3. School Nurse's Day 4. Muffins with Mom 5. Mother/Son Dance 6. STAAR Testing 7. Q4 Grades Due 8. EOY Ceremony 9. Q4 Maverick Derby 10. Last day of school 11. Maverick Round Up 12. End of Year Staff Party
	May 03, 2021	<ol style="list-style-type: none"> 1. Summer Trainings 2. Teacher EOY Checklist 3. Pending items from April

Campus Budget Summary

The following funds are being combined in the Student Achievement Improvement plan to meet the needs of the students on this campus. All funds are used to implement: plan components, reform strategies, staff development activities, parental involvement activities, and strategies to overcome barriers. The General Fund includes funds for salaries, stipends and benefits.

Funding Sources – Local

199	General Fund	\$
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Funding Sources - State

161	State Gifted & Talented	\$
163	State Special Education	\$257,244
164	State Compensatory	\$4,738,696
404	Accelerated Reader/Math	\$826,397
165	State Bilingual	\$144,029
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources - Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$596,643
212	Title I Migrant	\$0
224	IDEA-B Formula	\$ 0
255	Title II, Part A, Classroom Size Red./Eisenhower	\$0
262	Title II, Part D, Technology	0
263	Title III – Bilingual	\$ 27,898

Total: \$

Campus Name
Campus Demographics*

Student Populations	Number of Students	Percentage of Students
Enrollment	704	100%
At Risk	379	54%
SPED	34	5%
F.A.R.M.	637	90%
ELL	376	53%
Male	359	51%
Female	345	49%
Amer. Indian	0	0%
Asian	1	0%
Black	1	0%
White	3	0%
Hispanic	699	99%

**As of 10/25/2013*

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Maria Vargas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ana Guillen 2. Alexandra Tovar 3. Lisa Reyes 4. Elizabeth Cain-Rodriguez 5. Jasmine Cavazos 6. Jessica Vasquez 7. Judith Aguilar 8. Thalia Martinez 	<p>Committee Chair(s): Cristina Ontiveros</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Roel Mireles 2. Karolina Davila 3. Virginia Marmolejo 4. Andrea Garza 5. Ana Cameron 6. Rosio Garcia 7. Jennifer Alvarez 8. Adriana Alvarez 9. Fozia Rana
Science/Social Studies (As Applicable)	School Culture and Climate
<p>Committee Chair(s): Griselda Lopez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Adriana Ontiveros 2. Gladys Carreon 3. Rebecca Perez 4. Melanie Garcia 5. Kimberly Perez 6. Adriana Onriversos 7. JoAnn Juarez 	<p>Committee Chair(s): Silvia Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Amanda Resendez 2. Marie Muniz 3. Andrea Garza 4. Diana Moran 5. Lillian Cavazos 6. Jessica Martinez 7. Jessica Vasquez 8. Adriana Alvarez 9. Isela Huerta
Staff Quality, Recruitment and Retention	Family and Community Involvement
<p>Committee Chair(s): Silvia Martinez</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Griselda Lopez 2. Yuri Thornton 3. Cristina Ontiveros 4. Maria Vargas 5. Nora Montes 6. Alin Tovar 7. Santos Galvan 	<p>Committee Chair(s): Nora Montes</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Cecilia Vasquez 2. Isabel Strong 3. Amanda Resendez 4. Marie Muniz 5. Jessica Alba 6. Ivy Rodriguez

Data Sources

Reading DI:

Kinder -92% of Kinder students met EOY
1st – 93% of 1st grade students met EOY
2nd -89% of 2nd grade students met EOY
Overall – 91%

Language DI:

Kinder-92%
1st- 93%

Math DI:

PK-100% of PK students met EOY

Eureka:

Kinder: 70% of students passed with an 80 or higher.
1st Grade: 37% of students passed with an 80 or higher.
2nd Grade: 42% of students passed with an 80 or higher.

TELPAS (Composite Rating (Listening, Speaking, Reading, Writing))						
	Kinder	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade
Beginning	100%	7%	4%	0%	2%	0%
Intermediate	0%	64%	27%	28%	32%	26%
Advanced	0%	29%	60%	54%	42%	38%
Advanced High	0%	0%	9%	18%	24%	36%

Grade/Content	STAAR Reading Grade 3	STAAR Reading Grade 4	STAAR Reading Grade 5	STAAR Writing Grade 4
Approaches				
Meets				
Masters				
Composite Score				
SubPops				
SpEd				
ELL				
Eco Dis				

	MATH STAAR Grade 3	MATH STAAR Grade 4	MATH STAAR Grade 5		STAAR Grade 5
Approaches				Approaches	
Meets				Meets	
Masters				Masters	
Composite Score				Comp Score	
SubPops				SubPops	
SpEd Passing					
ELL				ELL	
Eco Dis				Eco Dis	

Areas of Strength	Areas of Need

New Initiatives

- Implement STAAR Reading Review and Practice to target TEKS in 3rd-5th grade.
- Implement TEAMS software as platform for new instructional delivery.
- Target leader development through school leadership levers in coaching towards mastery.
- Implement electronic Writing Portfolios to collect writing artifacts from ELA and social studies coursework.
- Attend online Writing Portfolio Training & Management
- Writing Celebrations each quarter to build the love of writing process.
- Book reviews in the AR Zone where all students will read a book and create a book review for homework once per month in the AR Zone.
- Implement Imagine Learning in PK-2nd grade to enhance language program.
- Implement Being a Writer curriculum in 2nd grade.
- Provide additional training to teachers in new ELA TEKS.
- MAVS Weekly Culture Recognitions
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Continuing Initiatives

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| <ul style="list-style-type: none"> • Incorporate the RTI process with all students. • Implement Summer School for selected Kinder students. • Incorporate a pull out phonics tutoring program to improve fluency • Year at a glance backwards planning for DI. • Parent PTG's every quarter. • Use best practices from book study on Never Work Harder than Your Students by Robyn R. Jackson. • Implement "Making Meaning" in 2nd grades. • Continue with individual teacher check-ins every weeks to review student progress. • Track towards Royal Readers, Word Masters, Math Masters, Genie Genuises. • Implement Sciencesaurus in Science classrooms. • Conduct 90/30 meetings on a monthly basis with students of academic and behavior concern. • Implement additional RTI trainings to address student gaps. • Development GTL on leadership skills. • Intervention to address 3rd-5th grade student comprehension using LLI and guided reading. • Develop teachers on tracking individual student objectives mastered to enhance index 2. • Train teachers on implementation of balanced literacy across all content areas. • Use the "100 Book Challenge" to strengthen reading skills, stamina and to increase the love of reading. • Implement a reading mentoring program to improve self-esteem and student motivation on reading books. • Implement a book study of "Move Your Bus" to push teacher's development on goal ownership. | <ul style="list-style-type: none"> • Provide additional curriculum resources for our bilingual population to improve student success. • Implement team planning sessions twice a week for 30 minutes. • Implement "Quirkles" Reading Kits in K-2nd Grade Science classrooms. • Train 3rd-5th grade teachers through Lead4ward. • Implement and evaluate Quick-Reads fluency software in grades 2-3. • Conduct afterschool tutoring and provide morning sessions of Quick Reads for 3rd grade at-risk students. • Implement the ESL Program (Mondo/On Our Way to English) for our bilingual population to improve oral English language skills. • Top reader celebration. • Wednesday school meeting to build school community and culture Teach like a champion book study that focuses on aggressive monitoring, accountable talk. • Begin Socratic seminar structure in literature circles. • Conduct Parent Academies to build parent knowledge on our instructional program. • Implement novel studies to build the love of reading. • Implement student tracking that reflects growth overtime. • . |
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Staff Development

Date	Session Title/Topic	Session Objective(s)
8/10/20	First Day of School Debrief	Debrief, Feedback and Plan of Action
8/25/20	Content Based: Illuminate/DI Online	MWBAT access data online systems to be able to dissect data and create a plan of action towards meeting goals.
9/1/20	Grade Team Leader Meeting/ Faculty Meeting Unpacking GET Strand 3C/3D	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals. MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
9/08/20	Planning	
9/15/20	Faculty Meeting: SPED	MWBAT identify strategies and track towards all SpEd students and be able to articulate students' progress in meeting goals.
9/22/20	Content Based	MWBAT plan with content teachers for vertical alignment and rehearse a lesson prior to delivery. MWBAT unpack an objective by know, do, and access.
9/29/20	Grade Team Leader Meeting/ Faculty Meeting Unpacking GET Strand	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals. MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
10/06/20	Planning	
10/13/20	Faculty Meeting	
10/20/20	Content Based	MWBAT plan with content teachers for vertical alignment and rehearse a lesson prior to delivery. MWBAT unpack an objective by know, do, and access.
10/27/20	Grade Team Leader Meeting/ Faculty Meeting Unpacking GET Strand	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals. MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
11/03/20	Planning	
11/10/20	Faculty Meeting: 2x2's	
11/17/20	Content Based	MWBAT plan with content teachers for vertical alignment and rehearse a lesson prior to delivery. MWBAT unpack an objective by know, do, and access.
11/24/20	Grade Team Leader Meeting/ Faculty Meeting Unpacking GET Strand	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals. MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
12/08/20	Planning	
12/15/20	Faculty Meeting	
01/05/21	Content Based	MWBAT plan with content teachers for vertical alignment and rehearse a lesson prior to delivery. MWBAT unpack an objective by know, do, and access.
01/12/21	Grade Team Leader Meeting/	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals.

	Faculty Meeting Unpacking GET Strand	MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
01/19/21	Planning	
01/26/21	Faculty Meeting: TELPAS 101	
2/02/21	Content Based	MWBAT plan with content teachers for vertical alignment and rehearse a lesson prior to delivery. MWBAT unpack an objective by know, do, and access.
2/09/21	Grade Team Leader Meeting/ Faculty Meeting Unpacking GET Strand	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals. MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
2/16/21	Faculty Meeting: TELPAS Calibration	
2/23/21	STAAR Security Training	
3/02/21	Grade Team Leader Meeting/ Faculty Meeting Unpacking GET Strand	MLWBAT collaborate with campus principal to get feedback on grade level culture and share out data on their progress towards goals. MWBAT unpack a GET Strand and be clear on systems to create to be able to rated 'Advanced'.
3/09/21	Planning	
3/16/21	SPRING BREAK	
3/23/21	Faculty Meeting: TELPAS Writing Ratings	
3/30/21	Content Based: Planning for CNA/SAIP	
4/06/21	DI Training STAAR Writing/5 th Rdg and Math	
4/13/21	Planning: CNA SAIP	
4/20/21	Faculty Meeting	
4/27/21	Content Based	
5/04/20	Faculty Meeting: Last week logistics	
5/11/21		
5/18/21	CNA/SAIP Committee Present Data	
5/25/21	CNA/SAIP Committees Present Data	

Teachers will attend the staff development listed which will address high priority areas, improve student learning, and enhance teachers' knowledge base.