

EL PASO

IDEA Public Schools

IDEA Academy Edgemere



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Edgemere

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

Here at IDEA Academy Edgemere give 100% Everyday, As Team and Family, we Sweat the Small Stuff and do Whatever It Takes on Closing the Achievement Gap-No Excuses!

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District Goals 2021-2022

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

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Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Rebecca Cobian, Principal Lakisha Belton, PIR Nubia Salinas, API Jennifer Garcia, API Monica Carrol, API John Marin, APO ** Danielle Caballero, Admin Asst.	Jessenia Schuetzler, AC	Vanessa Quiett AR/HOTSPOT
Kindergarten	First Grade	Second Grade
Araceli Celaya LEAD ** Brenda Valadez Gina Lara ** Cassandra Krupovage Angie Arboleda April Favela Bethany Herrera	Cynthia McCranie LEAD Alejandra Aleman Michael Rivera Anessa Anchondo-Rivera Lindsay Spence Loenar Tarin Laura Sosa	Ivette Rosales Lead Bethany Vera Enriquez Jimenez Christina Gomez Ericka Zambrano Destiny Tipton
Third Grade	Fourth Grade	Pre-K
Amanda Bustos Celeste Perez Victor Aguilar LEAD ** April Alvarado Michelle Arredondo	Vianey Hebert Bianca Arambula Alan Quionones Vivianna Luna LEAD** Savanah Nieto	Vivian Mendoza LEAD Marlana Holley Nicole Torres
Physical Education	SPED/Intervention	Specialty Teachers
Rebekah Herriot	Yvette Magallanes Gaell Casillas Laura Salcido LEAD Amaris Soltero	Grissell Quintero CSI Janice Briones

*-Bilingually Certified

** Certified

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Para-Professional Campus Staff 2021-2022

Co-Teachers	Clerical/Technical	Transportation
Karen Munoz Marcela Torrez Caleb Herrera Karina Cruz Vianey Kinson Priscilla Lopez Gabriela Nazario Jacqueline Smalls Jeni Leivas Gabriela Shopper Brandon Munoz-AR/Hot Spot John Cobian-PE Delia Abril Meja-Life Skills Melissa Beal-Life Skills Cheyene Williams-Life Skills Ashley Anchondo Timothy Garcia Tiffany Maldonado Ashley Morales Marcela Sanchez	Administrative Assistant Danielle Caballero Business Clerk- Cindy Pacheco	Bertha Ciriza
Facilities Staff	Child Nutrition	Front Office Staff
FM Fernando Tapia	CNP Manager Ernesto Gomez	Fabiola Rico

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Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
9/16/2021	Direct Instruction: Backwards Planning	TWBAT Identify critical groups and next steps for Closing the Achievement Gap.
9/16/2021	Direct Instruction: Tracking Students	TWBAT Share best practices with tracking students in college house.
10/18/2021	Direct Instruction: Writing Initiative	TWBAT Report on effectiveness of writing journals and sentence prompts (IW)
10/18/2021	Direct Instruction: RTI Process	TWBAT Revisit RTI folders and ensure all data points are updated.
10/18/2021	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.
11/18/2021	ka/ W &W Being A Writer: Practice and Feedback on Exit Tickets, Quick Check for Understanding	TWBAT Learn to unpack units and share out the information. Help teachers understand what mastery looks like for their respective grade level. Design and share their exit slips.
11/18/2021	Direct Instruction: Preparing for PTG Meetings	TWBAT prepare and present PTG PowerPoint to peers and manager to ensure clear message is communicated
11/18/2021	Across Campus: State of the School	TWBAT analyze PTG and come away with clear next steps for improvement.
Date	Session Title/Topic	Session Objective(s)
12/3/2021	Across Campus: Morning Meetings	TWBAT Revisit morning meeting scope and sequence and practice procedures during BOY and FWOS.
12/3/2021	Across Campus: Behavior Management	TWBAT revisit SMART goals and share best trackers in maintaining student behavior trackers.
1/3/2022	Across Campus: Current POP Observation Data	TWBAT analyze POP observation data from the last month. TWBAT create and execute clear effective next steps in their lessons
1/3/2022	Across Campus: Stop Poor Handwriting	TWBAT Engage Scholars multisensory strategies to foster readiness and writing skills.
1/3/2022	Across Campus: Kagan Workshop (Transform Your High-Risk Classroom)	TWBAT Create a safe learning environment for all students. Learn specific strategies to build positive relationships with your hard-to-reach students.
1/3/2022	Across Campus Kagan Workshop (Structures for Little Ones)	TWBAT Master simple management techniques that make your class hum. Create a cooperative and Caring Classroom where everyone wants to be
1/11/2022	Joy Factor and Resetting Expectations	Teachers will be able to increase joy factor and reset school expectations returning back from the Winter Break
1/18/2022	Aggressive Monitoring Part 1	Teachers will be able to aggressively monitor and respond to gaps in student work by: Providing quick and effective feedback, Tracking responses to identify trends
1/25/2022	Aggressive Monitoring Part 2	Three laps are named to show what teacher will aggressively monitor; laps are specific, manageable (able to monitor whole class in single lap), and focus on the most important parts of the practice.
2/1/2022	Telpas Training	Train teachers on administering Telpas and review the Gripi for the day.
Date	Session Title/Topic	Session Objective(s)
2/8/2022	Reteach Discourse	Teachers will be able to use show call to maximize accountability, normalize revision, and model exemplar work
2/15/2022	Reteach Modeling	Teachers will be able to articulate and practice the most critical components of using modeling during the reteach.
2/22/2022	Review and Reteach	Teachers will be able to decide which content review and based on data. Plan effective reteach and review.
3/1/2022	Mastery Machine	Teachers will be able to plan Steps for Gaining Mastery:
3/22/2022	Least Invasive	1) Find the TEK you are seeking to master in the teaching binder by looking through the correct reporting category. Teachers will be able to respond and monitor behavior using least invasive behavior
3/29/2022	Least Invasive Intervention	Teachers will be able to respond and monitor behavior using least invasive behavior
4/5/2022	Student Relationships	Teachers will be able to build student individuals student relationships by: Making daily personal connections, and motivating scholars for STAAR
4/12/2022	What to do Directions	Teachers will be able to set clear expectations by providing what to do instructions
4/19/2022	Whole Class Reset	Teachers will be able to plan and practice a whole class reset
5/2/2022	Data Conversations	Leaders will be able to support lead team members to plan and prepare for data conversations by – 1. Creating a shared space for planning and tracking of key action steps.
5/9/2022	Lesson Planning, Bakwards Trackers, Interventions Part 1	Make existing plans your own. Internalize & rehearse key parts of the lesson, including the "I Do" and all key instructions
5/16/2022	Lesson Planning, Bakwards Trackers, Interventions Part 2	Make existing plans your own. Internalize & rehearse key parts of the lesson, including the "I Do" and all key instructions
5/23/2022	Lesson Assessments and Exams	Leaders will be able to support lead team members to plan and prepare for data conversations by – 1. Creating a shared space for planning and tracking of key action steps.
6/6/2022	End of Year Data Conversations	Leaders will be able to support lead team members to plan and prepare for data conversations by – 1. Creating a shared space for planning and tracking of key action steps.

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Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Lakisha Belton, Principal	Friday, September 24, 2021	1.Parent Involvement Committee Meeting 2.Culture 3.Academics Expectations 4.Grandparents Day 5.Data Review
Nubia Salinas, API Jennifer Garcia, API Monica Carroll, API Jessenia Schuetzler, AC John Marin, APO		Friday, October 15,2021
Vivian Mendoza, GTL Pre-Kingergarten Araceli Ceyala, GTL Kindergarten Cynthia McCranie, GTL Grade 1	Friday, November 19,2021	1.Can drive. 2.Veteran’s Day Project 3.Sports Day with Dad 4.PTG Review
Ivette Rosales, GTL Grade 2 Laura Salcido, GTL Special Pops Victor Aguilar, GTL Grade 3 Vivianna Luna, GTL Grade 4	Friday, December 10, 2021	1.Toy Drive 2.Sports Day with Dad 3.Scholastic Book Fair 4.Christmas Celebration for students &staff
Mariana Lopez, Support Staff Representative Danielle Caballero, Administrative Assistant Cindy Pacheco, Business Clerk	Friday, January 21, 2021	1.Quarter 2 Awards 2.Career Week 3.Field Lesson (5th Grade) 4 Parent Info Session
	Friday, February 18, 2021	1.100th Day of school 2.Campus Culture 3.Parent Info Session 4.Valentine’s Celebrations
	Friday, March 11, 2021	1.Dr. Seuss Birthday 2.Parent Info Session 3.Quarter 3 Awards 4 Data Review
	Friday, April 22, 2021	1.Earth Day 2.Family picnic 3.Autism Awareness 4.Parent Info Session 5 Data Review
	Friday, May 20, 2021	1.STAAR Data 2.5 de Mayo 3.Teacher Appreciation Week 4.FOY Field Trins

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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	\$ -
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Funding Sources—State

161	State Gifted & Talented	\$ -
163	State Special Education	\$352,431
164	State Compensatory	\$4,902,398
404	Accelerated Reader/Math	\$1,184,129
165	State Bilingual	\$162,819
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$288,349
212	Title I Migrant	
224	IDEA-B Formula	\$150,383
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$37,074

TOTAL \$ 7,077,583.00

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Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	855	100%
At Risk	272	32%
SPED	17	2%
F.A.R.M		0%
ELL	23	3%
Male	432	51%
Female	423	49%
Amer. Indian	3	0%
Asian	12	1%
Black	34	4%
White	115	13%
Hispanic	122	14%

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Campus Committees	
English Language Arts/Reading	Math
<p>Committee Chair(s): Nubia Salinas</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Ivette Rosales 2. Araceli Ceyala 3. Amanda Bustos 4. Vivian Mendoza 5. Bethany Vera 	<p>Committee Chair(s): Jenniffer Garcia</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Enriquez Jimenez 2. Alan Quinones 3. Vivianna Luna 4. Victor Aguilar
Science	Social Studies
<p>Committee Chair(s): Monica Carroll</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bianca Arambila 2. Celeste Perez 	<p>Committee Chair(s): Monica Carroll</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Vianey Herbert 2. April Alvarado
Staff Quality, Recruitment, and Retention	Family and Community Involvement
<p>Committee Chair(s): Lakisha Belton</p> <p>Committee Members:</p> <p>Grisell Quintero Marcela Sanchez Nicole Torress</p>	<p>Committee Chair(s): Jessenia Schuetzler</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Janice Briones 2. Marlana Holley 3. Ericka Zambrano 4. Caleb Herrera
School Culture and Climate	Special Populations
<p>Committee Chair(s): Lakisha Belton</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Bethany Herrera 2. Jeni Leivas 	<p>Committee Chair(s): Laura Salcido</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Yvette Magallenes 2. Amaris Soltero

Annual Performance Objective

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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PRIORITY #2: Build a Strong & Sustainable Organization

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Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

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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 Edgemere College Prep prepares ALL scholars to support one another, overcome obstacles, accept responsibility, and realize success (SOAR) along their journey to and through college.

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District Goals 2021-2022

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Sixth Grade	Seventh Grade	Eighth Grade
William Murray LEAD John Cobian III Martha Sarinana	Michelle Ramirez LEAD Dean Wheaton Cynthia Sieren Delilah Veliz	Perla Lopez LEAD Levi Mayo Amanda Rodriguez Isaac Esparza
Ninth Grade	SPED	Intervention
Michelle Campos LEAD Alejandra Arroyos Eita Yamaguchi Demetreo Hernandez	Michelle Malone LEAD Limor Chavez Manuel Cardoza Patti Hernandez	Christopher Gomez LEAD Tamara De La Fuente Michelle Ramirez
Physical Education		Key
Ruben Campos LEAD		* - Bilingually Certified ** Certified

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Para-Professional Campus Staff 2021-2022		
Co-Teachers	Clerical/Technical	Transportation
Victor Montes Emilio Rivera Wilber Acosta Melanie Wise Josh Marin Julissa Suarez	Fabiola Rico, Admin Asst Cindy Pacheco, Business Clerk	Bertha Ciriza
Facilities Staff	Child Nutrition	Front Office Staff
Fernando Tapia, Facilities Manager	Ernesto Gomez, CNP Manager	

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Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
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1/11/2022	Across Campus Kagan Workshop (Structures for Little Ones)	TWBAT Master simple management techniques that make your class hum. Create a cooperative and Caring Classroom where everyone wants to be
1/18/2022	Across Campus: Instruction	TWBAT determine scholar mastery though monitoring aggressively - Pathway (R5).
1/25/2022	Across Campus: Instruction	TWBAT determine scholar mastery though monitoring aggressively - quality work (R5).
2/1/2022	Across Campus: Instruction	TWBAT determine scholar mastery though monitoring aggressively - pen in hand (R5).
2/8/2022	Across Campus: Instruction	TWBAT lead scholars in annotating with purpose. (R6)
2/15/2022	Across Campus: Instruction	TWBAT Check for whole class understanding (R7).
Date	Session Title/Topic	Session Objective(s)
2/22/2022	Across Campus: Instruction	TWBAT lead an effective reteach through a model that gives students a clear listening/note-taking task that fosters active listening of the model, and then debrief the model (R7).
2/29/2022	Across Campus: Instruction	TWBAT lead an effective reteach through a modelling the thinking, not just a procedure (R7).
3/1/2022	Across Campus: Instruction	TWBAT lead an effective reteach through guided discourse (R9).
3/22/2022	Across Campus: Instruction	TWBAT push thinking through universal prompts (R10).
3/29/2022	Across Campus: Instruction	TWBAT teach and model habits that strengthen conversation for students (R11).
4/5/2022	Across Campus: Instruction	TWBAT engage scholars in small-group work to maximize learning (M12).
4/19/2022	Across Campus: Instruction	TWBAT implement strategic prompts, asking strategic questions (R12).
5/3/2022	Across Campus: Instruction	TWBAT drive conceptual thinking through verbalizing their conceptual understanding of content, not just the answer to a specific question (R13).
5/17/2022	Across Campus: Instruction	TWBAT drive conceptual thinking through upgraded vocabulary by asking students to use technical/academic language when answering questions.
5/31/2022	Across Campus: 22-23 Instruction	TWBAT identify and operationalize Unit 1 for their 22-23 course.
6/7/2022	Across Campus: 22-23 Instruction	TWBAT demonstrate mastery of lesson planning for week of instruction for the 22-23 school year.

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Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Brett Stidham, Principal Sheena Gomez, API	Friday, September 24, 2021	1.Parent Involvement Committee Meeting 2.Culture 3.Academics Expectations 4.Grandparents Day 5.Data Review
Misty Porte, API Ricardo Magallanes, SSA		1.Make a Difference Week 2.Red Ribben Week 3.Book Character Dress Up 4.Bully Prevention Month 5.Quarter 1 Awards 6.Data Review
Jessica Jacobo, CSA	Friday, October 15,2021	1.Can drive. 2.Veteran's Day Project 3.Sports Day with Dad 4.PTG Review 5.Data Review
John Marin, APO William Murray, GTL 6th Michelle Ramirez, GTL 7th		1.Toy Drive 2.Sports Day with Dad 3.Scholastic Book Fair 4.Christmas Celebration for students &staff 5.Data Review
Perla Lopez, GTL 8th Michelle Campos, GTL 9th Fabiola Rico, Admin Asst	Friday, December 10, 2021	1.Quarter 2 Awards 2.Career Week 3.Field Lesson (5th Grade) 4.Parent Info Session 5.Data Review
Cindy Pacheco, Business Clerk	Friday, January 21, 2021	1.100th Day of school 2.Campus Culture 3.Parent Info Session 4.Valentine's Celebrations 5.Data Review
	Friday, February 18, 2021	1.Dr. Seuss Birthday 2.Parent Info Session 3.Quarter 3 Awards 4.Data Review
	Friday, March 11, 2021	1.Earth Day 2.Family picnic 3.Autism Awareness 4.Parent Info Session 5.Data Review
	Friday, April 22, 2021	1.STAAR Data 2.5 de Mayo 3.Teacher Appreciation Week 4.EOY Field Trips 5.Pre-k/Kinder Completion Ceremony & Award Assemblies 6.Millionaire Club AR 7.C.N.A 8.EOY Checkoff List 9.Muffins for Mom 10.Summer Slide
	Friday, May 20, 2021	

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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	\$	-
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Funding Sources—State

161	State Gifted & Talented	\$	176,215.00
163	State Special Education	\$	2,451,199.00
164	State Compensatory	\$	592,064.00
404	Accelerated Reader/Math	\$	81,409.00
165	State Bilingual	\$	-
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular	\$	134,466.00
212	Title I Migrant	\$	-
224	IDEA-B Formula	\$	87,886.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology	\$	-
263	Title III, Bilingual	\$	19,636.00

TOTAL \$ 3,542,875.00

IDEA Public Schools

IDEA College Prep Edgemere

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	390	100%
At Risk	139	36%
SPED	46	12%
F.A.R.M	279	72%
ELL	142	36%
Male	211	54%
Female	179	46%
Amer. Indian	0	0%
Asian	2	1%
Black	17	4%
White	49	13%
Hispanic	313	80%

IDEA Public Schools

IDEA College Prep Edgemere

Campus Committees	
English Language Arts	Math
Committee Chair(s): Cynthia Sieren Committee Members: <ol style="list-style-type: none"> 1. John Cobian III 2. Perla Lopez 3. Alejandra Arroyos 	Committee Chair(s): Dean Wheaton Committee Members: <ol style="list-style-type: none"> 1. Marthta Sarinana 2. Levi Mayo 3. Eita Yamaguchi
Science	Social Studies
Committee Chair(s): Demetreo Hernandez Committee Members: <ol style="list-style-type: none"> 1. Delilah Veliz 2. Isaac Esparza 	Committee Chair(s): Amanda Rodriguez Committee Members: <ol style="list-style-type: none"> 1. William Murray 2. Michelle Campos
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Brett Stidham Committee Members: <ol style="list-style-type: none"> 1. Sheena Gomez 2. Misty Porte 3. William Murray 	Committee Chair(s): Ricardo Magallanes Committee Members: <ol style="list-style-type: none"> 1. William Murray 2. Mari Stene 3. Lou De La Cruz 4. Tamara De La Fuente
School Culture and Climate	Special Populations
Committee Chair(s): Brett Stidham Committee Members: <ol style="list-style-type: none"> 1. Michelle Ramirez 2. Jessica Jacobo 3. Misty Porte 	Committee Chair(s): Michelle Malone Committee Members: <ol style="list-style-type: none"> 1. Limor Chavez 2. Manuel Cardoza 3. Patti Hernandez

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Horizon Vista



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Horizon Vista

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

All Scholars Matriculate to and through college with 100% acceptance rate to college.

IDEA Public Schools

IDEA Academy Horizon Vista

District Goals 2021-2022

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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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

IDEA Public Schools

IDEA Academy Horizon Vista

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
JoAnn Brant - Academy Principal Melanie Martinez - API Silvia Segura - API Denise Franco - APO	Veronique Peregrino - Academy Counselor *	Sped Teacher - Christine Braoudakis RISE Teacher - Darlene Pedraza Sped Teacher - Suzanne Womble Sped Teacher - Becky Perez AR/HS - Lisa Longoria *
Kindergarten	First Grade	Second Grade
Andrea De La Torre - GTL Yvonne Perez Guadalupe Rodriguez Perla Ruiz	Catherine Jalowiec Robin Jacquez - GTL Crystal Molina Rojas Sahrai Molinar	Steve Lopez Alondra Garcia Destiny Morales - GTL Alondra Garcia
Third Grade	Fourth Grade	Fifth Grade
Megan Ayers Krystal Padilla - GTL Mirna Zamora - * Priscilla Chavez (maternity leave until 09/26) Eduardo Maldonado	N/A	N/A
Physical Education	Pre-Kinder	Key
Lilliana Villalpando	Michelle Regalado Toni Rodriguez - GTL	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Horizon Vista

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Diana Villa - PreK Gabriela Pineda - PreK Migdaleza Colon - Kinder Cynthia Marquez - Kinder Sonia Gomez - Kinder Arlene Lopez - Kinder Crystal Urquidi - 1st Grade Joanna Meador - RISE CoT Elizabeth Olivares - RISE CoT Isaac Viera - Int Christina Gomez - 1st Grade Robert Quiett - PE CoT Ariadna Hidrogo - IL / HS Co T Heather Cloud - 2nd Grade DI CoT	Mayra Gonzalezc- AC Monitors Alexis Landeros - AC Monitors	Martin Hurtado - Bus Monitor / Sped Driver Ariadne Hidrogo - Bus Monitor Diana Rodriguez - Sped Driver Izel Barraza - Bus Monitor
Facilities Staff	Child Nutrition	Front Office Staff
Jorge Delgadillo - Fac. Manager Refugio Damasco Claudia Nunez Aron Gomez	Valerie Estala - CNP Manager Rosa Ponce - Caf. Assistant Manager Janet De La Torre Genoveva Salas Victoria Rey Christian Reyes Maria Montford Deborah Ray - CNP Farm	Santa Castillo Mann - Admin Assistant Annais Escobedo - SIS Jessica Gutierrez - Receptionist Kaina Cardenas - BC Amy Flores - Registrar Jessica James - Health Aide

IDEA Public Schools
IDEA Academy Horizon Vista

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
07/19/07/23	NTI	All New To Idea Teachers will receive training on IDEAs vision and core values. They will learn and practice culture and procedures to implement in the classroom. Last 3 days of the week will be focused on content learning of new curriculum with each day of debriefing with Lead Team for clarifications and CFUs
07/26 -07/30	BOY PD	Campus based PD - All new and returning staff begin the year with team building, training, planning , and preparation for the new year and Meet the Teacher night on 07/29
10/18/2021	Professional Development / Course Collab 1	Teachers will attend PD relative to their current content area for new module breakdowns / DI script practices and new DI implementation training follow up / STAAR 3rd grades break down most recent data and plan first teach - plan for Semester Exams/Mocks
1/3/2021	Professional Development / Course Collab 2	First day back form Winter Break - plan / prep for Spring Semester. STAAR 3rd grade breakdown Semester Exams / Mock - plan for exemplar first teaches / objective aligned to the lesson / RMT teachers prep for Spring Semester w/ Script practice and lesson annotations
2/21/2021	Professional Development / Course Collab 3	Each Content reports to designated location for PD and planning - STAAR grades plan based on breakdown of most recent assessment and next steps till final MOCK exam / New RMT script practice and planning
03/21/2021	Professional Development / Course Collab 4	Last push for Mastery Machine in 3rd grade based on final MOCK - last big push before STAAR / all other contents gather and plan for last 9 weeks / New RMT script practice

Date	Session Title/Topic	Session Objective(s)
8/10/2021	Based on campus needs	Covid updates and next steps / Campus updates & upcoming deadlines - benefits enrollment due date / All Roadmap Compliance Roadmaps due
8/17/2021	Goal Setting PD	Staff will understand Goal Setting process and the why behind the entire TCP process and given time to enter goals on cornerstone
8/24/2021	Lesson Framing	Instructional staff will receive model and practice on lesson frame/delivery
8/31/2021	Lesson Rehearsal	Instructional staff receive protocol and execute lesson rehearsal within grade level
9/7/2021	Sped / EL/ 504	Special Pops - Staff participates in understanding Special Pops Binder and IEP accommodations that must be met and next steps for student progress monitoring for ARDs and documentation of IEPs being followed
9/24/2021	Priority Teacher: Management and Culture	Instructional staff unable to reach proficient raing in 2A-2C
9/21/2021	Sitting Arrangements	Effective scholar sitting arrangements by Domain III
9/28/2021	Skills Charts and Work Time	Ensuring Scholars have Purposeful Work Time
10/19/2021	What does independent work time look like for scholars?	STAAR Aligned Stations within Independent Work Time
10/26/2021	STAR Expectations	Re-Setting Scholar Culture for Purposeful Engagement
11/2/2021	Rewards and Good Behavior	Re-Setting Scholar Culture for Purposeful Engagement
11/9/2021	Proximity	Creating Paths for Scholar Support
11/16/2021	Responds to Students	Looking at CSI, EL's and SPED
11/23/2021	Track Development	Independent Scholar Tracking Plans
11/30/2021	Lesson Framing	INM - Guided Practice - Independent Practice - Exit Ticket (STAAR)
12/7/2021	Activating Prior Knowledge	Examining Toolkits and Lead4Ward
12/14/2021	Following and Developing SScripts	Developing STAAR Aligned CFU's Scripts to fit the Lesson Frame

Date	Session Title/Topic	Session Objective(s)
1/19/2022	Re-Teach Plans and Aggressive Monitoring	Create Agresive Monitoring Plans
1/28/2022	Teaching that Engages SRI Protocols	Introduce School Reform Initiative Protocols for Classroom Engagement
2/3/2022	TEaching that Engages Kagan Strategies	Introduce Kagan strategies for Classroom Engagement
2/11/2022	SIOP Day 1	EL Support Strategies for First Instruction
2/12/2022	SIOP Day 2	EL Support Strategies for First Instruction
3/21/2022	Mock Exam Instructional Development	Data Analysis and Re-Teach Plans
4/4/2022	Mastery Machine	Creating Mastery Machine for ELA and Reading

IDEA Public Schools

IDEA Academy Horizon Vista

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Isaac Williams, Principal	7-Sep-21	School Culture
Melanie Martinez, Assistant Principal		
Silvia Segura, Assistant Principal		
Andrea Molinar, GTL	5-Oct-21	Instructional Expectations and Staff Incentives
Christine Braudakis, GTL		
Sarahi Molinar, GTL		
Destiny Morales, GTL	2-Nov-21	Staff Retention and ADA
Robin Jaquez, GTL		
	7-Dec-21	Semester Data for Instruction / ADA / Persistence and Scholar Retention
	11-Jan-22	Culture Resets and Re-Teach Plan
	8-Feb-22	Staff Retention
	8-Mar-22	Mastery STAAR Machine and Scholar Individualized Interventions
	5-Apr-22	Enrollment and Staffing for 22/23
	3-May-22	Needs Assessment

IDEA Public Schools

IDEA Academy Horizon Vista

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	\$176,215
164	State Compensatory	\$2,451,199
404	Accelerated Reader/Math	\$592,064
165	State Bilingual	\$81,409
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$159,223
212	Title I Migrant	
224	IDEA-B Formula	\$68,356
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$28,721

TOTAL \$ 3,557,187.00

IDEA Public Schools

IDEA Academy Horizon Vista

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	400	100%
At Risk	198	50%
SPED	35	9%
F.A.R.M	324	81%
ELL	192	48%
Male	199	50%
Female	201	50%
Amer. Indian	0	0%
Asian	2	1%
Black	7	2%
White	34	9%
Hispanic	357	89%

IDEA Public Schools

IDEA Academy Horizon Vista

Campus Committees

English Language Arts	Math
Committee Chair(s): M. Martinez Committee Members: Alondra Garcia M. Zamora M. Ayers	Committee Chair(s): Andrea DeLaTorre Committee Members: Krystal Padilla Destiny Molina Rojas Crystal Molina Rojas Yvonne Perez Perla Ruiz G.Rodriguez
Science	Social Studies
Committee Chair(s): Isaac Viera Committee Members:	Committee Chair(s): Stephen Leyva Committee Members: M. Zamora
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): APO Denise Franco Committee Members: Ops Team	Committee Chair(s): AC -V. Peregrino Committee Members: Lead Team SIS - Annais Holguin APO Denise Apodaca
School Culture and Climate	Special Populations
Committee Chair(s): AC - V. Peregrino Committee Members: Toni Ford Andrea Molinar Robin Jacquez Destiny Morales Ortega	Committee Chair(s): Braoudakis Committee Members: Sped Team S. Womble B. Perez D. Pedraza
Krystal Padilla C. Braoudakis M. Martinez S. Segura	Olivares Meador

Annual Performance Objective

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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- 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
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- S-STAAR
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- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
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IDEA Public Schools

IDEA College Prep Horizon Vista



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Horizon Vista

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

At IDEA Horizon Vista, we are passionate to make positive change and instill a love of learning. Every scholar will develop a college-graduating identity necessary for success in the 21st Century by focusing on rigorous instruction in a safe, nurturing environment. We weather the STORM by persisting through challenges and create authentic relationships between scholars, teachers, parents, and staff so that everyone can be part of something great.

IDEA Public Schools

IDEA College Prep Horizon Vista

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA College Prep Horizon Vista

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Stephen Lopez, Principal Stephanie Lawler, API Denise Franco, APO	Martin Andrew Castillo, AC	Elizabeth Valadez, iLearning Facilitator
Sixth Grade	Seventh Grade	Physical Education
Antonieta Banuelos, ELA Andrea Esnayra, Math Andrea Morales, Science/SS John Simmons, Relay Resident (Math)	Breya Davis, ELA Chelsea Bodemer, Math Viridiana Perez, Science/SS	Joel Garcia, PE
SPED	Intervention	
Gabriela Soto, RISE Marianna Wysocki, SpED Stacie Juul, SpED	Victoria Estrada, Interventionist	

IDEA Public Schools

IDEA College Prep Horizon Vista

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Clerical/Technical	Transportation
Nancy Rosalez, RISE Co T Jennifer Reyes, RISE Co T Crystal Betancourt, Interventionist Co T	Pending, Admin Assistant Rosalba Barraza, Testing Coordinator Kaina Cardenas, BC Amy Fierro, Registrar Annais Escobedo, SIS Kristopher Hernandez, IT	Diana Rodriguez Martin Hurtado
Facilities Staff	Child Nutrition	Front Office Staff
FM Jorge Delgadillo	CNP Manager Valerie Estrada Assistant Manager Rosa Ponce	Jessica Gonzalez Moncayo, Receptionist

IDEA Public Schools
IDEA College Prep Horizon Vista

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/10/2021	What to Do	TWBAT: Analyze the techniques teachers use to give effective directions and corrections and Use planning and practice to improve our ability to use the What to Do technique
8/24/2021	Systems and Routines	TWBAT: Analyze the techniques champion teachers use to design, install, and maintain strong Systems and Routines and Use planning and practice to improve our ability to design, install, and maintain strong Systems and Routines
9/7/2021	Unpacking TEKS	TWBAT analyze grade level standards to identify the academic rigor and skills using a KDA chart.
9/21/2021	RTI-Why/How/When	TWBAT explain the process of providing Tier 1, Tier 2, and Tier 3 support systems for all struggling scholars.
10/5/2021	SpED Accommodations and Deep Dive IEP	TWBAT explain the support systems SpED scholars need in the classroom to reach student level mastery
10/19/2021	Aggressive Monitoring	TWBAT analyze student academic monitoring systems strong teachers consistently use to give high leverage feedback to all scholars.
11/2/2021	Everybody Writes	TWBAT: analyze techniques teachers use to plan and lead frequent formative Everybody Writes moments in which students develop their ideas in writing and secondly, to use planning and practice to improve our ability to lead more (and better) Everybody Writes opportunities for students.
11/16/2021	Art of the Sentence	TWBAT Analyze the techniques champion teachers use to improve writing, thinking, discussion, and reading through Art of the Sentence and Use planning and practice to improve our implementation of Art of the Sentence.
11/30/2021	Data Conversations	TWBAT review core requirements of building a strong reteaching plan based on Semester Exams.
1/4/2022	State of the Campus	TWBAT to review and explain the status of the school based on priority skills.
1/11/2022	Think Alouds	TWBAT analyze the reteaching techniques strong teachers use to close scholar academic gaps.
2/8/2022	Show Call	accountability, normalize “better,” and model exemplar work through Show Call and Use planning and practice to improve our implementation of Show Call.
2/22/2022	TELPAS Rater Training	TWBAT explain the core components of the TELPAS system.
2/22/2022	Explicit Vocabulary	to help students develop deep mastery of new words and Use planning and practice to help students understand and apply important words with depth and precision
3/8/2022	Implicit Vocabulary	TWBAT: Analyze the Implicit Vocabulary techniques champion teachers use to help increase students’ breadth of word knowledge and Use planning and practice to reinforce challenging words encountered during reading
4/5/2022	STAAR Training	TWBAT: Analyze the Implicit Vocabulary techniques champion teachers use to help increase students’ breadth of word knowledge and Use planning and practice to reinforce challenging words encountered during reading

IDEA Public Schools

IDEA College Prep Horizon Vista

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Stephen Lopez, Principal Stephanie Lawler, API Martin Castillo, AC Denise Franco, APO Andrea Esnayra, GTL Gabriela Soto, SpED Lead Pending , Administrative Assistant Kaina Cardenas, Business Clerk	Friday, September 24, 2021	1. Storm Rally 2. Campus Safety Month 3. Family Event--STAAR 4. Grandparents Day
	Friday, October 29, 2021	1. Columbus Day 2. Halloween 3. Bullying Prevention Month 4. Boss's Day 5. Red Ribbon Week 6. Q1 Awards
	Friday, November 19, 2021	1. Fall Festival 2. Thanksgiving Luncheon 3. Veteran's Day 4. Food Drive 5. Family Event
	Friday, December 17, 2021	1. Christmas Program 2. Christmas Class Celebrations 3. Super Recruitment 4. Toy Drive 5. Book Fair 6. Super Recruitment
	Friday, January 21, 2022	1. Culture Reset Day 2. Q2 Awards 3. MLK Day
	Friday, February 18, 2022	1. Valentine's Day 2. Field Day 3. IDEA's Lottery 4. Black History Month Super Recruitment
	Friday, March 11, 2022	1. Q3 Awards 2. Spring Break 3. STAAR Preparation 4. Spring Festival
	Friday, April 22, 2022	1. Autism Awareness Motnh 2. Earth Day 3. Family Event
	Friday, May 20, 2022	1. Field Lesson 2. Q4 Awards + EOY Celebrations 3. Teacher Appreciation Week 4. Skin Cancer Awareness Month 5. Memorial Day 6. Mother's Day

IDEA Public Schools

IDEA College Prep Horizon Vista

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	\$88,108
164	State Compensatory	\$1,225,599
404	Accelerated Reader/Math	\$296,032
165	State Bilingual	\$40,705
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$30,097
212	Title I Migrant	
224	IDEA-B Formula	\$13,671
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$6,594

TOTAL \$ 1,700,806.00

IDEA Public Schools

IDEA College Prep Horizon Vista

Campus Demographics

Student Populations	Number of Students	Percentage of Students	5th Grade
Enrollment	71	100%	
At Risk	51	72%	
SPED	7	10%	
F.A.R.M	62	87%	
ELL	46	65%	
Male	36	51%	
Female	35	49%	
Amer. Indian	0	0%	
Asian	0	0%	
Black	1	1%	
White	6	8%	
Hispanic	64	90%	

IDEA Public Schools

IDEA College Prep Horizon Vista

Campus Committees	
English Language Arts	Math
<p>Committee Chair(s): Stephen Lopez</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>	<p>Committee Chair(s): Stephanie Lawler</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>
Science	Social Studies
<p>Committee Chair(s): Stephanie Lawler</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>	<p>Committee Chair(s): Martin Castillo</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>
Staff Quality, Recruitment, and Retention	Family and Community Involvement
<p>Committee Chair(s): Denise Franco</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>	<p>Committee Chair(s): Martin Castillo</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>
School Culture and Climate	Special Populations
<p>Committee Chair(s): Martin Castillo</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>	<p>Committee Chair(s): Stephanie Lawler</p> <p>Committee Members:</p> <div style="background-color: #ffc000; width: 150px; height: 60px; margin-left: 40px;"></div>

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Rio Vista



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Rio Vista

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 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.

IDEA Public Schools

IDEA Academy Rio Vista

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 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%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Rio Vista

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Pre-Kindergarten
Rodrigo Wong, Executive Principal Sonia Alvarez, API (3rd - 5th) Angela Rodriguez, Sr, API (PK-2) Vacancy, API Patricia Landavazo, PIR Ramon Salazar, APO	Chirstopher Gibson, Academic Counselor Gabriela Loera, Social Worker	Latoya Rodriguez Veronica Martinez
Kindergarten	First Grade	Second Grade
Jessica Gutierrez Michelle Bargas Raquel Tello Jacqueline Saenze	Jessica Chavarria Jocelyn Gaytan Annabelle Galindo Katie Ventresca Jazmin Hernandez	Alejandra Guzman Abril Perez Gabriel Rodriguez
Third Grade	Fourth Grade	Fifth Grade
Erika Carbajal Alfred Ramos Linfa Garcia,	Tanya Carbajal Brisa Bermea Claudia Gonzalez	Courtney Polhemus Belinda Lial Sheila Cuellar
Physical Education	Elective or Non-Core Teachers	Key
Leeza Gutierrez, PE Elias Sanchez, PE	Luz Guerrero, Interventionist Jasmine Valverde Annabelle Galindo Cynthia Loya, SpEd Lizzette Galaviz, SpEd (RISE)^ Erika Prieto, SpEd^	* - Bilingually Certified ^ - Pending Certification

IDEA Public Schools
IDEA Academy Rio Vista

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Noel Hernandez, PK Jessica Salazar, PK Carolina Gonzalez, K Cyntnia Ochoa, K Heidi Wilden, K Vacancy, 1st Vacancy, 1st Valerie Intram, 2nd Jazmine Valverde, SpEd RISE Priscila Medellin, SpEd RISE	Nicolette Griffin, AR Eduardo Carillo, HS	Hilda Banuelos, SpEd Van Driver Claudia Zaratre, SpEd Van Driver Elizabeth Favela, SpEd Van Monitor Brenda Castanos, SpEd Van Monitor
Facilities Staff	Child Nutrition	Front Office Staff
Eduardo Castro Martin Arriaga-Rios Matilde Grimaldo Galicia Jazmin Marquez Maria Vasquez	Larisa Alvarez Nancy Llamas Dulce Reyes Veronica Matamoros Minerva Najera Nolia Montwood Emma Macias Carlos Marquez Joanna Garcia Vicky Banda Blanca Ramos	Nadine Portillo, Receptionist Karla Rojo, Business Clerk Anais Muthwill, Registrar Benjamin Gutierrez, SIS Nidia Jimenez, Health Aide Vacancy, Enrollment Coordinator
Temporary Staff		
Janae Rodriguez, School Monitor Sofia Bailon Hinostrroza, School Monitor Yazmin Chavez, School Monitor		

IDEA Public Schools
IDEA Academy Rio Vista

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Rodrigo Wong, Principal Angela Rodriguez, API	Friday, September 24, 2021	1.Parent Involvement Committee Meeting 2.Culture 3.Academics Expectations 4.Grandparents Day 5.Data Review
Sonia Alvarez, API Patricia Landavazo, PIR (Optional) Christopher Gibson, AC	Friday, October 15,2021	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
Vacancy , APO		
Latoya Rodriguez, GTL PK _____, GTL Kinder	Friday, November 19,2021	1.Can drive. 2.Veteran's Day Project 3.Sports Day with Dad 4.PTG Review 5.Data Review
Jessica Chavarria, GTL 1st Grade Abril Perez, GTL 2nd Grade _____, GTL 3rd	Friday, December 10, 2021	1.Toy Drive 2.Sports Day with Dad 3.Scholastic Book Fair 4.Christmas Celebration for students &staff 5.Data Review
_____, GTL 4th Belinda Lial, GTL 5th Grade Cynthia Loya, SpEd	Friday, January 21, 2021	1.Quarter 2 Awards 2.Career Week 3.Field Lesson (5th Grade) 4.Parent Info Session 5.Data Review
Tanya Carbajal, Relay Mentor Karla Rojo, Business Clerk	Friday, February 18, 2021	1.100th Day of school 2.Campus Culture 3.Parent Info Session 4.Valentine's Celebrations 5.Data Review
	Friday, March 11, 2021	1.Dr. Seuss Birthday 2.Parent Info Session 3.Quarter 3 Awards 4.Data Review
	Friday, April 22, 2021	1.Earth Day 2.Family picnic 3.Autism Awareness 4.Parent Info Session 5.Data Review
	Friday, May 20, 2021	1.STAAR Data 2.5 de Mayo 3.Teacher Appreciation Week 4.EOY Field Trips 5.Pre-k/Kinder Completion Ceremony & Award Assemblies 6.Millionaire Club AR 7.C.N.A 8.EOY Checkoff List 9.Muffins for Mom 10.Summer Slide

IDEA Public Schools

IDEA Academy Rio Vista

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	\$308,582
164	State Compensatory	\$4,292,448
404	Accelerated Reader/Math	\$1,036,801
165	State Bilingual	\$142,561
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$374,271
212	Title I Migrant	
224	IDEA-B Formula	\$95,698
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$55,977

TOTAL \$ 6,306,338.00

IDEA Public Schools

IDEA Academy Rio Vista

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	819	100%
At Risk	406	50%
SPED	50	6%
F.A.R.M	768	94%
ELL	380	46%
Male	433	53%
Female	386	47%
Amer. Indian	1	0%
Asian	2	0%
Black	9	1%
White	72	9%
Hispanic	733	89%

IDEA Public Schools

IDEA Academy Rio Vista

Campus Committees	
English Language Arts	Math
Committee Chair(s): Ryan Otero Committee Members: Tanya Carbajal Brenda Olivas Sarah Elguea	Committee Chair(s): Ana Valdez Committee Members: Gabriel Trujillo Guadalupe Colon Alfred Ramos
Science	Social Studies
Committee Chair(s): Rosio De Leon Committee Members: Gabriel Trujillo Karen Pallares Ernesto Cantu	Committee Chair(s): Kevin Johnson Committee Members: Brenda Olivas Ashley Flanigan
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Sarah Herrera Committee Members: Ramon Salazar Patricia Landavazo Angela Rodriguez	Committee Chair(s): Gabriela Loera Committee Members: Zachary Torres Christopher Gibson Bernadette Candelaria
School Culture and Climate	Special Populations
Committee Chair(s): Rodrigo Wong Committee Members: Patricia Landavazo Sarah Elguea Brenda Olivas	Committee Chair(s): Rodrigo Wong Committee Members: Eduardo Pena Fernando Lucero Cynthia Loya Bernadette Candelarioa

IDEA Public Schools

IDEA Academy Rio Vista

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
A.P.I.	Daily Grade Team afternoon Huddle			GTM, GTL	8-11-21 - 5-28-22	Teachers, classroom	N/A	Number of attendees.
L.T.	Daily A.D.A. meeting			L.T.	8-11-21 - 5-28-22	L.T.	N/A	A.D.A.
A.P.I.	New to Rio Vista Ice Cream social			APO / SSA/ SW / API	First 2 weeks of school		purchasing forms	Number of attendees.
A.P.I.	90/60/30 Montly meetings		All	GTL	First week of Sep.	Teachers	90/60/30 Tracker	Improvement Plan
A.P.I.	Teacher of the Week			A.P.I.	First week of Sep.	Newsletter	Newsletter	Teacher data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
A.P.I.	Saturday School for students of concern.	E.T.	All	Teachers	8:00 am - 12:00 pm	Teachers and classrooms	Lesson Plans	Exit Ticket
A.P.I.	After School Tutorials	E.T.	All	Teachers	3:45 pm - 4:45	Teachers and classrooms	lesson Plans	Exit Ticket
A.P.I.	Content Boot Camps	Test Data	All	Teachers	Varies	Teachers and classrooms	Lesson Plans	Exit Ticket
Spanish Team	Pozada		All	Spanish Team	12-17-21 After School	Courtyard, tables, extension cords	Purchasing forms	Number of attendees.
C.C.	Montly C.C. Parent Meetings		All	College Counselors	First week of Sep.	C.C.s and Parents	Graduation Plans	Graduation Plans

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- E-EOC
- A-ACT
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- O-Other

Special Populations

- All
- AR-At Risk
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- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Rio Vista



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Rio Vista

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IDEA Public Schools

IDEA College Prep Rio Vista

District Goals 2021-2022

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IDEA Public Schools

IDEA College Prep Rio Vista

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Rodrigo Wong - Executive Principal Sarah Elguea - Assistant Principal of Instruction Gabriel Trujillo - Assistant Principal of Instruction Ramon Salazar - Assistant Principal of Operation	Zachary Torres - College Counselor Bernadette Candelaria - Student Success Advisor	Diana Ibarra - Spanish
Sixth Grade	Seventh Grade	Eighth Grade
Jessica Garcia - Mathematics Mariah Contreras - ELA Andrews Segura - Hybrid Science	Ana Valdez - Mathematics Jessica Jacobs - ELA Ashley Flanigan - Hybrid Humanities	Jaziel Aguirre - Algebra I Ryan Otero - ELA Rosio De Leon - Biology Jorje Gamez - Social Studies Paola Martinez - Spanish
Ninth Grade	Special Education	Intervention
Rene Gomez - Algebra I/Geometry Sylvia Villarreal - English I Karen Pallares - Biology/Chemistry Kevin Johnson - AP World Geography	Emily Ochoa Andy Carrera	Rebecca Hernandez Krystal Adams
Twelfth Grade	Physical Education	Key
	Luis Gamboa - PE	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Rio Vista

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Christopher Portillo - PE Co-teacher Angelica March - Hot Spot Facilitator Joshua Ugarte - AR Facilitator		
Facilities Staff	Child Nutrition	Front Office Staff
Eduardo Castro - Facilities Manager	Larisa Alvarez - Child Nutrition Program Manager	Nadine Portillo - Receptionist Karla Rojo - Business Clerk SIS Coordinator - Benjamin Gutierrez Jeanette Castillo - Registrar

IDEA Public Schools
IDEA College Prep Rio Vista

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Rodrigo Wong, Principal Sarah Elguea, API Gabriel Trujillo, API	Friday, September 24, 2021	1.Parent Involvement Committee Meeting 2.Culture 3.Academics Expectations 4.Grandparents Day 5.Data Review
Bernadette Candelaria Ramon Salazar, APO Latoya Rodriguez, GTL Pre-Kingergarten	Friday, October 15,2021	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
Michelle Bargas, GTL Kindergarten Jessica Gutierrez, GTL Grade 1 Sheila Cuellar, GTL Grade 2	Friday, November 19,2021	1.Can drive. 2.Veteran's Day Project 3.Sports Day with Dad 4.PTG Review 5.Data Review
Fernando Lucero, GTL Special Pops Luz Guerrero, GTL Grade 3	Friday, December 10, 2021	1.Toy Drive 2.Sports Day with Dad 3.Scholastic Book Fair 4.Christmas Celebration for students &staff 5.Data Review
Courtney Polhemus, Support Staff Representative Veronica Rodriguez, Administrative Assistant Karla Rojo, Business Clerk	Friday, January 21, 2021	1.Quarter 2 Awards 2.Career Week 3.Field Lesson (5th Grade) 4.Parent Info Session 5.Data Review
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IDEA Public Schools

IDEA College Prep Rio Vista

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163	State Special Education	\$ 176,215.00
164	State Compensatory	\$ 2,451,199.00
404	Accelerated Reader/Math	\$ 592,064.00
165	State Bilingual	\$ 81,409.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 121,844.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 91,792.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 14,654.00

TOTAL \$ 3,529,177.00

IDEA Public Schools

IDEA College Prep Rio Vista

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	288	100%
At Risk	116	40%
SPED	47	16%
F.A.R.M	251	87%
ELL	120	42%
Male	145	50%
Female	143	50%
Amer. Indian	0	0%
Asian	2	1%
Black	2	1%
White	19	7%
Hispanic	265	92%

IDEA Public Schools

IDEA College Prep Rio Vista

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Science	Social Studies
Committee Chair(s): Rosio De Leon Committee Members: Gabriel Trujillo Karen Pallares Ernesto Cantu	Committee Chair(s): Kevin Johnson Committee Members: Brenda Olivas Ashley Flanigan
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Sarah Herrera Committee Members: Ramon Salazar Patricia Landavazo Angela Rodriguez	Committee Chair(s): Gabriela Loera Committee Members: Zachary Torres Christopher Gibson Bernadette Candelaria
School Culture and Climate	Special Populations
Committee Chair(s): Rodrigo Wong Committee Members: Patricia Landavazo Sarah Elguea Brenda Olivas	Committee Chair(s): Rodrigo Wong Committee Members: Eduardo Pena Fernando Lucero Cynthia Loya Bernadette Candelarioa

IDEA Public Schools

IDEA College Prep Rio Vista

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
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L.T.	Daily A.D.A. meeting			L.T.	8-11-21 - 5-28-22	L.T.	N/A	A.D.A.
A.P.I.	New to Rio Vista Ice Cream social			APO / SSA/ SW / API	First 2 weeks of school		purchasing forms	Number of attendees.
A.P.I.	90/60/30 Montly meetings		All	GTL	First week of Sep.	Teachers	90/60/30 Tracker	Improvement Plan
A.P.I.	Teacher of the Week			A.P.I.	First week of Sep.	Newsletter	Newsletter	Teacher data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
A.P.I.	Saturday School for students of concern.	E.T.	All	Teachers	8:00 am - 12:00 pm	Teachers and classrooms	Lesson Plans	Exit Ticket
A.P.I.	After School Tutorials	E.T.	All	Teachers	3:45 pm - 4:45	Teachers and classrooms	lesson Plans	Exit Ticket
A.P.I.	Content Boot Camps	Test Data	All	Teachers	Varies	Teachers and classrooms	Lesson Plans	Exit Ticket
Spanish Team	Pozada		All	Spanish Team	12-17-21 After School	Courtyard, tables, extension cords	Purchasing forms	Number of attendees.
C.C.	Montly C.C. Parent Meetings		All	College Counselors	First week of Sep.	C.C.s and Parents	Graduation Plans	Graduation Plans

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Mesa Hills



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Mesa Hills

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 Academy will ensure PK-2 percentage on grade level in reading math and math to exceed 95% annually.

IDEA Public Schools

IDEA Academy Mesa Hills

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy Mesa Hills

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
	NA	
Kindergarten	First Grade	Second Grade
L. Rodriguez V. Pompa M. Marquez A. Palacios E. Martinez M. Salgado	J. Boudreaux R. Knecht B. Arroyo S. Garcia M. Garcia S. Barron	L. Rodriguez M. Weaver S. Franklin R. Flores
Third Grade	Fourth Grade	Fifth Grade
A. Sanchez K. Barron A. Guzman A. Quinones		
Physical Education		Key
H. De La Cruz J. Barraza		* - Bilingually Certified

IDEA Public Schools
IDEA Academy Mesa Hills

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Link Provided below		J
Facilities Staff	Child Nutrition	Front Office Staff
M Lara	J. Cabrales	J. Lopez

https://teams.microsoft.com/_/#/school/files/General?threadId=19%3A20e3d05308e64347ab8845d4e86bfa0%40thread.tacv2&ctx=channel&context=Teacher%2520Information&rootfolder=%252Fsites%252FMesaHillsPhase2%252FShared%2520Documents%252F2021-2022%252FTeacher%2520Information

IDEA Public Schools
IDEA Academy Mesa Hills

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
10-Aug	Goal Setting	Instructional staff will identify goals and tactics for 21-22 academic year
17-Aug	Lesson Framing	Instructional staff will receive model and practice on lesson frame/delivery
24-Aug	Lesson Rehearsal	Instructional staff receive protocol and execute lesson rehearsal within grade level
31-Aug	Priority Teacher: Management and Culture	Instructional staff unable to reach proficient rating in 2A-2C
1-Nov	Aggressive Monitoring	Improve teacher feedback ability
11-Nov	Writers Workshop	Implement campus wide writing initiative

Date	Session Title/Topic	Session Objective(s)
20-Jan	3rd Grade Inferencing Practice	Implement morning meeting inference drill
25-Jan	Independent Work Check	Improve DI independent work feedback
25-Jan	2nd Grade Inferencing Practice	Implement morning meeting inference drill
27-Jan	3rd Grade Think Folders	Implement campus specific anchor charts
1-Feb	Telpas Holistic Training	Federal compliance training
2-Feb	TELPAS Leader PD	Improved ELL instructional delivery
3-Feb	K-1 Telpas Holistic Training	Federal compliance training

Date	Session Title/Topic	Session Objective(s)
15-Feb	Comprehension Independent Practice 3rd	Implement Comprehension drill in CSI and BAW
21-Feb	Sheltered Instruction PD	Improve ELL instructional delivery
1-Mar	Intersession Briefing	Brief on intersession grouping and schedule
5-Apr	STAAR Intervention	Brief on intervention grouping and schedule
19-Apr	Summer School Briefing	Brief on summer school schedule and grouping

IDEA Public Schools

IDEA Academy Mesa Hills

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Diana Perez-Assistant Principal of Instruction Oscar Gonzalez-Assistant Principal of Instruction Gerardo Valdez- Assistant Principal of Operations Ana Palacios- Kinder Grade Team Leader Annabelle Sanchez-Third Grade Team Leader Rebecca Hernando- PK Grade Team Leader	Weekly tactical, effective 8/11	Parent University
		Campus Writing Initiative
		STEM/Scope Initiative
		Guest speaker series
		Culture Rounds

IDEA Public Schools IDEA Academy Mesa Hills

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	375K
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Funding Sources—State

161	State Gifted & Talented	NA
163	State Special Education	\$220,474
164	State Compensatory	\$3,066,849
404	Accelerated Reader/Math	\$740,769
165	State Bilingual	\$101,856
411	Technology Allotment	NA
192	Technology Sp. Fund	NA

Funding Sources—Federal

204	Title IV Drug Free School	NA
211	Title I Regular	\$204,368
212	Title I Migrant	
224	IDEA-B Formula	\$85,933
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$33,264

TOTAL \$ 4,453,513.00

IDEA Public Schools

IDEA Academy Mesa Hills

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	582	100%
At Risk	226	39%
SPED	44	5%
F.A.R.M	418	72%
ELL	226	39%
Male	299	51%
Female	288	49%
Amer. Indian	0	0%
Asian	7	1%
Black	29	2%
White	69	2%
Hispanic	478	82%

IDEA Public Schools

IDEA Academy Mesa Hills

Campus Committees	
English Language Arts	Math
Committee Chair(s): Karen Barron Committee Members: Maria Weaver Alejandra Guzman	Committee Chair(s): Annabel Sanchez Committee Members: Luis Rodriguez
Science	Social Studies
Committee Chair(s): NA Committee Members:	Committee Chair(s): NA Committee Members:
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Gerardo Valdez Committee Members: Elisa Martinez Nicole Jaquez	Committee Chair(s): Student Success Advisor Committee Members: Ana C. Palacios Rebecca Hernando Annabel Sanchez Bonnie Arroyo
School Culture and Climate	Special Populations
Committee Chair(s): T. Enriquez Committee Members: Diana Perez Oscar Gonzalez Ana C. Palacios Rebecca Hernando Annabel Sanchez	Committee Chair(s): API Committee Members: Elizabeth Thomas

IDEA Public Schools

[Campus Name]

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Writing Revolution		ALL	A. Rosas	August-January	3K	Parent Attendance	Feedback survey
	Parent University		ALL	T. Enriquez	August-January	3K	Parent Attendance	Feedback survey
	Curriculum Night		ALL	Lead Team	August-January	3K	Parent Attendance	Feedback survey
	Special Education Parent Night		505 SPED	Elizabeth Thomas	August-January	3K	Parent Attendance	Feedback survey
	ELL Parent Night		ELL	Elizabeth Guzma	August-January	3K	Parent Attendance	Feedback survey

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	NA							
	NA							
	NA							
	NA							
	NA							

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Mesa Hills



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Mesa Hills

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 believes in College for All. 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 three components live and breathe throughout our culture, systems and overall school mindset.

IDEA Public Schools

IDEA College Prep Mesa Hills

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Mesa Hills

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Principal- Nayeli Velasquez API- Justin Arnsworth PIR- Yaimara Wheaton APIR- Shanique Bowie	SSA- Cynthia Conley CIS- ??	CSI- Shanique Bowie PE Teacher- Andrea Rosales AR/HS- Minerva Ornelas SpEd Inclusion- Kenia Hdz SpEd RISE- Anahi Orrantia
Sixth Grade	Seventh Grade	Eighth Grade
English- Angelique Gomez Math- Myra Lujan Science- Marisa Negrete Humanities- Alyssa Chavira	English- Richard Torres Math- Steven Garmon Science- Marisa Negrete Humanities- Alyssa Chavira	English- Diana Esparza/Shanique Bowie Math- Lisa Quin Science- Lance Gruber US History- Leslie Segura
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
		* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Mesa Hills

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
CSI- Joann Perales RISE- ?		Raul Estrada Joey Solich
Facilities Staff	Child Nutrition	Front Office Staff
FM- Michael Lara Claudia Orozco Ursula Esquivel Paola Caldera Lilia Aguilar	Manager- Jose Cabrales Asst Manager- Irais Torres	Receptionist- ? Budget Clerk- Ana Garcia Registrar- Jesus Barraza Admin Asst- Vivianna Chavez

IDEA Public Schools

IDEA College Prep Mesa Hills

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
APIR- Shanique Bowie API- Justin Arnsworth SSA- Cynthia Conley Principal- Nayeli Velasquez PIR- Yaimara Wheaton 6th GTL- Myra Lujan 7th GTL- Marisa Negrete 8th GTL- Kenia Hernandez APO- Gerardo Valdez	17-Jul	Duties, calendars, meetings
	10-Dec	Culture
	11-Aug	Curriculum
	25-Aug	Mission List
	8-Sep	GET and Teacher Career Pathway
	22-Sep	PTG
	6-Oct	Mission List
	20-Oct	Curriculum
	10-Nov	Culture

IDEA Public Schools

IDEA College Prep Mesa Hills

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	\$ 450,000.00
-----	--------------	---------------

Funding Sources—State

161	State Gifted & Talented	\$ -
163	State Special Education	\$132,366
164	State Compensatory	\$1,841,249
404	Accelerated Reader/Math	\$444,737
165	State Bilingual	\$61,152
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$69,417
212	Title I Migrant	
224	IDEA-B Formula	\$39,060
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$11,430

TOTAL \$ 3,049,411.00

IDEA Public Schools

IDEA College Prep Mesa Hills

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	212	100%
At Risk	81	38%
SPED	20	9%
F.A.R.M	143	67%
ELL	84	40%
Male	110	52%
Female	102	48%
Amer. Indian	1	0%
Asian	0	0%
Black	6	3%
White	31	15%
Hispanic	174	82%

IDEA Public Schools

IDEA College Prep Mesa Hills

Campus Committees	
English Language Arts	Math
Committee Chair(s): Angelique Gomez Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton	Committee Chair(s): Myra Lujan Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton
Science	Social Studies
Committee Chair(s): Lance Gruber Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton	Committee Chair(s): Leslie Segura Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Yaimara Wheaton Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley	Committee Chair(s): Cynthia Conley Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton
School Culture and Climate	Special Populations
Committee Chair(s): Cynthia Conley Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton	Committee Chair(s): Kenia Hernandez Committee Members: Justin Arnsworth Shanique Bowie Cynthia Conley Yaimara Wheaton

Annual Performance Objective

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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- 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
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- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

GREATER HOUSTON

IDEA Public Schools

IDEA Academy Hardy



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Hardy

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 Hardy Academy prepares students from underserved communities for success in college and citizenship.

IDEA Public Schools

IDEA Academy Hardy

District Goals 2021-2022

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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IDEA Public Schools IDEA Academy Hardy

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Laura L. Epps (Principal) Anthony Vallejo (Asst. Principal of Instruction) Courtne Byrne (Asst. Principal of Instruction) Joan Gray (Principal in Residence) Crystal Phillips (Asst. Principal of Operations)	TBD	Victor Reyes (Physical Education) N'dya Linton (Interventionist) TBD (Interventionist) TBD (SPED Teacher) TBD (RISE Teacher)
Kindergarten	First Grade	Second Grade
Junis Ranciville Nicole Lemons White Natasha Washington Brandi Cowan	Jeniferlin LeBaron Roneisha Luke Latoya Gafford	Charles Anderson Krushauna Coleman Vanessa Toscano Renisha Spiller
Third Grade	Fourth Grade	Fifth Grade
Kayla Meadows Megan Chambers Uniquewa Rogers Natasha Washington	Lauryn Hodde Kelley Nida Linton Laurie Nowilin 4th Writing Vacancy	N/A
Physical Education	Key	
PE Vacancy	* - Bilingually Certified	

IDEA Public Schools IDEA Academy Hardy

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
S'Channing Williams (RISE Co-Teacher) Chris Silverio Cabrera (K Co-Teacher) Alexia Hernandez (PE Co-Teacher) Chinadette Petidio (K Co-Teacher) Minika Preston (K Co-Teacher) Kellie Jones (K Co-teacher) Amilia Sloan (1 Co-Teacher) Charles Anderson (2 Co-Teacher) 1st Grade Co-Teacher Vacancy		Teriel Price (Transportation Manager) Derrick Jackson (Transportation Asst. Manager) Donna Denson (Bus Driver) Charmainicka Mose-Daniels (Bus Driver Mechanic) Anna Arthur (Bus Driver) Denise Spicer (Bus Driver) Oscar Freeman (Bus Driver) Anita Robinson (Bus Driver)
Facilities Staff	Child Nutrition	Front Office Staff
Antonio Munuz (Facilities Manager) Cira Sellers (Custodian) Erendira Hernandez (Custodian) Laurea Hernandez (Custodian)	Timorthy Hagans (Cafeteria Manager) Valeria Cepeda CNP Asst. Manger Dorothy Garcia (FSS) Georgina Herrera (FSS) Telisha Monroe (FSS) Victoria Champs (FSS Subs) Araceli Luna (FSS Subs) Mirna Lopez	Jessica Perez(Receptionist) Jose Osorio (Business Clerk) Bianca Ruiz (SIS) Diana Trujillo (SEC) Esmeralda (Health Aide) Christina Machorro (Registrar) Kieyawnee Paul (Admin Assistant) April Holley (Testing Coordinator) Jose Cisneros (Tech)

IDEA Public Schools IDEA Academy Hardy

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
9/1/2021	Kickboard Training	<ul style="list-style-type: none"> * Purpose of Kickboard * Track student negative behaviors * Reward student positive behaviors
9/15/2021	Illuminate 101: Teacher Basics/ Teachboost Introduction	<ul style="list-style-type: none"> * Access Illuminate via Idea Hub page * Search for grade level / content assessments * Print answer documents and scan
10/5/2021	Introduction to Move this World	<ul style="list-style-type: none"> * Purpose of Move This World * Review scope and sequence of Move this World * Access Move this World curriculum
10/19/2021	Post COVID Classrooms: Creating a Psychologically Safe spaces for our students.	*TWBAT use the tools given to create safe spaces for our student learning using our consequence hierarchy
11/2/2021	TELPAS training	<ul style="list-style-type: none"> * What is TELPAS * TELPAS Procedures * TELPAS Rater Requirements (Credentials, Training, Calibration)
11/16/2021	Mock Final Exam Training	<ul style="list-style-type: none"> * Testing responsibilities during Semester Exams * Test security / confidentiality * Testing irregularities: Defined, How to Avoid, How to Report * Testing security oath
12/7/2021	Creating Backwards plan	<ul style="list-style-type: none"> * Calculate daily lesson multiplier for each college house * Map out daily, weekly, monthly lesson progress goals for each college house
1/11/2021	ET Sorting for highest leverage gap	<ul style="list-style-type: none"> *Effectively sort ET data *Identify the highest leverage GAP *pivot in the moment to make real time shifts in student learning

Date		Session Objective(s)
1/25/201	Re-teach plans	* TWBAT use re-teach plans to ensure that students are closing previously taught gaps.
2/8/2021	TELPAS training	* What is TELPAS * TELPAS Procedures * TELPAS Rater Requirements (Credentials, Training, Calibration)
2/22/2021	Mock STAAR Training	* Testing responsibilities during Exams * Test security / confidentiality * Testing irregularities: Defined, How to Avoid, How to Report * Testing security oath
3/8/2022	Backwards plans	* Calculate daily lesson multiplier for each college house * Map out daily, weekly, monthly lesson progress goals for each college house
3/22/2022	Mastery Machine	* Purpose of Mastery Machine * Access to Mastery Machine, print resources * Tracking of Mastery Machine Data
4/5/2022	Mastery Machine	* Purpose of Mastery Machine * Access to Mastery Machine, print resources * Tracking of Mastery Machine Data
4/19/2022	Field Lesson plan	* Purpose of Field Lessons * What is allowable / not allowable * Field Lesson Planning / Submission
5/10/2022	EOY Celebrations	* Purpose of EOY Celebrations * What is allowable / not allowable * EOY Celebrations Planning / Submission

IDEA Public Schools IDEA Academy Hardy

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Ashley Wyatt GTL 6 Viridiana Sanches GTL 7 Morel Williams API SPED Vacancy Nicole Lemons GTL K Jeniferlin LeBaron GTL 1 Vanessa Toscano GTL 2 Lauryn Kelley GTL 4 Natasha Washington GTL 3	8/20/2021	ADA
	9/17/2021	Honor Roll Breakfast
	10/21/2021	Fall Festival
	11/12/2021	Fall Festival
	1/14/2021	ADA
	2/17/2021	ADA
	3/25/2021	Sprin Festival
	4/25/2021	EOY Celebrations
	5/25/2021	EOY Closeout

IDEA Public Schools IDEA Academy Hardy

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	\$ 220,474.00
164	State Compensatory	\$ 3,066,849.00
404	Accelerated Reader/Math	\$ 740,769.00
165	State Bilingual	\$ 101,856.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 143,203.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 44,920.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 23,153.00

TOTAL \$ 4,341,224.00

IDEA Public Schools IDEA Academy Hardy

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	335	100%
At Risk	158	47%
SPED	24	7%
F.A.R.M	295	88%
ELL	155	46%
Male	182	54%
Female	153	46%
Amer. Indian	0	0%
Asian	0	0%
Black	72	21%
White	12	4%
Hispanic	251	75%

IDEA Public Schools

IDEA Academy Hardy

Campus Committees	
English Language Arts	Math
Committee Chair(s): Morrel Williams Committee Members: Viridiana Sanchez Ashley Wyatt Vanessa Toscano Charles Anderson Krushauna Coleman Jeniferlin Lebaron	Committee Chair(s): Anthony Vallejo Committee Members: Jessica Parson Simone Beasly Renisha Spiller Uniquea Rogers Laurie Nowlin
Science	Social Studies
Committee Chair(s): Megan Flores Committee Members: Nicole Lemons Amelia Sloan	Committee Chair(s): Joshua Shipman Committee Members: Brandi Cowen Natasha Washington
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Crystal Phillips Committee Members: Megan Flores Veronica Toscano Lauren Kelley	Committee Chair(s): Ivanna Crippa Committee Members: Kayla Garza George Jimmerson Kristy Allen Sped Vacancy Sped Vacancy
School Culture and Climate	Special Populations
Committee Chair(s): Anna Farias Committee Members: Ashley Wyatt Viridiana Sanchez Nicole Lemons Jeniferlin Lebaron Vanessa Toscano Natasha Washington	Committee Chair(s): Anthony Vallejo/Morel Williams Committee Members: Kayla Garza George Jimmerson Kristy Allen Sped Vacancy Sped Vacancy

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Hardy



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Hardy

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

Clarity, Competence and Connection are the pillars of our region that will fundamentally set the campus up for a successful school year. Through connection, the staff will first build relationships among each other that are built on professionalism and respect, with that they can focus on meeting the needs of all students and support one another to meet the ambitious goals set. Our staff were rigorously selected based on strong competence in the subject area of their field, which will support their development in planning and delivering strong lessons to close student academic gaps throughout the school year. All of these things are only possible with clear communication and support of administration to make sure that staff know what is expected of them to inform how they will support students to achieving goals. □

IDEA Public Schools

IDEA College Prep Hardy

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Hardy

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Lorena Osorio Admin Assitant Morrel Williams API	Ivanna Crippa	
Sixth Grade	Seventh Grade	Eighth Grade
Ashley Wyatt ELA Jessica Parson Megan Flores Joshua Shipman	Viridiana Sanchez-ELA Schauntana Powell Simone Beasley 7th Math Mikayla Williams -Interventionist	
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	PE Vacancy	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Hardy

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Patricia Herrera AR Kristy Allen Rise SPED Co-Teacher Peyton Simms HS		Detrik Jackson Transportation Assistant Manager Anna Arthur Bus Driver Terriel Price Transportation Manager Oscar Freeman Bus Driver Donna Denson Bus Driver Anita Robinson Bus Driver Denise Spicer Bus Driver Charmainicka Mose-Daniels Bus Driver
Facilities Staff	Child Nutrition	Front Office Staff
Antonio Munoz Facilities Manager Erendira Heranndez Custodian Laura Hernandez Custodian Cira Sellers Custodian	Timorthy Hagans CNP Manager Valeria Cepeda CNP Asst. Manger Dorothy Gracia CNP Staff Georgina Herrera CNP Staff Mirna Lopez CNP Staff Araceli Luna CNP Staff Muhammad Mobely CNP Staff	Jessica Perez(Receptionist) Jose Osorio (Business Clerk) Bianca Ruiz (SIS) Diana Trujillo (SEC) Esmeralda (Health Aide) Christina Machorro (Registrar) Kieyawnee Paul (Admin Assistant) Mayra Manos (Testing Coordinator) Jose Cisneros (Tech)

IDEA Public Schools

IDEA College Prep Hardy

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
9/1/2021	Kickboard Training	TWBAT learn how to effectively use Kickboard to document positive and negative consequences
9/15/2021	Illuminate 101: Teacher Basics/ Teachboost Introduction	TWBAT ensure that they are able to look at data effectively and efficiently to pivot during their teaching.
10/5/2021	Introduction to Move this World	TWBAT use Move This World to ensure that students are given the proper tools in SEL
10/19/2021	Post COVID Classrooms: Creating a Psychologically Safe spaces for our students.	TWBAT use the tools given to create safe spaces for our student learning using our consequence hierarchy
11/2/2021	TELPAS training	TWBAT know effective strategies for TELPAS and rate student work for the assessment.
11/16/2021	Mock Final Exam Training	TWBAT ensure test fidelity and know how to effectively administer the STAAR assessment
12/7/2021	Creating Backwards plan	TWBAT create a clear backwards plan to spiral in TEKS to ensure that we are closing student gaps.
1/11/2021	ET Sorting for highest leverage gap	TWBAT effectively sort ET data, identify the highest leverage GAP, and pivot in the moment to make real time shifts in student learning

Date		Session Objective(s)
1/25/201	Re-teach plans	TWBAT use re-teach plans to ensure that students are closing previously taught gaps.
2/8/2021	TELPAS training	TWBAT know effective strategies for TELPAS and rate student work for the assessment.
2/22/2021	Mock STAAR Training	TWBAT ensure test fidelity and know how to effectively administer the STAAR assessment
3/8/2022	Backwards plans	TWBAT adjust backwards plan to spiral in TEKS to ensure that we are closing student gaps.
3/22/2022	Mastery Machine	TWBAT use mastery machine as an effectively close gaps in student learning from previously taught material
4/5/2022	Mastery Machine	TWBAT use mastery machine as an effectively close gaps in student learning from previously taught material
4/19/2022	Field Lesson plan	TWBAT have a clear plan for field lesson experience
5/10/2022	EOY Celebrations	TWBAT celebrate students academic and behavior successess.

IDEA Public Schools IDEA College Prep Hardy

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	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 56,311.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 25,389.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 8,792.00

TOTAL \$ 1,740,936.00

IDEA Public Schools IDEA College Prep Hardy

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Ashley Wyatt GTL 6 Viridiana Sanches GTL 7 Morel Williams API SPED Vacancy Nicole Lemons GTL K Jeniferlin LeBaron GTL 1 Vanessa Toscano GTL 2 Lauryn Kelley GTL 4 Natasha Washington GTL 3	8/20/2021	ADA
	9/17/2021	Honor Roll Breakfast
	10/21/2021	Fall Festival
	11/12/2021	Fall Festival
	1/14/2021	ADA
	2/17/2021	ADA
	3/25/2021	Sprin Festival
	4/25/2021	EOY Celebrations
	5/25/2021	EOY Closeout

IDEA Public Schools

IDEA College Prep Hardy

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	137	100%
At Risk	60	44%
SPED	13	9%
F.A.R.M	116	85%
ELL	60	44%
Male	61	45%
Female	76	55%
Amer. Indian	0	0%
Asian	0	0%
Black	30	22%
White	2	1%
Hispanic	105	77%

IDEA Public Schools

IDEA College Prep Hardy

Campus Committees	
English Language Arts	Math
Committee Chair(s): Morrel Williams Committee Members: Viridiana Sanchez Ashley Wyatt Vanessa Toscano Charles Anderson Krushauna Coleman Jeniferlin Lebaron	Committee Chair(s): Anthony Vallejo Committee Members: Jessica Parson Simone Beasly Renisha Spiller Uniquea Rogers Laurie Nowlin
Science	Social Studies
Committee Chair(s): Megan Flores Committee Members: Nicole Lemons Amelia Sloan	Committee Chair(s): Joshua Shipman Committee Members: Brandi Cowen Natasha Washington
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Crystal Phillips Committee Members: Megan Flores Veronica Toscano Lauren Kelley	Committee Chair(s): Ivanna Crippa Committee Members: Kayla Garza George Jimmerson Kristy Allen Sped Vacancy Sped Vacancy
School Culture and Climate	Special Populations
Committee Chair(s): Anna Farias Committee Members: Ashley Wyatt Viridiana Sanchez Nicole Lemons Jeniferlin Lebaron Vanessa Toscano Natasha Washington	Committee Chair(s): Anthony Vallejo/Morel Williams Committee Members: Kayla Garza George Jimmerson Kristy Allen Sped Vacancy Sped Vacancy

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Spears



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Spears

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 Spears Academy prepares students from underserved communities for success in college and citizenship

IDEA Public Schools

IDEA Academy Spears

District Goals 2021-2022

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

IDEA Public Schools IDEA Academy Spears

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Reynaldo Flores - Principal	Natasha Freire - Counselor	Rosalinda McGlory - Teacher (SpEd)
Brian Veracruz - Assistant Principal of Operations (APO)		Danielle Edwards - Teacher (SpEd)
Randy Richards - Principal in Residence (PIR)		Venise Reed - Teacher (Rise)
Megan Bearden - Principal in Residence (PIR)		Marjorie McClean Wilson - Teacher (Rise)
Renicka Brown - Assistant Principal of Instruction (API)		
Crystal Mason - Assistant Principal of Instruction (API)		
Tyvarion Malone - Assistant Principal of Instruction (API)		
Paula Flores - Administrative Assistant (AA)		
Kindergarten	First Grade	Second Grade
Cynthia Berry - Teacher	Irene Adeyemi - Teacher	Paola Casas - Teacher
Brittne Richardson (Matya) - Teacher	Lourdes Benavides - Teacher	Jacqueline Loughridge - Teacher
Julie Rivas - Teacher	Kiandra Bowers - Teacher	Miraka Aldridge - Teacher
Michelle Borland - Teacher	Chauncenique Rushing - Teacher	Adrian Clayton - CoTeacher
Third Grade	Fourth Grade	Fifth Grade
Sabrina Baker-Henderson - Teacher	Ashley Marshall - Teacher	
Arianne Davis - Teacher	Venessa Perez - Teacher	
Summer Wilkerson - Teacher	Carolina Bautista - Teacher	
Lakisha Black - Teacher (Interventionist)	Toye Oglesby - Teacher (Interventionist)	
Physical Education	Key	
Armani Boxley - Teacher	* - Bilingually Certified	
Sanchez McDonald - CoTeacher		

IDEA Public Schools IDEA Academy Spears

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
LaDonna Walker - CoTeacher (Rise)		Monica Booker (Transportation Manager)
Angela Castillo - CoTeacher (Rise)		Monique Byrd (Transportation Assistant Manager)
Serena Harris - CoTeacher (AR Zone)		Raul Melendrez (Bus Mechanic)
Lenicia Tyson - CoTeacher (HotSpot)		Brionne Boudy (Bus Driver)
Omisha Dawson - CoTeacher		Stephanie Harris (Bus Driver)
Desirae Sidney - CoTeacher		Elizabeth Jamison (Bus Driver)
Kathleen Smith - CoTeacher		Harlane Lockett (Bus Driver)
Jalyn Demerson - CoTeacher		Lora Armstrong (Bus Driver)
Candace Harper - CoTeacher		
Tene Jones - CoTeacher		
Xavier Johnson - CoTeacher		
Adrian Clayton - CoTeacher		
Facilities Staff	Child Nutrition	Front Office Staff
Brenda Mccann (Facilities Manager)	Nanette Boyd (Cafeteria Manager)	Denisse Saldana (Receptionist)
Jalen Mills (Custodian)	Zandra Flowers (Cafeteria Assistant Manager)	Lisa Smith (Business Clerk)
Angelita Hemphill (Custodian)	Eva Moralez (FSS)	Jacquelin Mirtala (SIS)
Osborne Taylor (Custodian)	Maria Rocha De Hernandez (FSS)	Jakeline Recinos (SEC)
Erica Ortiz (Custodian)	Sharlot Deboest (FSS)	Christian Davila (Health Aid)
	Kenneth Organ (FSS)	Jacqueline Monterrosa (Registrar)
		Olivia Milam - Testing Coordinator
		Kennedi Morrison (Tech)

IDEA Public Schools IDEA Academy Spears

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
9/1/2021	Kickboard Training	<ul style="list-style-type: none"> * Purpose of Kickboard * Track student negative behaviors * Reward student positive behaviors
9/9/2021	Cornerstone: Goal Setting	<ul style="list-style-type: none"> * Access resources and complete Roadmap training for Goal Setting * Know the difference between a strategy and tactic * Identify goals assigned by teacher/grade/content
9/23/2021	Introduction to Move this World	<ul style="list-style-type: none"> * Purpose of Move This World * Review scope and sequence of Move this World * Access Move this World curriculum
10/7/2021	Teachboost Introduction	<ul style="list-style-type: none"> * Purpose of Teachboost * How and Why Teachboost will be used * Login to Teachboost
10/21/2021	Illuminate 101: Teacher Basics	<ul style="list-style-type: none"> * Access Illuminate via Idea Hub page * Search for grade level / content assessments * Print answer documents and scan
11/4/2021	Mock SE Exam Training	<ul style="list-style-type: none"> * Testing responsibilities during Semester Exams * Test security / confidentiality * Testing irregularities: Defined, How to Avoid, How to Report * Testing security oath
11/18/2021	TELPAS training	<ul style="list-style-type: none"> * What is TELPAS * TELPAS Procedures * TELPAS Rater Requirements (Credentials, Training, Calibration)
12/2/2021	Creating Backwards plan	<ul style="list-style-type: none"> * Calculate daily lesson multiplier for each college house * Map out daily, weekly, monthly lesson progress goals for each college house

12/16/2021	State of the School	<ul style="list-style-type: none"> * Q2 Progress Towards Goals * Closing Achievement Gaps Initiatives
1/6/2022	Social Emotional Learning / Behavior Management	<ul style="list-style-type: none"> * What are Social / Emotional Needs * How to support students with Social / Emotional Needs
2/3/2022	Field Lessons	<ul style="list-style-type: none"> * Purpose of Field Lessons * What is allowable / not allowable * Field Lesson Planning / Submission
3/3/2022	Mastery Machine	<ul style="list-style-type: none"> * Purpose of Mastery Machine * Access to Mastery Machine, print resources * Tracking of Mastery Machine Data
4/7/2022	Summer School	<ul style="list-style-type: none"> * Purpose of Summer School * Focus graded / contents of Summer School * Dates and Times of Summer School
4/21/2022	Committment to College Ceremony - Kinder	<ul style="list-style-type: none"> * Purpose of Committment to College Ceremony - Kinder * Committment to College Ceremony Planning - Kinder * Dates and Times of Committment to College Ceremony - Kinder
5/5/2022	EOY Celebrations	<ul style="list-style-type: none"> * Purpose of EOY Celebrations * What is allowable / not allowable * EOY Celebrations Planning / Submission

IDEA Public Schools IDEA Academy Spears

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Brittnee Richardson - K Irene Adeyemi - 1st Miraka Aldridge - 2nd Summer Wilkerson - 3rd Toye Oglesby - 4th Venice Reed - SpEd Crystal Mason - API Randy Richards - PIR Renicka Brown - API Megan Bearden - PIR Tyvarion Malone - API Natasha Freire - Counselor	9/17/2021	Q1 Assembly (Perfect Attendance, AB Honor Roll, Core Value Awards), Red Ribbon Week Trick or Trunk / Story Book Costume Day	
	10/15/2021	Fall Festival	
	11/12/2021	Science Fair	
	12/10/2021	Black History Month Q2 Assembly	
	1/14/2022	100 Days of School, Valentines Dance	
	2/11/2022	Spring Festival, Earth Day, Q3 Assembly	
	3/15/2022	Q4 Assembly, Commitment to College Ceremony (Kinder), Cinco de Mayo	
	4/22/2022	Summer School, Summer Persistence Plan	

IDEA Public Schools IDEA Academy Spears

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	\$ 231,129.00
164	State Compensatory	\$ 3,215,061.00
404	Accelerated Reader/Math	\$ 776,568.00
165	State Bilingual	\$ 106,779.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 157,281.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 41,013.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 14,361.00

TOTAL \$ 4,542,192.00

IDEA Public Schools IDEA Academy Spears

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	389	100%
At Risk	98	25%
SPED	21	5%
F.A.R.M	326	84%
ELL	98	25%
Male	204	52%
Female	185	48%
Amer. Indian	2	1%
Asian	5	1%
Black	180	46%
White	10	3%
Hispanic	188	48%

IDEA Public Schools

IDEA Academy Spears

Campus Committees	
English Language Arts	Math
Committee Chair(s): Renicka Brown Committee Members: Jacqueline Loughridge Sabrina Baker-Henderson Arianne Davis Venessa Perez Carlina Bautista	Committee Chair(s): Megan Bearden Committee Members: Kiandra Bowers Miraka Aldridge Summer Wilkerson Ashley Marshall
Science	Social Studies
Committee Chair(s): Crystal Mason Committee Members: Michelle Borland Julie Rivas Lourdes Benavides Adrian Clayton	Committee Chair(s): Olivia Milam Committee Members: Tene Jones Jalyn Demerson Omisha Dawson Candace Harper
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Randy Richards, Paula Flores Committee Members: Armani Boxly Kathleen Smith Sanchez McDonald	Committee Chair(s): Natasha Freire Committee Members: Serena Harris Leticia Tyson Cynthia Berry
School Culture and Climate	Special Populations
Committee Chair(s): Reynaldo Flores Committee Members: Brittnee Richardson Irene Adeyemi Paola Casas Lakisha Black Toye Oglesby	Committee Chair(s): Tyvarion Malone Committee Members: Venice Reed Danielle Edwards Rosilanda McGlory Marjorie Wilson LaDonna Walker Angela Castillo

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Spears



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Spears

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 Spears College Prep is preparing students from underserved communities for success in college and citizenship. IDEA Spears College Prep is a campus with a strong record of results for every student, teacher and leader.

Vision

IDEA Spears College Preparatory strives to meet the needs of all students by ensuring gets students to and through college. Our students are held to being healthy citizens of the world, and being strong academic achievers.

IDEA Public Schools

IDEA College Prep Spears

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Spears

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Jasmine Slaughter Bianca Perez Morgan Stanich Brian Veracruz Paulina Castenada Garcia	Shakita Speaks	Karrington Watson Christopher Gonzales Robert Etheridge Desmond Shief Christina Patterson
Sixth Grade	Seventh Grade	Eighth Grade
Claudia Garza Kia Robinson Angelique Kyle	Tanyatta Mayo Sarah Gonzales Kerri Banks Topanga Knox	
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Shickerra Lacy	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Spears

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Donald Jackson	Christina Patterson Desmond Shief	Monica Booker Monique Byrd Brionne Boudy Stephanie Harris Laura Armstrong Elizabeth Jamison Arlene Lockette Raul Melendrez
Facilities Staff	Child Nutrition	Front Office Staff
Brenda McCann Osbourne Taylor Jaylin Mills Angelita Hemphill	Nannette Boyd Zandra Flowers Tenae Jones Maria Hernandez Kenneth Organ Charlot Debost Brandon Humphrey Silvia Villareal	Denisse Saldana Jacqualine Monterrosa Lisa Smith

IDEA Public Schools

IDEA College Prep Spears

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/23/2021	Gradebook (Powerschool), Gradebook Policy and Process	TWBAT to explain how to access the gradebook and gradebook weekly inputs of 2 grades per week (1 per week for electives).
8/10/2021	Illuminate 101	TWBAT to explain how to use illuminate to grade exams and track and compare data.
8/17/2021	Intro to Teachboost	TWBAT to explain how to access TeachBoost and view ratings as well as how TeachBoost ratings are used as data for 2X2s and APRs.
8/24/2021	GET ROW - 3C Lesson Planning	TWBAT to explain the Lesson Plan Criteria for Success and the submission/re-submission process for lesson plan feedback.
8/31/2021	GET ROW - 3C Lesson Planning	TWBAT to explain how strong alignment and key points inform student learning and help the teacher lift and clarify student misconceptions.
9/7/2021	Introduction to Move this World	TWBAT to explain the Move this World program and how it contribute to the SEL development of students as well as their role in it's delivery.
9/14/2021	GET ROW - 4A Lesson Delivery	TWBAT to explain how their Think Aloud/Model is aligned to the questions that students need to ask themselves to master the skill.
9/21/2021	GET ROW - 4A Lesson Delivery	TWBAT to explain how CFU questions debrief model to lift the key points for student understanding.

Date	Session Title/Topic	Session Objective(s)
28-Sep	Student Conferences (Goal Setting)	TWBAT to explain the importance of goal setting and students owning their goals
5-Oct	Seating Arrangements (Purposeful)	TWBAT to explain how to strategically seat students based on behavioral and academic needs.
12-Oct	Student Participation	TWBAT to identify effective strategies to engage students in level thinking during GP and IP times.
26-Oct	Objective vs. Activity Driven	TWBAT explain the difference between an objective based lesson and an activity driven lesson.
2-Nov	The Impact of Meaningful Feedback	TWBAT able to demonstrate using meaningful student feedback and explain the impact on student achievement
9-Nov	Remediation and Re-teaching	TWBAT explain the difference between a show call and a guided discourse and explain when to use each after a lesson.
16-Nov	Purposeful Homework	TWBAT to explain how lesson alignment through homework helps close student misconceptions.
30-Nov	Moments of Motivation/Inspiration	TWBAT write personalize note of affirmation to their homeroom students to motivate students to finish the school strong.
7-Dec	Data Conversations	TWBAT engage in data conversation about student's current learning in the semester and preliminarily plan for what students need to close out the school year.
14-Dec	Parent Communication	TWBAT engage parents in meaningful conversations about student achievement and behavior and how families can support their student to a strong school year.

Date	Session Title/Topic	Session Objective(s)
10-Jan	2nd Semester Setup	TWBAT engage in faculty meeting about powerpoint shifts for the 2nd semester.
24-Jan	Saturday Tutorial Rollout	TWBAT name Saturday Tutorial expectations as well as how to support teammates, if you are not a STAAR tested subject.
7-Feb	Data Tracking	TWBAT to name the steps to effective data tracking, and how to data track student individually and whole group.
21-Feb	Aggressive Monitoring Part 1	TWBAT design a seating chart that positions students based on academic achievement including IEPs as well as behavior needs.
7-Mar	Aggressive Monitoring Part 2	TWBAT use seating charts to design monitoring pathway that focus on identifying student misconceptions in the moment to inform pivots.
21-Mar	Mastery Machine Rollout	TWBAT to design a STAAR aligned mastery machine that focus on the readiness standards and refreshes students on their year long wholistic learning.
4-Apr	Spring Mock Data Analysis	TWBAT analyze data results from Spring Mock for individual and wholistic growth and achievement.
18-Apr	Exit Ticket Huddles	TWBAT to name the steps for completing daily Exit Ticket huddle to close student misconceptions before the next day.
2-May	STAAR Proctor Training	TWBAT complete STAAR training with Testing Coordinator
16-May	Project Based Learning	TWBAT to design content specific project based learning activities to close out the school year with students showing mastery of learning from that class.
30-May	Teacher Campus Achievement Celebrations	

IDEA Public Schools IDEA College Prep Spears

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	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 52,427.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 27,342.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 7,327.00

TOTAL \$ 1,737,540.00

IDEA Public Schools IDEA College Prep Spears

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	130	100%
At Risk	51	39%
SPED	14	11%
F.A.R.M	110	85%
ELL	49	38%
Male	65	50%
Female	65	50%
Amer. Indian	1	1%
Asian	0	0%
Black	48	37%
White	8	6%
Hispanic	73	56%

IDEA Public Schools

IDEA College Prep Spears

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Shaina Clark	Committee Chair(s):	Jasmine Booker
Committee Members:	Topanga Knox Sarah Gonzales	Committee Members:	Claudia Garza Tanyatta Mayo
Science		Social Studies	
Committee Chair(s):	Jasmine Booker	Committee Chair(s):	Kerri Banks
Committee Members:	Angelique Kyle Claudia Garza	Committee Members:	Jasmine Booker Shaina Clark
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Jasmine Booker	Committee Chair(s):	Shakita Speaks
Committee Members:	Shaina Clark Angel Kirby	Committee Members:	Jasmine Booker Shaina Clark
School Culture and Climate		Special Populations	
Committee Chair(s):	Jasmine Booker	Committee Chair(s):	Shaina Clark
Committee Members:	Brian Veracruz Shaina Clark	Committee Members:	Robert Etheridge Aisha Huggins Jasmine Booker

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

TARRANT COUNTY

IDEA Public Schools

IDEA Academy Achieve



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Achieve

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 sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subjects is our recipe for success.

IDEA Public Schools

IDEA Academy Achieve

District Goals 2021-2022

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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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

IDEA Public Schools IDEA Academy Achieve

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Shandra Johnson Rachel King Kayla Loud Vanessa Ochoa Audrey Patterson API-Pending	Sade Darlington	N/A
Kindergarten	First Grade	Second Grade
Reina O'Banyoun Breanna Ward David Mendez	Leah Finne Ivana Hill Itzel Herrera Rosio Villagomez Audra Dubose	Courtney Turner Katrina Combs Valeria Fasci Sara Ochoa
Third Grade	Fourth Grade	Fifth Grade
Renaldo Francis Vanique Berry Alicia Washington Jammelly Rodriguez	Emmanuel Sogule Kelly Finney Abigail Rodriguez Christy Wafer Rheatossia Walker	N/A
Physical Education	Key	
James King	* - Bilingually Certified	

IDEA Public Schools IDEA Academy Achieve

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jasmine Garcia	Emmanuel Salas	N/A
Claudia Islas		
Crystal Castillo		
Karina Ragsdale		
Dominique Thompson		
Joselin Castillo		
Claudia Islas		
Shemer Scott		
Cherrish Wallace		
Brionte Green		
Facilities Staff	Child Nutrition	Front Office Staff
Norma Pizano	Christy Timmons	Katherine Lucha
Roselia Alanis Santos	Maria Jimenez	Jessica Torres
Maria Olvera	Francis Perez	Haydee Yanes
	Cynthia Lopez	Katherine Tavarez
	Irma Garcia	
	Cassidy Egloff	
	Mary Faries	

IDEA Public Schools

IDEA Academy Achieve

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
17-Aug	GET 2C-Culture of Achievement	RWBAT -Complete Goal Setting Professional and Student
24-Aug	GET 2E - Rules and Consequences	RWBAT -Practice and receive feedback on responding to off task behavior using school-wide system
7-Sep	GET 3C - Lesson Planning Vision	RWBAT -create aligned lesson visions to meet the TEK level of rigor -annotate for and engage in lesson delivery practice with peers
21-Sep	GET 4A - Instructional Clarity	RWBAT -create and post daily lesson key points or ideas aligned to the Exit Ticket and Objective
12-Oct	GET 4C/4D-Monitoring student learning	RWBAT -Practice and receive feedback on monitoring scholars learning using teacher exemplar
19-Oct	GET 5D - Reteach and Remediation	RWBAT -Review Student Work for evidence of literacy target mastery
Sept 14 Oct 5 Nov 2	Differentiated Teacher Practice and Feedback Session	RWBAT -practice and receive feedback to develop mastery in their individual growth area based on GET Power row sessions in Semester One
18-Nov	GET 1A SMART Goals	RWBAT -Sets SMART goals that drive instruction and classroom focus
12/2/2021		
12/9/2021	GET 1B Invests Students in Goals	RWBAT -Communicates goals and motivates students to achieve their goals

IDEA Public Schools

IDEA Academy Achieve

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Shandra Johnson, Principal Kayla Loud, API Vanessa Ochoa, API Paul David Tudor, API Rachel King, APO Grade Team Leaders Ashley Hussey Itzel Rhodes Jamelly Rodriguez	October 8th	Quarter One Step -Staff Culture -Student Culture -Literacy
	December 15th	Quarter Two Step -Closing the Intervention Gap -Literacy -Staff Culture
	March 10th	Quarter Three Step -STAAR -2nd Grade Needs
	May 23rd	Quarter Four Step -Strategic Planning 22-23

IDEA Public Schools IDEA Academy Achieve

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	\$ 220,474.00
164	State Compensatory	\$ 3,066,849.00
404	Accelerated Reader/Math	\$ 740,769.00
165	State Bilingual	\$ 101,856.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 176,698.00
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	\$ 11,869.00

TOTAL \$ 4,318,515.00

IDEA Public Schools

IDEA Academy Achieve

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	495	100%
At Risk		0%
SPED	22	4%
F.A.R.M	0	0%
ELL	106	21%
Male	264	53%
Female	231	47%
Amer. Indian	1	0%
Asian	14	3%
Black	132	27%
White	58	12%
Hispanic	277	56%

IDEA Public Schools

IDEA Academy Achieve

Campus Committees	
English Language Arts	Math
Committee Chair(s): Shandra Johnson Committee Members: Kelly Finney Vanique Berry	Committee Chair(s): Renaldo Francis Committee Members: Paul David Tudor Emmanuel Sogunle Valeria Fasci
Science	Social Studies
Committee Chair(s): Vanessa Ochoa Committee Members: Christy Wafer Jamelly Rodriguez Sara Ochoa	Committee Chair(s): Vanessa Ochoa Committee Members: Christy Wafer Jamelly Rodriguez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Shandra Johnson Committee Members: Aide Carrasco Rachel King Kayla Loud	Committee Chair(s): Sade Darlington Committee Members: Ashley Hussey Itzel Rhode Jamelly Rodriguez
School Culture and Climate	Special Populations
Committee Chair(s): Kayla Loud Committee Members: Sara Ochoa Paul-David Tutor	Committee Chair(s): April Malone Committee Members: Rachel Thomas

IDEA Public Schools

Achieve Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1F	Weekly Data Meetings	All	All	All Leaders	Aug-May			
1D	Daily Data Huddle for DI/Content teachers	S	ALL	Lead Team	Aug-May			
1E/F	Track DI progress weekly	D	ALL	DI Coaches	Aug-May			
1E/F	Fidelity to Observation Feedback cycle	D	ALL	Shandra Johnson	Aug-May			
1E/F	NIFDI DI Coaching Support	D	ALL	NIFDI	Aug-May			
2B	Daily ADA Calls & Tracker	O	All	R.King	Aug - May	ADA Committee	Tracker	N/A
2C	Weekly Hallway Huddles	O	All	GTLs	Aug - May	-	Persistence event tracker	N/A
2C	Monthly Engagement Events	O	All	GTLs	Aug-May	-	Persistence event tracker	N/A

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2A	Staff Retention			Shandra Johnson	Aug-May			85% Staff Retention
2B	GPTW			Lead Team	Aug-December			GPTW Survey
2C	Student Persistence			Sade Darlington	Aug-May			90% Student Persistence
3B	Enrollment			Rachel King	Aug-May			100% Enrollment
O	Literacy in Content			Kayla Loud	Aug-May			RenStar
1E	Path to A			Shandra Johnson	Aug-May			STAAR

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Achieve



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Achieve

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

We Act with Integrity: We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family: We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence: We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results: We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity: We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy: We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff: We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

IDEA Achieve College Preparatory exists to create a positive, safe, and joyful learning environment that prepares all students from underserved communities for success in college and citizenship and is committed to developing students with the academic, social and leadership characteristics to apply, matriculate, and succeed in a four-year college or university.

IDEA Public Schools

IDEA College Prep Achieve

District Goals 2021-2022

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 in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA College Prep Achieve

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Jaeil Kim (Principal) Olympia Uhegbu (PIR) Jennifer Cruz (API) Rachel King (APO)	Jacinto Prado (SSA)	Michelle Pitchforth (Special Education) Jennifer Dye (Special Education) Jennifer Tolbert (Special Education) Areli Jacquez (Interventionist) Brianna Williams (Flex Interventionist) Angel Rosas (Relay Resident)
Sixth Grade	Seventh Grade	Eighth Grade
Eryn Caffrey (English) Belinda Wolford (Math) Sha Robertson (Science)	Amanda Popov (English) Ashley Fitzgerald (Math) Sonya Lozano (Humanities)	Marisol Ayala (English) Rebecca Riley (Algebra 1) Nicolas Rodriguez (Pre-AP Biology) Ty Stubblefield (US History) April Esparza (Spanish)
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Tarah Jones (Physical Education)	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Achieve

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Consuelo Rivera (Special Education) LaToya Pace (Special Education) Gregory Butler (Special Education) KiaVaughni Willis (Special Education)	Keanna Bailey (AR Zone) Erin Green (iLearning Hotspot) Jesus Lopez Jr. (Testing Coordinator)	
Facilities Staff	Child Nutrition	Front Office Staff
Emmanuel Salas (Facilities Manager)	Christy Timmons (Cafeteria Manager)	Katherine Lucha (Receptionist) Tania Alonso (Registrar) Patricia Frey (Admin Assistant)

IDEA Public Schools

IDEA College Prep Achieve

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/17/2021	First Week of School Early Wins 1st Quarter Overview	Rangers will be able to identify and secure early wins from the FWOS and take the reflection with additional information to plan a stronger weeks to come in the 1st quarter.
8/24/2021	Content Team PLC: Effective Data Tracking using Illuminate	Rangers will be able to navigate and utilize the Illuminate functions to effectively track data, as a first step for a strong data analysis.
8/31/2021	Grade Team Collaboration PLC	Rangers will be able to review the student culture within the Grade Team and make positive communications home to finish August.
9/7/2021	Literacy Across Contents: Habits of Writing	Rangers will be able to unpack the exemplar student deliverables and the CFS to build Habits of Writing across all content areas.
9/14/2021	"We are all in this together" How each program goals are interdependent on one another. (STAAR/EOC/AR/HS/PE/CSI)	Rangers will be able to understand how investing students and achieving each program goal relates to other programs on campus.
9/21/2021	Content Team PLC: Strong Data Analysis and Reteach Planning	Rangers will be able to unpack the CFS for effective Data Analysis and strong reteach planning cycle.
9/28/2021	Grade Team Collaboration PLC	Rangers will be able to review the Quarter 1 LiveSchool usage for staff, students and families to identify gaps to close for improvement culture.
10/5/2021	Q1 Progress Review / Q2 Priorities	Rangers will be able to review the progress from Quarter 1, share feedback, and understand one's roles and responsibilities for the Q2 priorities.

Date	Session Title/Topic	Session Objective(s)
10/12/2021	<p style="color: red;">Quarter 2 PD Scope and Sequence will be developed based on data trend and priorities identified by September 10, 2021.</p>	

Date	Session Title/Topic	Session Objective(s)
1/11/2022	<p style="color: red;">Quarter 3 PD Scope and Sequence will be developed based on data trend and priorities identified by November 19, 2021.</p>	

IDEA Public Schools

IDEA College Prep Achieve

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Jaeil Kim (Campus Admin, Principal) Rachel King (Campus Admin, APO) Jacinto Prado (Campus Admin, SSA) Jennifer Cruz (Campus Admin, API) Belinda Wolford (Teacher, 6th Grade Lead) Amanda Popov (Teacher, 7th Grade Lead) Marisol Ayala (Teacher, 8th Grade Lead) Keanna Bailey (Co-Teacher, AR Zone) Erin Green (Co-Teacher, Hotspot) Tarah Jones (Teacher, PE/Atheletic Coordinator) Rocio Gonzalez (Parent) Darell Edwards (Parent)	Tuesday, September 7th	1. SY 20-22 Review / SY 21-22 Priorities 2. Post-COVID School Safety 3. Year-Long Family Engagement Calendar
	Tuesday, October 5th	1. SY 21-22 School Culture Update 2. After School Sports/Extracurricular 3. College-Ready Habits
	Tuesday, December 14th	1. MOY Progress Review / Semester 2 Priorities 2. College Field Lesson Planning 3. Additional Tutorial in Semester 2
	Tuesday, March 8th	1. State Testing Plans 2. Family/Student Investment 3. EOY Celebration/MS Graduation Planning
	Tuesday, May 24th	1. EOY Progress Update 2. Summer Family Engagement Planning 3. High School-Readiness

IDEA Public Schools

IDEA College Prep Achieve

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	\$ 132,366.00
164	State Compensatory	\$ 1,841,249.00
404	Accelerated Reader/Math	\$ 444,737.00
165	State Bilingual	\$ 61,152.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 102,427.00
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	\$ 14,067.00

TOTAL \$ 2,595,998.00

IDEA Public Schools

IDEA College Prep Achieve

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	178	100%
At Risk	78	44%
SPED	18	10%
F.A.R.M	144	81%
ELL	73	41%
Male	99	56%
Female	79	44%
Amer. Indian	2	1%
Asian	1	1%
Black	46	26%
White	11	6%
Hispanic	117	66%

IDEA Public Schools

IDEA College Prep Achieve

Campus Committees	
English Language Arts	Math
Committee Chair(s): Eryn Caffrey Committee Members: Amanda Popov Marisol Ayala Areli Jacquez Keanna Bailey Olympia Uhegbu	Committee Chair(s): Ashley Fitzgerald Committee Members: Belinda Wolford Rebecca Riley Erin Green Jennifer Cruz
Science	Social Studies
Committee Chair(s): Sha Robertson Committee Members: Nicolas Rodriguez Jaeil Kim	Committee Chair(s): Sonya Lozano Committee Members: Ty Stubblefield Olympia Uhegbu
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Jaeil Kim Committee Members: Jennifer Cruz Patricia Frey	Committee Chair(s): Jacinto Prado Committee Members: Jennifer Cruz Patricia Frey Jaeil Kim Tania Alonso
School Culture and Climate	Special Populations
Committee Chair(s): Jacinto Prado Committee Members: Jennifer Cruz Patricia Frey Jaeil Kim Olympia Uhegbu	Committee Chair(s): Michelle Pitchforth Committee Members: Jennifer Dye Olympia Uhegbu Gregory Butler Kia Vaughni Willis Jennifer Cruz Jaeil Kim Jacinto Prado Jesus Lopez Jr.

IDEA Public Schools

IDEA College Prep Achieve

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Imagine Learning Literacy & Math	S/EOC	All	Michelle Pitchforth	8/9/21 - 5/26/22	Material	Platform Data	Mock Assessments
1E	Weekly Special Population Data Meeting	S/EOC	ELL/SE/AR	Jennifer Cruz	8/9/21 - 5/26/22	Human	Weekly Data/ Meeting Log	Mock Assessments
1H	Monthly CSI Growth Party	S/EOC/RR	AR	Jaeil Kim	8/9/21 - 5/26/22	Fiscal	Weekly Data/ Meeting Log	Mock Assessments
2C	Monthly Parent University	O	All	Jacinto Prado	8/9/21 - 5/26/22	Human	Sign-In Form Parent Survey	Family / Student Survey Data
2C	Quarterly Community Service	O	All	Jacinto Prado	8/9/21 - 5/26/22	Human	Student Participation	Mission List Persistence Data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	After School / Saturday Tutoring	S/EOC	AR	Jaeil Kim	8/9/21 - 5/26/22	Human	Attendance Sign-in	Benchmark Assessment Data
2B	Monthly Thematic Dress Week	O	All	Jacinto Prado	8/9/21 - 5/26/22	Human	Communication Log	Weekly ADA %
2A	Quarterly Staff Family Gathering	O	All	Patricia Frey	8/9/21 - 5/26/22	Fiscal	Attendance Sign-in	Staff Retention Staff Survey Data
2C	After School Sports / Extracurricular	O	All	Jacinto Prado	8/9/21 - 5/26/22	Fiscal	Attendance Sign-in	Mission List Persistence Data
2C	College Field Lessons	O	All	Jacinto Prado	8/9/21 - 5/26/22	Fiscal	Student Participation	Mission List Persistence Data

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Edgecliff



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Edgecliff

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 Edgecliff Academy, we strive to ensure that every single student who walks through our doors has access to an excellent education. Through joyful and rigorous learning, every student will not only learn the academic foundations to prepare them for AP classes and beyond, but they will also begin to develop their social-emotional learning lens.

IDEA Public Schools

IDEA Academy Edgecliff

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA Academy Edgecliff

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Jason Fitzgerald Shannon Green Scarlett McCourt Patricia Prado LeDominique Rhodes	Laura Vasquez Victoria Malone	Allison Hurd Serena Hall Lisa Paternoster Debra Wooten Julie Bollman Martina Padezanin
Kindergarten	First Grade	Second Grade
Charity Gray Samantha Frank Cire French Kiara Wing Martinez	Erica Garza Ashley Diaz Elizabeth Dooling Perez Janette Dixon Brenda Jimenez	Claire Wiley Yesenia Rosales Valeria Villarreal Tracie Rhodes-May
Third Grade	Fourth Grade	Fifth Grade
Maya Harper Maritza Lopez Jordon Duncan Vanesa Luis		Kenya Paz Janee Scioneaux Ambreanna Marshall Monica Villareal
Physical Education	Key	
Richard Porche	* - Bilingually Certified	

IDEA Public Schools
IDEA Academy Edgecliff

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Ana Pons Cristina Arroyo Nanette Day Dagmar Torres Dalia Rodriguez Dominque Dawkins Monica Walters Laquesha Luckey Deserie Batista	Maria Depro Anel Rohon	
Facilities Staff	Child Nutrition	Front Office Staff

IDEA Public Schools IDEA Academy Edgecliff

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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255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
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TOTAL \$ 4,405,726.00

IDEA Public Schools

IDEA Academy Edgecliff

Campus Demographics

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SPED	25	7%
F.A.R.M	320	87%
ELL	92	25%
Male	195	53%
Female	173	47%
Amer. Indian	0	0%
Asian	5	1%
Black	145	40%
White	45	12%
Hispanic	174	47%

IDEA Public Schools

IDEA Academy Edgecliff

Campus Committees	
Math	English Language Arts
Committee Chair(s): Shannon Green Committee Members: Yesenia Rosales Maritza Lopez Kenya Paz	Committee Chair(s): Shannon Green Committee Members: Maya Harper Claire Wiley Charity Gray Debra Wooten
Science	Social Studies
Committee Chair(s): Committee Members:	Committee Chair(s): Committee Members:
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Jason Fitzgerald Committee Members: Jannete Dixon Tracie Rhodes-May Erica Garza	Committee Chair(s): Laura Vasquez Committee Members: Victora Malone Charity Gray Roshaun Early
School Culture and Climate	Special Populations
Committee Chair(s): Patty Prado Committee Members: Lisa Paternoster LeDominique Rhodes	Committee Chair(s): Allison Hurd Committee Members: Serena Hall

Annual Performance Objective

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. % 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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

Edgecliff College Prep



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

Edgecliff College Prep

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 Edgecliff is dedicated to ensuring that ALL scholars are provided with rigorous academic instruction in a well-organized and joyful environment. Through developing family partnerships, increasing social emotional awareness, celebrating triumphs and building critical thinking skills, we seek to prepare students for life in college and beyond.

Our goal is to send 100% of scholars to and through a Tier 1 college or university of their choice. It is this philosophy that commits us to three pillars:

IDEA Public Schools Edgecliff College Prep

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools Edgecliff College Prep

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Principal-Kenieka Francis PIR-Meesha Jones API-Sasha Jones AA-Delilah Almaguer APO-Josh Carrizales PIR- Deshanta Gooden	School Counselor- vacant Social Worker-Victoria Malone	Math Flex- Eboni Steward ELA Flex- Jamila Young
Sixth Grade	Seventh Grade	Eighth Grade
Math-Breyona Morrison ELA-Roshaunn Early Science 6th &7th -Madeline Beck 6th &7th CSI Interventionist-Kortnee Alston Writing Interventionist-Adilene Martinez	Math-Tamara Anderson ELA-Vanessa Medrez 6th & 7th Math SPED Teacher-Leticia Hernandez 6th & 7th Reading SPED Teacher-Jessica Brandolino SPED Rise Teacher-Erica Trevino 6th& 7th Humanities-Gloria Williams	
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	PE Coach-Cherod Simpson	* - Bilingually Certified

IDEA Public Schools Edgecliff College Prep

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
SPED Co- Desirea McGinnis Sped Co-Angel McGriff Relay Resident- Yezenia Soto	Testing Coordinator- Janae Young AR Zone Facilitator-Shannon Lackey Hot Spot-Vacancy -Douglas McWhorter	
Facilities Staff	Child Nutrition	Front Office Staff
Facilities Manager-Sean Wolford Custodian-Maurice Duncan Custodian-Tim Baker Custodian-Graciela Lagunas Custodian-Vacancy TBD	Cafeteria Manager-Tika Carter Cafeteria Assistant Manager-Kristina Solis Food Service Specialist-Rosa Gamboa Food Service Specialist-Gabrelle Martinez Food Service Specialist-Vacancy TBD Food Service Specialist-Vacancy TBD	Receptionist-Ayleen Reyes Business Clerk-Nancy Jasso Juarez SIS Coordinator-Mirna Vera Tapia Enrollment Coordinator- Daniela Morales Castro Registrar- Iris Jimenez Health Aide-Courtney Dixon Computer Technician-Kenneth Hernandez

IDEA Public Schools
Edgecliff College Prep

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
7.20.21	Campus- Teacher Kickoff	I can implement the teacher strategies (Square up, attention getter, expectations, scan for 100%) to effectively execute the most critical transition of the school day.
7.20.21	Campus- Teacher Kickoff	I can implement the teacher strategies (Square up, attention getter, expectations, scan for 100%) to effectively execute the most critical transition of the school day.
7.26-7.30	New Teacher Institute	I can backwards plan a lesson from the unit assessment rooted in what students need to learn. " I can access the district curriculum and know am proficient at navigating the resources to do my work.
8.2.-8.6	BOY PD	DAY 2: Culture & Content DAY 3: Course Collaboration & Family Engagement Day 4:Operations
First 2 months of school	Illuminate 101: Teacher Basics	TBD- by district
First 2 months of school	Intro to Teachboost	TBD- by district
First 2 months of school	Texas Incentive Allotment	TBD- by district
First Month of school	DDI: Data Analysis- How to analyze and report Exit Ticket Data?	I can analyze and sort ET data. I can report data and state the gap and the fix.

Date	Session Title/Topic	Session Objective(s)
First 3 months of school	Learning Communities: Aggressive Monitoring Part 1	I will be able to aggressively monitor student work and identify gaps in student work.
First 3 months of school	Learning Communities: Aggressive Monitoring Part 2	I will be able to aggressively monitor student work and identify gaps in student work. I will be able to use model or guided discourse to close the gap in student work.
8.31.2021	Instruction: Lesson Planning	Teachers will be able to create effective lesson visions.
9.7.2021	& Talk: Why is it important to engage student voice in c	Teachers will be able to use T & T as a literacy strategies.
9.14.2021	Systems + Procedures Transitions, Hallway, Cafeteria,	Teachers will be able to reflect on gaps in school wide systems and make improve
9.21.2021	HB4545: Connecting with Parents	Understand the expectations of HB4545 program and make family contact to 100
9.28.2021	Evaluating and Modifying student accommodations	will be able to interpret an IEP and make adjustments to planning based on sche
10.5.2021	Gift of time: Grades in powerschool	

10/12/2021	Quarter 1: Culture reset + review of Q1 goals		Meesha Jones
10/19/2021	Report Card Night: Main Event	n/a	Lead Team + Teachers
10/26/2021	Special Population Instructional Vision	GET 5E	Dr. Sisk
11/2/2021	Building Relationships + Managing Student Behavior: Kickboard	GET 2E + 2C	Deshanta Gooden
11/9/2021	Trauma Training		Joshlan Ahart
11/16/2021	Special Population: Who do I serve and how?	GET5D Strong Start	Meesha Jones
11/30/2021	Learning Community: Content PD <ul style="list-style-type: none"> • DDI: Data Analysis- How to analyze and report Exit Ticket Data? • DDI: Data Analysis- How to create a reteach action plan after a unit assessment? <i>(During Planning Period any day during the week)</i> Staar semester exam training: (After school)	GET 5A/5D	Francis/ S. Jones Janae Young
12/7/2021	Learning Communities: Content PD - Aggressive Monitoring Part 1 <i>(During Planning Periods)</i> CPI Training: 4-7:30pm (invite only) No Tuesday afternoon PD- Dance on Friday 12/10 instead	GET 4C/4D Precise First Teach	Erin LaRose
12/14/2021	Learning Communities: Aggressive Monitoring Part 2	GET 4C/4D Precise First Teach	Erin LaRose
1/03/2022	Learning Communities: Aggressive Monitoring Part 3 Trauma Training Part 2: Biases Culture Camp: Hard Reset of Expectations	GET 4C/4D Precise First Teach GET 2C/2B/2E	Erin LaRose Ahart
1/11/2021	Based on data collected from culture rounds/instructional rounds		Lead Team
1/18/2021	Think Tank (Whole Group) Internal Pulse Check Survey January 18 th RCN		
1/25/2021	Surprise: Gift of Time Staff may leave by 4:30pm		

IDEA Public Schools Edgecliff College Prep

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	\$88,108.00
164	State Compensatory	\$1,225,599.00
404	Accelerated Reader/Math	\$296,032.00
165	State Bilingual	\$40,705.00
411	Technology Allotment	\$-
192	Technology Sp. Fund	\$-

Funding Sources—Federal

204	Title IV Drug Free School	\$-
211	Title I Regular	\$50,971.00
212	Title I Migrant	\$-
224	IDEA-B Formula	\$23,436.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$-
262	Title II, Part D, Technology	\$-
263	Title III, Bilingual	\$7,620.00

TOTAL **\$1,732,471.00**

IDEA Public Schools Edgecliff College Prep

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	263	100%
At Risk	105	40%
SPED	25	10%
F.A.R.M		0%
ELL	96	37%
Male	135	51%
Female	128	49%
Amer. Indian	0	0%
Asian	7	3%
Black	71	27%
White	15	6%
Hispanic	166	63%

IDEA Public Schools Edgecliff College Prep

Campus Committees			
English Language Arts		Math	
Committee Chair(s): Sasha Jones Committee Members: Roshuann Early Vanessa Medrez Kortnee Alston Jessica Conlin Shannon Lackey	Committee Chair(s): Deshanta Gooden Committee Members: Breyona Morrison Tamara Anderson Itecia Hernandez Douglas McWhorter		
Science		Social Studies	
Committee Chair(s): Deshanta Gooden Committee Members: Gloria Williams Madeline Beck	Committee Chair(s): Sasha Jones Committee Members: Gloria Williams Madeline Beck		
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s): Kenieka Francis Committee Members: Victoria Malone Meesha Gay Jones Josh Carrizales Deshanta Gooden Sasha Jones School Counselor	Committee Chair(s): School Counselor & Josh Carrizales Committee Members: Victoria Malone Meesha Gay Jones Kenieka Francis Deshanta Gooden Sasha Jones Breyona Morrison Tamara Anderson		
School Culture and Climate		Special Populations	
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IDEA Public Schools

IDEA Academy Rise



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

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CAMPUS MISSION

Our campus mission is to provide a college ready education rich in global mindedness, high expectations in achievement, and empowering scholars and families to build community identity and pride.

IDEA Public Schools

IDEA Academy Rise

District Goals 2021-2022

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IDEA Public Schools IDEA Academy Rise

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Shayla McCray (Principal) API API API Curtis Bailey (Student Success Advisor) Tatiana Hurtado (Admin. Assistant) Marc Ybarra (Assistant Principal of Operations)	Eloisa Bustamante (Social Worker)	
Kindergarten	First Grade	Second Grade
Leonel Warner (Grade Team Lead) Michele Gill Davsha Shed Omelia Oyinlola	Charles Park (Grade Team Lead) Francisco Martinez Brianna Brooks (SS/Science Content Lead) Bisan Refai	Roxana Harris (ELA/DI) (Grade Team Lead) Trenty Gainey (ELA/DI) Mayra Williams (Math/SS/Science) (Math Content Lead) Sarah Davila (Math/SS/Science)
Third Grade	Fourth Grade	Fifth Grade
Irma Gomez* (Math) Oneida Jacobo Oyola* (Writing) Taylor Wade (ELA) Donald Taylor (Social Studies/Science)	Selena Cruz (ELA) (ELA Content Lead) Breeanna Goss (Math) (3/4 Grade Team Lead) Rebecca Nichols (Writing) Leslie Beltran (Social Studies/Science)	
Physical Education	Special Education/Intervention	Key
Alejandra Romo (PE teacher)	Shawndrika Courtney (Grade Team Lead) Vacancy (RISE Lead Teacher) Michelle Hector (Special Education Lead Teacher) Vacancy (Special Education Lead Teacher) Danielle Carrington (CSI Teacher) Jessica Salas Rodriguez (CSI Teacher)	* - Bilingually Certified

IDEA Public Schools IDEA Academy Rise

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Victoria Davis (PE co-teacher) Lucy Eggers (Kindergarten) Jennifer Beckom (Kindergarten) Cricket Steadman (Kindergarten) Katie Mathews (Kindergarten) Daniel Dudley (1st grade) Deidre King (1st grade) Jason Mayfield (2nd grade) Darryl Givens (Intervention) Vacancy (2nd grade co) Alberto Saenz Murillo (RISE Co-teacher) Kimberly Weisensel (RISE Co-teacher) Vacancy (Special Education co-teacher)	Vacancy (HotSpot Facilitator) Adrian Romero (AR Facilitator)	Gerald Harper Keosha Green Jonathan Moreno
Facilities Staff	Child Nutrition	Front Office Staff
Francisco Silva Preston Wilson Esparanza Soto	Erinne Young	Alma Vera Tara Cole Kristian Bricker

IDEA Public Schools

IDEA Academy Rise

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
17-Aug-21	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.
24-Aug-21	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.
31-Aug-21	Round 1- Staff Development Cycle: Goal Setting	<ul style="list-style-type: none"> •Teachers will understand and articulate round 1- Goal Setting- of the staff development cycle. •Teachers will identify driving goals and develop strategies and tactics to achieve these goals. □
7-Sep	GET 3C Unpacking: Side by Side Lesson Planning Clinics & Rehearsal (Differentiated based on content) Focus: GET 3Cii (Objective) and GET 3Ciii (Lesson Assessment)	<ul style="list-style-type: none"> •Teachers will be able to identify components of GET 3C •Teachers will adjust lesson plan based on feedback. •Teachers will understand the structure of monitoring and follow-up post the PD.
14-Sep-21	Side by Side Lesson Planning Clinics & Rehearsal (Differentiated based on content) Focus: GET 3Civ (Exemplar response/criteria for mastery)	<ul style="list-style-type: none"> •Teachers will be able to identify components of GET 3C •Teachers will adjust lesson plan based on feedback. •Teachers will understand the structure of monitoring and follow-up post the PD.
21-Sep-21	Side by Side Lesson Planning Clinics & Rehearsal (Differentiated based on content) Focus: GET 3Cv (Key Points) and Exit Ticket creation	<ul style="list-style-type: none"> •Teachers will finalize plan and system for implementation of TEKs aligned exit tickets. •Teachers will identify key points for lesson and CFS for exit ticket.
28-Sep-21	Response to Intervention Kickoff 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.
5-Oct-21	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.

12-Oct-21	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.
19-Oct-21	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.
26-Oct-21	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.
2-Nov-21	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.
9-Nov-21	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.
16-Nov-21	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.
30-Nov-21	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.
7-Dec-21	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.
4-Jan-21	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.
11-Jan-21	Staff Development Cycle: Round 2: 2x2 conversations	<ul style="list-style-type: none"> •Teachers will understand and articulate round 2- 2x2 conversations- of the staff development cycle. •Teachers will identify driving goals and develop strategies and tactics to achieve these goals.
18-Jan-21	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 create a reteach plan for quarter 3 based on semester 1 data and semester exam data.
25-Jan-21	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.
		<ul style="list-style-type: none"> •Teachers will understand the components of TELPAS and understand test security

1-Feb-21	TELPAS	protocols for TELPAS and STAAR. •Teachers will complete TELPAS calibration.
8-Feb-21	Reteach Plans to address gaps in data (Differentiated by grade level)	•Teachers review re-teach plans for semester 2, review data and make adjustments, as needed.
15-Feb-21	Response to Intervention	•Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
22-Feb-21	Content PD: Eureka, W&W, DI	•Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
1-Mar-21	Response to Intervention	•Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
8-Mar-21	Content PD: Eureka, W&W, DI	•Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
22-Mar-21	Response to Intervention	•Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
29-Mar-21	Content PD: Eureka, W&W, DI	•Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
5-Apr-21	Response to Intervention	•Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.
12-Apr-21	Content PD: Eureka, W&W, DI	•Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
19-Apr-21	STAAR Security Training	•Teachers will participate in STAAR security training refresher. Teachers will understand STAAR security protocols.
26-Apr-21	Content PD: Eureka, W&W, DI	•Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
3-May-21	Staff Meeting/Annual Performance Review Overview	•Teachers will review the APR process and be able to successfully complete their APR.
10-May-21	Schoolwide Committee Meeting & 21-22 Strategy Planning	•Schoolwide Committees will present progress for the year. •Team members will participate in strategic planning for the 21-22 SY.

17-May-21	Content PD: Eureka, W&W, DI	•Teachers will participate in differentiated PD based on content taught and schoolwide data priorities.
24-May-21	Final RTI Meeting	•Teachers will participate in monthly Response to Intervention meetings, identify students based on criteria, and update interventions/accommodations.

IDEA Public Schools IDEA Academy Rise

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Shayla McCray, Principal Tracy Tanwar, API Shauntai Hicks, API Bianca De La O, API Curtis Bailey, AC Leonel Warner, Kindergarten GTL Charles Park, 1st grade GTL Roxana Harris, 2nd grade GTL Breeanna Goss, 3rd/4th grade GTL Shawndrika Courtney, Special Education GTL Selena Cruz, ELA Content Lead Mayra Williams, Math Content Lead Brianna Brooks, Science/SS Content Lead	29-Jul-21	<ul style="list-style-type: none"> •State of the School and Priorities for 20-21 •BOY PD •6 Week Vision for Culture
	26-Aug-21	<ul style="list-style-type: none"> •Schoolwide Persistence and ADA data Strategies; ADA Escalation Matrix •Back to School Night
	23-Sep-21	<ul style="list-style-type: none"> •Review schoolwide culture data and review next steps •Fall Festival/Trunk or Treat
	28-Oct-21	<ul style="list-style-type: none"> •Quarter 1 PTG (ADA, Persistence, Academic Data) and Action Steps •Thanksgiving Feast for Families •Thanksgiving Food Baskets
	2-Dec-21	<ul style="list-style-type: none"> •Schoolwide Persistence and ADA data Strategies; ADA Escalation Matrix •Winter Fest •January Family Engagement
	27-Jan-21	<ul style="list-style-type: none"> •Semester Stepback- Review Action Plan and Adjustments to Make for Semester 2 •Review schoolwide culture data and review next steps
	24-Feb-21	<ul style="list-style-type: none"> •Schoolwide Persistence and ADA data Strategies; ADA Escalation Matrix •Spring Festival Planning •Recruitment and Registration
	24-Mar-21	<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
	28-Apr-21	<ul style="list-style-type: none"> •Strategic planning for the 20-21 SY •End of Year Family Celebration •Summer School Planning

IDEA Public Schools IDEA Academy Rise

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	\$ 220,474.00
164	State Compensatory	\$ 3,066,849.00
404	Accelerated Reader/Math	\$ 740,769.00
165	State Bilingual	\$ 101,856.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 206,310.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 130,852.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 25,058.00

TOTAL \$ 4,492,168.00

IDEA Public Schools

IDEA Academy Rise

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	425	100%
At Risk	82	19%
SPED	44	10%
F.A.R.M	361	0%
ELL	80	19%
Male	219	52%
Female	206	48%
Amer. Indian	3	1%
Asian	7	2%
Black	172	40%
White	49	12%
Hispanic	177	42%

IDEA Public Schools IDEA Academy Rise

Campus Committees	
English Language Arts	Math
<p>Committee Chair(s): Selena Cruz</p> <p>Committee Members: Jessica Salas Brianna Brooks Taylor Wade Danielle Carrington Oneida Jacobo Oyola</p>	<p>Committee Chair(s): Mayra Williams</p> <p>Committee Members: Irma Gomez Bree Goss Michele Gill Sarah Davila</p>
School Culture and SEL	Sunshine Committee
<p>Committee Chair(s): Curtis Bailey</p> <p>Committee Members: Jason Mayfield Daryl Givens Donald Taylor Drika Courtney Selena Cruz</p>	<p>Committee Chair(s): Leo Warner</p> <p>Committee Members: Roxana Harris Davesha Shed Omelia Oyinlola</p>
Family and Community Involvement	
<p>Committee Chair(s): Eloisa Bustamante</p> <p>Committee Members: Leslie Beltran Lucy Eggers Deidre King Katie Mathews</p>	

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A, 1E, 1G, 1H	<p>Academic Achievement</p> <ul style="list-style-type: none"> •Weekly Staff Meetings and Professional Development •Skills Bootcamps for teachers •Weekly Grade Team Meetings focused on progress towards goals, student persistence, and student achievement •Conduct DI script practice at least 3 times per week. •Implement grade team huddles daily to review priorities for the day related to academic achievement. 	S, RR, ST	All	Principal, APIs, AC	August 2021 - May 2022	Weekly PTG document, Script Practice schedule and materials, Lesson Internalization protocol, Lesson Feedback Cycle, Teachboost	Teachboost Script Practice Data Weekly Feedback	School: A Rating EOY 90% on Grade level in Reading EOY Teachers: Annual Performance Reviews
2B (ADA), 2C, 3B	<p>Student Culture and Family Engagement</p> <ul style="list-style-type: none"> •Schoolwide positive incentive system •Weekly Raven's Nest News (Family Weekly) sent on Sundays •Monthly family engagement events •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. 	S, RR, ST, O	All	AC/Lead Team	August 2021 - May 2022	Mission List, Monthly Family Engagement Calendar, School Culture Common Picture	Mission List Dean's List % Attendance at Family Engagement events	Family Surveys
2A, 2B (Staff Culture)	<p>Staff Culture and Student Achievement</p> <ul style="list-style-type: none"> •Quarterly Pulse Checks •Monthly Staff Appreciation Events 	S, RR, ST, O	All	Principal, APIs, AA	August 2021 - May 2022	Staff Calendar Pulse Check Tracker	% Attendance at Staff events Pulse Check Data	GPTW survey

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Rise



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Rise

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 prepare 100% of IDEA Rise Scholars academically, socially and emotionally to go to and through college.

IDEA Public Schools

IDEA College Prep Rise

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Rise

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Anthony Young (AC) Hannah Ferris (API) Nicholas Ditto (Principal)	Eloisa Bustamonte	Jennifer Ramos (Spanish) Tony Ramos (Math Intervention) Marie Lynda Akono (Reading Intervention) Sue An (SpEd) Jillian Frye (SpEd) Yolanda Johnson (SpEd)
Sixth Grade	Seventh Grade	Eighth Grade
Morgan Johnson (Science) Allie Rodrigues (Reading) Daniel Egozi (Math)	Amoni Hearn (Writing) Voncile Chapman (Social Studies) Morgan Frey (Reading) Allison Burrola (Math)	Michael Manca (Social Studies) Yvette Saucedo (Algebra I) Rocio Toon (Biology) Adrienne Phillips (ELA)
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Michella McCoy (PE)	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Rise

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jasmine Gutierrez (Math) Breana Jackson (Writing) A'Leecia Bell (intervention) TBD (ELA) Carolina Gonzalez (SpEd)	LaTrina Woods (AR/HS) Isaac Saldana (TC)	
Facilities Staff	Child Nutrition	Front Office Staff
Francisco Silva (FM)	Del Teach (CM)	Imelda Harris (AA) Yaneli Aranda (Receptionist) Tara Cole (SIS) Alberta Thompson (BC)

IDEA Public Schools

IDEA College Prep Rise

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/31/2021	Behavior Management Cycle	execute the behavior management cycle in their classroom leading to a strong c
9/28/2021	Goal Setting	TWBAT plan and roll out student goals for the year.
10/26/2021	Routines & Procedures	scribe and execute effective classroom procedures that save time and keep stud
11/30/2021	Lesson Planning	TWBAT describe and plan effective lessons.
12/14/2021	Increasing Student Engagement	ibe and execute 3 high leverage strategies to increase student engagement in the
1/25/2022	Instructional Clarity	TWBAT plan and practice an effective introduction to new material.
2/22/2022	Quality Student Practice	TWBAT plan and implement rigorous independent practice for their students.
3/29/2022	Academic Monitoring	BAT create seating charts and practice academically monitoring in their classro
4/26/2022	Remediation and Re-Teaching	TWBAT plan effective review units.

IDEA Public Schools

IDEA College Prep Rise

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Nicholas Ditto (Principal, Administration) Marc Ybarra (APO, Administration) Anthony Young Jr. (SSA, Administration)	September 28th 2021	<ol style="list-style-type: none"> 1. School Safety 2. Budget 3. New Initiatives 4. Continued Initiatives 5. Student Culture 6. Extra Curricular Activities 7. Family Onboarding
Eloisa Bustamonte (SW, Counseling) Morgan Johnson (6/7 Science, Teacher) Jillian Frye (SpEd, Teacher)	December 7th 2021	<ol style="list-style-type: none"> 1. Progress Toward Goals 2. School Safety 3. ELL Progress 4. SpEd Progress 5. College Going Culture 6. First Instruction 7. Family Engagement
Yvette Saucedo (8 Math, Teacher) Ann Lambert (Parent Representative) Quien Lister (Parent Representative) Breana Jackson (Writing, Co-Teacher)	February 8th 2022	<ol style="list-style-type: none"> 1. Progress Toward Goals 2. School Safety 3. Saturday School 4. Culture Reset 5. EOY Exams 6. University Field Lessons 7. Testing Plans
Latrina Woods (AR/HS, Co-Teacher)	May 10th 2022	<ol style="list-style-type: none"> 1.State Testing 2.Progress Toward Goals 3.Teacher Retention 4.Budget Review 5.EOY Celebration(s) 6.Parent Satisfaction 7.Staff Satisfaction

IDEA Public Schools IDEA College Prep Rise

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	\$ 132,366.00
164	State Compensatory	\$ 1,841,249.00
404	Accelerated Reader/Math	\$ 444,737.00
165	State Bilingual	\$ 61,152.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	
211	Title I Regular	\$ 69,903.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 83,980.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 7,327.00

TOTAL \$ 2,640,714.00

IDEA Public Schools

IDEA College Prep Rise

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	224	100%
At Risk	100	45%
SPED	24	11%
F.A.R.M	198	88.4%
ELL	98	44%
Male	103	46%
Female	121	54%
Amer. Indian	2	1%
Asian	5	2%
Black	74	33%
White	13	6%
Hispanic	130	58%

IDEA Public Schools

IDEA College Prep Rise

Campus Committees	
English Language Arts	Math
Committee Chair(s): Morgan Frey Committee Members: Breana Jackson Allie Rodrigues Adrienne Phillips	Committee Chair(s): Daniel Egozi Committee Members: Jasmine Gutierrez Tony Ramos Latrina Woods
Science	Social Studies
Committee Chair(s): Morgan Johnson Committee Members: Rocío Toon Nicholas Ditto	Committee Chair(s): Michael Manca Committee Members: Voncile Chapman Amoni Hearn
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Yvette Saucedo Committee Members: Nicholas Ditto Hannah Ferris Imelda Harris	Committee Chair(s): Anthony Young Jr. Committee Members: Eloise Bustamonte A'Leecia Bell
School Culture and Climate	Special Populations
Committee Chair(s): Allison Burrola Committee Members: Jennifer Ramos Michella McCoy Morgan Johnson Anthony Young Jr.	Committee Chair(s): Jillian Frye Committee Members: Sue An Yolanda Johnson Isaac Saldana

IDEA Public Schools

IDEA College Prep Rise

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	SpEd/GenEd Collaboration	S/EOC	ELL/SE	Jillian Frye	8/9-5/26	Human	Log of Minutes	Benchmark Performance
1E	Achieve 3000/IXL	S/EOC	AR	Hannah Ferris	8/9-5/26	Material	Usage Data	Benchmark Performance
2C	Continuing parent education--ESL nights, literacy, numeracy, science fair, etc.	O	All	Nicholas Ditto	8/9-5/26	Human	Attendance Sheets	Family Survey Data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2C	Monthly coffee with the principal and family advisory council meetings.	O	All	Imelda Harris	8/9-5/26	Material	Sign in sheets.	% of families participating.
2C	Monthly family engagement events with families and staff.	O	All	Anthony Young Jr.	8/9-5/26	Material	Sign in sheets.	% of families participating.
2C	Yearly field lessons.	O	All	Anthony Young Jr.	8/9-5/26	Fiscal	Attendance	% of students participating
1E	Tutoring/Saturday School	S/EOC	AR	Nicholas Ditto	9/15-5/26	Human	Attendance	% of students participating
2B/2C	After school programing including sports and clubs.	O	All	Anthony Young Jr.	8/9-5/26	Fiscal	Attendance	% of students participating

Annual Performance Objective

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- 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
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Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

AUSTIN

IDEA Public Schools

IDEA Academy Bluff Springs



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Bluff Springs

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 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!

IDEA Public Schools

IDEA Academy Bluff Springs

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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

IDEA Academy Bluff Springs

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Bridget Olivares-API Abel Gonzalez-API Bethany Wiersma-API Jessica Heckler-APO	TBD-Social Worker Nina Olvera-Testing Coordinator	Claire Hoffman-Math Intervventionist Kandy Jimenez-Math Interventionist*
Kindergarten	First Grade	Second Grade
Elizabeth Cline Ines Menez Daniella Deleon Vanessa Barbee	Rebekah Andalcio Rachel Ochs Monica Barbosa Stacie Pierce	Anna Harrison Christian Ramirez Maren Tabaska Luis Sanchez
Third Grade	Fourth Grade	Fifth Grade
Trent Symmonds Kellie Guerra* Amberlynn Balli Johnathan Hernandez	Amber Philpot Shonerrick Johnson Bri Hatch Nygia Nora	Brittney Bell Inna Acosta Sarah Hernandez C'Sherica Shaw
Physical Education	Special Education	Key
Marissa Flores Jordan Coleman	Candice Minter Jaime Bishop Taylor Brennis Jennifer Conte Alejandra Ramirez*	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Bluff Springs

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Isis Eggleston Amado Menes Samantha Soloman Daniel Espinosa Juana Sanchez Asmaa Alsammarrie Silvia Brown Alba Rodriguez-CSI Intervention Irma Carlos Salma Cantu Lisa Brown Jennifer Vives Lizzie Jones	Raul Castro-Hotspot Calee Sweetin-AR	
Facilities Staff	Child Nutrition	Front Office Staff
Daniel Gibson Virginia Medina Marissa Flores Michelle Trevino Felicia Arizpe	Herman Lujan Olga Saldivar Yajaira Diaz	Yvette Aragon-Admin Asst Karla Sanchez-Receptionist

IDEA Public Schools
IDEA Academy Bluff Springs

Teacher Staff Development for 2021-2022 School Year			
FALL SEMESTER			
Date	Meeting	Topic	Presenter(s)
31-Jul	Teacher Workday (optional)	Classrooms ready for FDOs	None
2-Aug	BOY Professional Development	Campus PD + Back to School Bash (Virtual)	BSA Lead Team
3-Aug	BOY Professional Development	Campus PD	BSA Lead Team
4-Aug	BOY Professional Development	Campus PD	HQ
5-Aug	BOY Professional Development	Campus PD	HQ
6-Aug	BOY Professional Development	Campus PD + Back to School Parade + Virtual Meet the Teacher	BSA Lead Team
7-Aug	Teacher Workday	Classrooms ready for FDOs	None

Date	Session Title/Type	Session Objectives	
9-Aug	Monday Faculty PD	Content Night	BSA Lead Team
11-Aug	Grade Team Meeting (common planning time)	Tactical + Content Night Planning	GTL
16-Aug	Monday Faculty PD	Tactical + Content Night Feedback	BSA Lead team
23-Aug	No PD- Content Night Prep	Content Night Tuesday & Wednesday	Grade Teams
30-Aug	Monday Faculty PD	Tracking Data	BSA Lead Team
8-Sep	Grade Team Meeting	16 de Septiembre; Loteria Night	GTL
13-Sep	No PD	Loteria Night	GTL

Date	Session Title/Type	Session Objectives	
16-Sep	Loteria Night Family Engagement	Keeping our Families + Safe	All Teachers
20-Sep	Monday Faculty PD	TBD based on campus data	BSA Lead Team
27-Sep	Content Team Meeting	TBD based on campus data	Content Leader
29-Sep	Grade Team Meeting	Tactical	GTL
4-Oct	Monday Faculty PD	Report Card Night	BSA Lead Team
6-Oct	Grade Team Meeting	Q1 Grades (Last Week) Communication to Families + Report Card Night Prep	GTL
8-Oct	Professional Development	Course Collaboration Campus PD - RTI (45 min)	HQ
13-Oct	Report Card Night Prep	TCP Recognition & Quarter 1 State of the School (Report Cards Mailed Home)	All Teachers
18-Oct	Monday Faculty PD	Parent Partnerships + Fall Festival + Leader Trust Surveys	GTL

Date	Session Title/Type	Session Objectives	
27-Oct	Grade Team Meeting	Fall Festival	GTL
1-Nov	Content Team Meeting	TBD based on campus data	Content Leader
10-Nov	Grade Team Meeting	GPTW Survey (15 - AG) + Tactical	GTL
15-Nov	Monday Faculty PD	"BSAstaffing"	BSA Lead Team
29-Nov	Monday Faculty PD	SE/Mock Testing Training & Logistics	TC/Wiersma
8-Dec	Grade Team Meeting	Tactical	GTL
14-Dec	Staff Holiday Party	TBD	BSA Lead Team

IDEA Public Schools

IDEA Academy Bluff Springs

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Marissa Barrera-Principal	6/7/2021- Lead Team Stepback #1	Review and reflect on 20-21 data, goals, and outcomes	
	7/12/2021 - Lead Team Stepback #2	determine priorities for 21-22 school year and develop priority teams and develop plans	
	Grade Team Leader Meetings	identify current state and next steps of student culture	
	Content Team Leader Meetings	identify current state and next steps of content and academic achievement	
	Weekly Lead Team Tacticals	share current state and next steps for campus goals and campus culture and operations	
	BOY, MOY, EOY PTG Meetings	share current state and next steps for campus operations, culture, and academic goals	

IDEA Public Schools

IDEA Academy Bluff Springs

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		\$264,323
164	State Compensatory		\$3,676,798
404	Accelerated Reader/Math		\$888,097
165	State Bilingual		\$122,114
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular		\$276,213
212	Title I Migrant		
224	IDEA-B Formula		\$85,933
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology		
263	Title III, Bilingual		\$41,030

TOTAL \$ 5,354,508.00

IDEA Public Schools

IDEA Academy Bluff Springs

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	674	100%
At Risk	339	50%
SPED	45	7%
F.A.R.M	567	84%
ELL	279	41%
Male	359	53%
Female	315	47%
Amer. Indian	3	0%
Asian	4	1%
Black	59	9%
White	56	8%
Hispanic	545	81%

IDEA Public Schools
IDEA Academy Bluff Springs

Campus Committees	
English Language Arts	Math
Committee Chair(s): Kellie Guerra Committee Members: Bethany Wiersma Shonterrick Johnson Rebekah Andalcio C'Sherica Shaw Cantera McCloud Alba Rodriguez Johnathan Hernandez Amber Philpot	Committee Chair(s): Claire Hoffman Committee Members: Kandy Jimenez Inna Acosta Rachel Ochs Christian Ramirez Trent Symmonds Bri Hatch
Science	Social Studies
Committee Chair(s): Nygia Nora Committee Members: Alejandra Ramirez Maren Tabaska Amberlynn Balli Brittney Bell	Committee Chair(s): Committee Members:
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Mariela Barrera Committee Members: Jessica Heckler Bridget Olivares Abel Gonzalez Bethany Wiersma	Committee Chair(s): Bethany Wiersma Committee Members: Jessical Heckler Shonterrick Johnson Ines Menez Brittney Bell Rebekah Andalcio Jaime Bishop Anna Harrison Amberlynn Balli

IDEA Public Schools
IDEA Academy Bluff Springs

Campus Committees	
School Culture and Climate	Special Populations
Committee Chair(s): Bridget Olivares and Abel Gonzalez Committee Members: Ines Menez Brittney Bell Rebekah Andalcio Jaime Bishop Anna Harrison Amberlynn Balli Shonterrick Johnson	Committee Chair(s): Bridget Olivares Committee Members: Taylor Brennis Bethany Wiersma Jennifer Conte TBD Jaime Bishop Candice Minter

IDEA Public Schools
IDEA Academy Bluff Springs

Campus SAIP Initiatives								
New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Item-analysis of most recently released STAAR exams	S	ALL	Bethany Wiersma	8/2021-5/2022	Released STAAR exams;	intervention plan	
1G	Track DI progress weekly	D	ALL	Abel Gonzalez	8/2021-5/2022	Daily data updates on outside boards; individual trackers in student folders	DI online, student and group trackers	daily fluency checks, bi-weekly assessments; RenStar
1G	Daily observations with real time feedback	D	ALL	Mariela Barrera	8/2021-5/2022	Build observations into core calendar	coaching tracker, teachboost ratings	feedback forms
1G	DI Coaches provided opportunity to coach teammates	D	ALL	Mariela Barrera	8/2021-5/2022	Coordinate substitutes so the DI coaches can coach		
1H	Ensure CSI instruction is occurring consistently without disruptions	RR		Bridget Olivares	8/2021-5/2022	Build observations into core calendar	DI online, student and group trackers	low inference data and feedback
Campus SAIP Initiatives								
New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1H	Track CSI progress weekly	RR	ALL	Bridget Olivares	8/2021-5/2022	Daily data updates on outside boards; individual trackers in student folders	DI online, student and group trackers	LPC checks
2B	increase joy and continue to improve campus culture to maintain 97.5% attendance rate	O	ALL	Mariela Barrera	8/2021-5/2022	Daily tracking by teachers; daily reports from SIS; initiate and implement attendance plan	attendance trackers, initiatives plan and reward winners	culture rounds, daily attendance emails
1E	Daily Data Huddle for STAAR teachers	S	ALL	Mariela Barrera	10/2021-5/2022	API/Coaches lead huddles	daily huddle tracker, coaching trackers	exit tickets, bi-weekly assessments, MOCK exams
Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1G	2nd grade students receiving Decoding Instruction	O	ALL	Abel Gonzalez	Aug-21	API	DI online, student and group trackers	mastery tests/Dibels
1H	CSI incentives for students meeting goals (3rd-5th)	RR	ALL	Bridget Olivares	Aug-21	API	CSI DI online, trackers	mastery tests/RenStar
2A	Teacher/Co-Teacher of the month	O	ALL	Mariela Barrera	Aug-21	API/certificates/posters/Scholastic cards	lead team tracker	
1E	A/M/M Incentives	O	ALL	Mariela Barrera	Aug-21	API/Math Coach	classroom trackers, individual trackers	semester exams, mid modules, bi-weeklies
2C	Bat Walks/Pep Rallies	O	ALL	Mariela Barrera	21-Aug	APIs/Specials	exemplars of core values	

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Bluff Springs



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Bluff Springs

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

IBSCP will get scholars to and through college.

IDEA Public Schools

IDEA College Prep Bluff Springs

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
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- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools
IDEA College Prep Bluff Springs

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
DeAnna Bruce Daniel Gonzalez Rachel Seigler Aracely Medina Francisco Mendoza Stephanie Covarrubias	Stephanie Grizzle	Ashley Carrington Marshall Webb Kara Courville Tyeka Webb Jonathan Ezemba Krissica Harper Shams Alkamil
Sixth Grade	Seventh Grade	Eighth Grade
Aleiyah Brown Jennie Kirk Kate Regan Deniz Gul Harlan Stewart Justin Fisk	Christina Thrash Maya Whitehurst Gloria Miranda	Amber O'Donnell Gerrie Flores Christopher Clark Lorena Cavazos Alejandro Cota-Chavez
Ninth Grade	Tenth Grade	Eleventh Grade
Juan Vargas Makenzie Pomroy Bradley Chavez	Rene Garces Jessica Guerrero Carlos Llamas Julia Neuman Brenda Colin	Amanda Castro LeRoy Waterman Steven Wnorowski
Twelfth Grade	Physical Education	Key
	Thomas Kazmierczak Dominique Randle	* - Bilingually Certified
RISE	SPED	CSI
Trisha Frankie Randi Childress Yvonne Gilmore Julia Garcia Marina Velasquez Katui Hattoh Gordon Statham Jimmie Griffin	Oscar Garza Katie Palfenier Antwinesha Walter Cassandra Gonzalez Llailyn Limas	Domitilia Vera Tamara Spears

IDEA Public Schools

IDEA College Prep Bluff Springs

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Tyeka Webb (AR) Yvonne Gilmore (RISE CO) Julia Garcia□ Marina Velasquez(RISE CO) Katui Hattoh (RISE CO) Gordon Statham(RISE CO)		
Facilities Staff	Child Nutrition	Front Office Staff
Daniel Gibson Maria Raygoza Olivia Garcia Marcela Palao Gelacia Gutierrez Adrianna Tovar Puga	Herman Lujan Alejandra Alanis Gallegos Yajaira Diaz Gesica Elizalde-Lopez Maria Garcia Alba Rubi Luna Griselda Ortiz Maria Ponce de Villegas Lilliana Ponce Olga Saldivar Nunez Julia Solis	Jessica Heckler Marissa Flores West Villanueva Michelle Trevino Karla Sanchez Sandoval Virginia Medina

IDEA Public Schools
IDEA College Prep Bluff Springs

Date	Meeting	Topic/Presenter(s)
		BOYS PD's that we couldn't fit in! / TBD
16-Aug	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
23-Aug	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
26-Aug	Content Team Meeting	Tactical+Academic RTI / GTL's+GL Administrators
13-Sep	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
16-Sep	Content Team Meeting	Restorative Approach PD / Frankie
20-Sep	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
27-Sep	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
30-Sep	Content Team Meeting	

Date	Meeting	Topic/Presenter(s)
		Commitments based on Trust Survey / DeAnna + Will
4-Oct	Faculty PD	Vertical Alignment / Content Leads + Direct Manager of Content
21-Oct	Content Team Meeting	Q1 State of School / DeAnna + Will
25-Oct	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
1-Nov	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
4-Nov	Content Team Meeting	Restorative Approach PD / Frankie
8-Nov	Faculty PD	Holiday Staff Dinner / Beatrice
15-Nov	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
18-Nov	Content Team Meeting	Finals Exams/Semester Exams / Aracely + Dulce
29-Nov	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
6-Dec	Grade Team Meeting	

Date	Meeting	Topic/Presenter(s)
		Vertical Alignment / Content Leads + Direct Manager of Content
9-Dec	Content Team Meeting	Holiday Party / Beatrice
13-Dec	Faculty PD	Q2 State of the School / DeAnna + Will
10-Jan	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
24-Jan	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
27-Jan	Content Team Meeting	Restorative Approach PD / Frankie
31-Jan	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
7-Feb	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
10-Feb	Content Team Meeting	MOCK Training / Aracely + Dulce
21-Feb	Faculty PD	Vertical Alignment / Content Leads + Direct Manager of Content
3-Mar	Content Team Meeting	

Date	Meeting	Topic/Presenter(s)
		TELPAS Calibration / Aracely + Dulce
7-Mar	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
21-Mar	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
24-Mar	Content Team Meeting	STAAR Training / Aracely + Dulce
28-Mar	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
4-Apr	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
7-Apr	Content Team Meeting	Q3 Stepback / DeAnna + Will
11-Apr	Faculty PD	Tactical+Academic RTI / GTL's+GL Administrators
18-Apr	Grade Team Meeting	Vertical Alignment / Content Leads + Direct Manager of Content
21-Apr	Content Team Meeting	STAAR Recap / Aracely + Dulce
25-Apr	Faculty PD	

Date	Meeting	Topic/Presenter(s)
		Tactical+Academic RTI / GTL's+GL Administrators
2-May	Grade Team Meeting	EOY Celebrations with Content Team/ Content Leads + Direct Manager of Content
5-May	Content Team Meeting	Restorative Approach PD / Frankie
9-May	Faculty PD	EOY Celebrations with Grade Teams / GTL's + GL Administrators
15-May	Grade Team Meeting	Last Day of School Celebration / LT
23-May	Faculty PD	

IDEA Public Schools

IDEA College Prep Bluff Springs

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
DeAnna Rachel Daniel Stephanie Covarrubias Will Johnson Frankie Mendoza Ivan Escareno Jessica Heckler	September 8th	Updates on PTG in regards to all goals and initiatives
	October 6th	Updates on PTG in regards to all goals and initiatives
	November 3rd	Updates on PTG in regards to all goals and initiatives
	December 1st	Updates on PTG in regards to all goals and initiatives
	January 5th	Updates on PTG in regards to all goals and initiatives
	February 2nd	Updates on PTG in regards to all goals and initiatives
	March 2nd	Updates on PTG in regards to all goals and initiatives
	April 6th	Updates on PTG in regards to all goals and initiatives
	May 4th	Updates on PTG in regards to all goals and initiatives

IDEA Public Schools

IDEA College Prep Bluff Springs

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 - State

SCHOOL:

ICP Bluff Springs

2025

161	State Gifted & Talented PIC21		
163	State Special Education PIC23		\$273,748
164	State Compensatory PIC11		\$3,807,909
404	Accelerated Reader/Math PIC24		\$919,765
165	State Bilingual PIC25		\$126,468
411	Technology Allotment		
192	Technology Sp. Fund		

Funding Sources -Federal

204	Title IV Drug Free School		
211	Title I Regular 4120		\$256,310
212	Title I Migrant		
224	IDEA-B Formula 4130		\$152,336
255	Title II, Part A, Classroom Size Red./Eisenhower 4121	\$	-
262	Title II, Part D, Technology		
263	Title III – Bilingual 4122		\$41,763

IDEA Public Schools

IDEA College Prep Bluff Springs

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	582	100%
At Risk	397	68%
SPED	78	13%
F.A.R.M	528	91%
ELL	298	51%
Male	304	52%
Female	278	48%
Amer. Indian	1	0%
Asian	7	1%
Black	30	5%
White	40	7%

IDEA Public Schools

IDEA College Prep Bluff Springs

Campus Committees	
English Language Arts	Math
Committee Chair(s): Amanda Castro Committee Members: Gloria M. Kate R. Kafui H. Maya W.	Committee Chair(s): Rachel Seigler Committee Members: Amber O'Donnell LeRoy Waterman Jennie Kirk
Science	Social Studies
Committee Chair(s): Rachel Seigler Committee Members: Julia Neumann Carlos Llamas Gerrie Flores	Committee Chair(s): Daniel P Gonzalez Committee Members: Steven Wnorowski Chris Clark Shams Alkamil
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): DeAnna Bruce Committee Members: Will Johnson Rachel Seigler Daniel Gonzalez Aracely Medina Frankie Mendoza Stephanie Covarrubias	Committee Chair(s): Aracely Medina Committee Members: Stephanie Grizzle Stephanie Covarrubias Elias Escareno Frankie Mendoza Kate Regan Maya Whitehurst
School Culture and Climate	Special Populations
Committee Chair(s): Frankie Mendoza Committee Members: Mr. E Kate Regan Chris Clark Maya Whitehurst	Committee Chair(s): Collier Committee Members: Cassy Gonzalez Antwinesha Walter Katie Palfiener Oscar Perez Lylimas Limas

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 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%
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- 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
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PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
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Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Health Professions



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Health Professions

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

"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."□

□

IDEA Public Schools

IDEA Academy Health Professions

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA Academy Health Professions

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Cameron Cook - Principal Adrianna Jackson - Principal In Residence Wesley Kline - Assistant Principal of Operations Ana Rachall - Assistant Principal of Instruction Katherine Sully - Assistant Principal of Instruction	Kendra Castillo Lerma - Academic Counselor Daydrah Beck - Social Worker Aushyanae Holmes - Behavior Interventionist	Rebecca Yasskin - PLTW 3rd-5th Jessica Lorient - AR Zone/Hot Spot Paola Garza - SpEd 3rd-5th Wayne Brown - PLTW K-2nd Jesus Villegas - CSI Interventionist Melody Terrazas - CSI Interventionist Karissa Bell - SpEd K-2nd Flor Martinez - RISE Lead Teacher Chance Tomey - 3rd-4th Humanities Vacant - 3rd/4th Grade Writing
Kindergarten	First Grade	Second Grade
Emily Trevino - ELA Valentine Knox - Math	Yazmeli Ascencio - ELA Adam Garcia - Math	Michelle Gonzalez - DI Sydney Ford - ELA Eva Natal - Math
Third Grade	Fourth Grade	Fifth Grade
Melissa Davis - ELA Ashley O'Dell - Math	Ixchel Perez - Math Whitney Thomas - ELA	Frances Knaggs - ELA Hugo Cepeda - Math Crystal Randolph - Science
Physical Education		Key
Nate Hite - PE Co-Teacher		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Health Professions

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	Transportation
Shaydrienne Calvin - RISE Co-Teacher Carrie Gutierrez - Kinder Co-Teacher (DI) Kelsey Maldonado - 1st Grade Co-Teacher Marissa Nance - 2nd Grade Co-Teacher (DI) Rebecca Harthcock - 5th Grade SpEd Co-Teacher Mariah Procell - 1st Grade Co-Teacher	Fernando Ordonez - Student Enrollment Coordinator Jade Broaders - After School Coordinator Samantha Sanchez - Testing Coordinator Ozinie Clo Franklin - School Monitor James Gurney - Grant Manager Frances Disney - Program Designer	
Facilities Staff	Child Nutrition	Front Office Staff
Leticia Bocanegra - Facilities Manager Isaias Hernandez Flores - Custodian	Maria Flores Ma Saucedo Susana Solis Puente Griselda Acuna Rodriguez	Vacant - Receptionist Ivan Tirado Pacheco - Business Clerk Alyssa Guerrero - Administrative Assistant Giovanni Ramirez - Registrar Vacant - SIS Coordinator

IDEA Public Schools
IDEA Academy Health Professions

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/10/2021	FDOS Debrief	TWBAT go over the first week of school and go over systems/procedures for the year
8/17/2021	Ops Particulars	TWBAT learn about the ops team members & know who to go to with ops related issues
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9/7/2021	DEI	TWBAT continue to engage with larger issues around Diversity, Equity, and Inclusion, and how these issues affect us as teachers
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Date	Session Title/Topic	Session Objective(s)
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IDEA Public Schools

IDEA Academy Health Professions

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Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
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	Thursday, May 26th, 2022	Continue to Discuss Student Persistence, WTI Events, & Registration

IDEA Public Schools

IDEA Academy Health Professions

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		\$132,366
164	State Compensatory		\$1,841,249
404	Accelerated Reader/Math		\$444,737
165	State Bilingual		\$61,152
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular		\$138,349
212	Title I Migrant		
224	IDEA-B Formula		\$44,920
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology		
263	Title III, Bilingual		\$18,610

TOTAL \$ 2,681,383.00

IDEA Public Schools

IDEA Academy Health Professions

Student Populations	Number of Students	Percentage of Students
Enrollment	302	100%
At Risk	125	41%
SPED	28	9%
F.A.R.M		0%
ELL	121	40%
Male	148	49%
Female	154	51%
Amer. Indian	0	0%
Asian	0	0%
Black	2	1%
White	4	1%
Hispanic	2	1%

*As of May 17th, 2021

IDEA Public Schools

IDEA Academy Health Professions

Campus Committees	
English Language Arts	Math
Committee Chair(s): Ana Rachall Committee Members: <ol style="list-style-type: none"> 1) Adrianna Jackson 2) Frances Knaggs (5th ELA) 3) Emily Trevino (Kinder ELA) 4) Yazmeli Ascencio (1st ELA) 5) Sydney Ford (2nd ELA) 6) Melissa Davis (3rd ELA) 7) Vacant (4th ELA) 8) Vacant (3rd/4th Writing) 	Committee Chair(s): Katherine Sully Committee Members: <ol style="list-style-type: none"> 1) Adrianna Jackson 2) Hugo Cepeda (5th Math) 3) Valentine Knox (Kinder Math) 4) Adam Garcia (1st Math) 5) Eva Natal (2nd Math) 6) Ashley O'Dell (3rd Math) 7) Ixchel Perez (4th Math)
Science	Social Studies
Committee Chair(s): Katherine Sully Committee Members: <ol style="list-style-type: none"> 1) Adrianna Jackson 2) Crystal Randolph (5th Science) 3) Chance Tomey (3rd-4th Science) 	Committee Chair(s): Vacant Committee Members: <ol style="list-style-type: none"> 1) Adrianna Jackson 2) Katherine Sully
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Adrianna Jackson Committee Members: <ol style="list-style-type: none"> 1) Ana Rachall 2) Kendra Castillo 3) Katherine Sully 4) Alyssa Guerrero 5) Cameron Cook 	Committee Chair(s): Kendra Castillo Lerma Committee Members: <ol style="list-style-type: none"> 1) Adrianna Jackson 2) Daydrah Beck 3) Wesley Kline
School Culture and Climate	Special Populations
Committee Chair(s): Adrianna Jackson Committee Members: <ol style="list-style-type: none"> 1) Ana Rachall 2) Katherine Sully 3) Kendra Castillo Lerma 4) Daydrah Beck 5) Aushyanae Holmes 6) Cameron Cook 	Committee Chair(s): Samantha Sanchez Committee Members: <ol style="list-style-type: none"> 1) Kendra Castillo Lerma 2) Adrianna Jackson 3) Paola Garza 4) Karissa Bell

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IA Health Professions

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A	College Field Lessons	O	All	Frances Disney	8/9/21-5/26/22	Buses	Attendance rosters	N/A
1E	PD series on STAAR Success	S	All	Cameron Cook, Adrianna Jackson, & Sam Sanchez	8/9/21-5/26/22	PD participant materials	Attendance of teachers (rosters)	Test scores
1H	Intervention for ELA and Math	S	ED, ELL, AR, SE	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	STAAR Success books	Daily attendance in classes during and after school	Test scores
2A	Celebrating Teachers	O	All	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	Certificates, snacks	Teacher Weekly	N/A
2B	Student Incentives to support ADA	O	All	Wesley Kline	8/9/21-5/26/22	Toys, treats	Documentation in computer files	Data for ADA
2C	Student Incentives to support Persistence	O	All	Stephanie Salas and Kendra Castillo	8/9/21-5/26/22	Toys, treats	Documentation in computer files	Tracking data for Persistence
2D	Tutorials	S	All	Ana Rachall, Katy Sully, & Karen Jasso	8/9/21-5/26/22	Student work materials	Attendance rosters	Test scores
1E	PD for all teachers on fundamentals of high-leverage teacher moves	O	All	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	PD participant materials	Attendance of teachers (rosters)	Test scores
2C	Excellent in Person Instruction	O	All	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	Computers, programs (Teams, Dojo)	Teams, Dojo	Tracking assignment completion

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
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2B	Student Incentives to support ADA	O	All	Wesley Kline	8/11/20-5/28/21	Toys, treats	Documentation in computer files	Data for ADA
2C	Student Incentives to support Persistence	O	All	Stephanie Salas and Kendra Castillo	8/11/20-5/28/21	Toys, treats	Documentation in computer files	Tracking data for Persistence
2D	Tutorials	S	All	Ana Rachall, Katy Sully, & Karen Jasso	8/11/20-5/28/21	Student work materials	Attendance rosters	Test scores
1E	PD for all teachers on fundamentals of high-leverage teacher moves	O	All	Cameron Cook & Adrianna Jackson	8/11/20-5/28/21	PD participant materials	Attendance of teachers (rosters)	Test scores
2C	Distance Learning Platform Excellence	O	All	Cameron Cook & Adrianna Jackson	8/11/20-5/28/21	Computers, programs (Teams, Dojo)	Teams, Dojo	Tracking assignment completion

IDEA Public Schools

IDEA College Prep Health Professions



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Health Professions

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.

IDEA Public Schools

IDEA College Prep Health Professions

District Goals 2021-2022

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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IDEA Public Schools

IDEA College Prep Health Professions

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Sixth Grade	Seventh Grade	Eighth Grade
Vacant - 6th Math Leslie Gonzalez - 6th Science Valeria Perez - 6th ELA	Matthew Stearns - 7th Math Vacant - 7th Science Chelsey Rios - 7th ELA	Tommy Ewing - 8th Math Maurice Renfro - 8th Biology Breanna Sosa - 8th ELA Emelia Padilla - 8th U.S. History
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Jonelle Smith - PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Health Professions

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IDEA Public Schools
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IDEA Public Schools

IDEA College Prep Health Professions

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IDEA Public Schools

IDEA College Prep Health Professions

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192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$91,747
212	Title I Migrant	
224	IDEA-B Formula	\$56,638
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$11,283

TOTAL \$ 2,639,172.00

IDEA Public Schools

IDEA College Prep Health Professions

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	190	100%
At Risk	85	45%
SPED	29	15%
F.A.R.M		0%
ELL	64	34%
Male	86	45%
Female	104	55%
Amer. Indian	0	0%
Asian	0	0%
Black	6	3%
White	5	3%
Hispanic	4	2%

*As of May 17th, 2021

IDEA Public Schools

IDEA College Prep Health Professions

Campus Committees	
English Language Arts	Math
Committee Chair(s): Karen Jasso Committee Members: <ul style="list-style-type: none"> 1) Cameron Cook 2) Valeria Perez (6th ELA) 3) Chelsey Rios (7th ELA) 4) Breanna Sosa (8th ELA) 	Committee Chair(s): Tommy Ewing Committee Members: <ul style="list-style-type: none"> 1) Cameron Cook 2) Matthew Stearns (7th Math) 3) Vacant (6th Math)
Science	Social Studies
Committee Chair(s): Stephanie Salas Committee Members: <ul style="list-style-type: none"> 1) Cameron Cook 2) Vacant (6th Science) 3) Leslie Gonzalez (7th Science) 4) Maurice Renfro (8th Science) 	Committee Chair(s): Emelia Padilla Committee Members: <ul style="list-style-type: none"> 1) Cameron Cook 2) Karen Jasso
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Cameron Cook Committee Members: <ul style="list-style-type: none"> 1) Stephanie Salas 2) Karen Jasso 3) Katareena Park 	Committee Chair(s): Stephanie Salas Committee Members: <ul style="list-style-type: none"> 1) Wesley Kline 2) Cameron Cook
School Culture and Climate	Special Populations
Committee Chair(s): Cameron Cook Committee Members: <ul style="list-style-type: none"> 1) Karen Jasso 2) Stephanie Salas 	Committee Chair(s): Samantha Sanchez Committee Members: <ul style="list-style-type: none"> 1) Stephanie Salas 2) Rachel Groth 3) Vanessa Winston 4) Joe-Angel Lopez 5) Cameron Cook

IDEA Public Schools
IDEA College Prep Health Professions

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A	College Field Lessons	O	All	Frances Disney	8/9/21-5/26/22	Buses	Attendance rosters	N/A
1E	PD series on STAAR Success	S	All	Cameron Cook, Adrianna Jackson, & Sam Sanchez	8/9/21-5/26/22	PD participant materials	Attendance of teachers (rosters)	Test scores
1H	Intervention for ELA and Math	S	ED, ELL, AR, SE	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	STAAR Success books	Daily attendance in classes during and after school	Test scores
2A	Celebrating Teachers	O	All	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	Certificates, snacks	Teacher Weekly	N/A
2B	Student Incentives to support ADA	O	All	Wesley Kline	8/9/21-5/26/22	Toys, treats	Documentation in computer files	Data for ADA
2C	Student Incentives to support Persistence	O	All	Stephanie Salas and Kendra Castillo	8/9/21-5/26/22	Toys, treats	Documentation in computer files	Tracking data for Persistence
2D	Tutorials	S	All	Ana Rachall, Katy Sully, & Karen Jasso	8/9/21-5/26/22	Student work materials	Attendance rosters	Test scores
1E	PD for all teachers on fundamentals of high-leverage teacher moves	O	All	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	PD participant materials	Attendance of teachers (rosters)	Test scores
2C	Excellent in Person Instruction	O	All	Cameron Cook & Adrianna Jackson	8/9/21-5/26/22	Computers, programs (Teams, Dojo)	Teams, Dojo	Tracking assignment completion

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A	College Field Lessons	O	All	Frances Disney	8/11/20-5/28/21	Buses	Attendance rosters	N/A
1E	PD series on STAAR Success	S	All	Cameron Cook, Adrianna Jackson, & Sam Sanchez	8/11/20-5/28/21	PD participant materials	Attendance of teachers (rosters)	Test scores
1H	Intervention for ELA and Math	S	ED, ELL, AR, SE	Cameron Cook & Adrianna Jackson	8/11/20-5/28/21	STAAR Success books	Daily attendance in classes during and after school	Test scores
2A	Celebrating Teachers	O	All	Cameron Cook & Adrianna Jackson	8/11/20-5/28/21	Certificates, snacks	Teacher Weekly	N/A
2B	Student Incentives to support ADA	O	All	Wesley Kline	8/11/20-5/28/21	Toys, treats	Documentation in computer files	Data for ADA
2C	Student Incentives to support Persistence	O	All	Stephanie Salas and Kendra Castillo	8/11/20-5/28/21	Toys, treats	Documentation in computer files	Tracking data for Persistence
2D	Tutorials	S	All	Ana Rachall, Katy Sully, & Karen Jasso	8/11/20-5/28/21	Student work materials	Attendance rosters	Test scores
1E	PD for all teachers on fundamentals of high-leverage teacher moves	O	All	Cameron Cook & Adrianna Jackson	8/11/20-5/28/21	PD participant materials	Attendance of teachers (rosters)	Test scores
2C	Distance Learning Platform Excellence	O	All	Cameron Cook & Adrianna Jackson	8/11/20-5/28/21	Computers, programs (Teams, Dojo)	Teams, Dojo	Tracking assignment completion

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Kyle



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Kyle

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 Kyle Academy is to provide a culture of achievement that develops communication skills, collaboration, and critical thinking to be college and career ready.

IDEA Public Schools

IDEA Academy Kyle

District Goals 2021-2022

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%
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- 1I. Average ACT score (Class of 2020, September 2019): 21
- 1J. % of students graduating college in 4 | 6 years: 25% | 55%

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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
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- 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

IDEA Public Schools IDEA Academy Kyle

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Ester Polanco Jacqueline Okpala Sonia Sosa Angel Robinson Krystal Garza Yvonne Blackman	Taylor Trujillo	Sylvia Mispigel Moirra Fuller
Kindergarten	First Grade	Second Grade
Frances Casares Dkisha Rivera Ashley Perkins Kristi Morin	Shannon Kelly Aisa Starks Lizzette Arechiga Sandra Celense	Erica Maddox Lucy Arreola Jerrica Gammell Alicia Tran
Third Grade	Fourth Grade	Fifth Grade
Carlos Sanches LaQueenia Gibson Leah Baxter Emily Bentura	Albert Garcia Jennifer Gonzalzez Maddie Brundage	Joanna Bueno Noemi Paz Gabriel Gise Adam Robinson
Physical Education	Key	
Travis Lee	* - Bilingually Certified	

IDEA Public Schools IDEA Academy Kyle

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Carmen Dunn Jasmin Morin Kara Johnston Scotty Szanto Karla Devooght Diana Feathers Jordan Garcia Joseph Flowers Suzette Flemister Odilia Esquivel Angela Turner	Sylvia Mispagel Moira Fulller	
Facilities Staff	Child Nutrition	Front Office Staff
Alfred Grant Marylu Marchan Maricela Prieto Jose Marquez Blanco Irma Gordillo Concepcion Santibanez Rodriguez	Pearl Ruiz Elisa Tovar Yolanda Udave Beatriz Andrade Chelsey Mendoza Daniella Christy Norma Diego Olivia Martinez Kenny Piche Maria Ramirez Maria Avila Sonia Cabrera	Ron Verano Jorge Senquiz Lesly Vargas Arlette Figueroa Sandra Flores Jennifer Hernandez Rebecca Sanchez Adam Montez

IDEA Public Schools

IDEA Academy Kyle

Site-Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Ester Polanco - Principal Sonia Sosa - Principal in Residence Jacqueline Okpala - Principal in Residence Ron Verano - Principal of Operations Krystal Garza - API Yvonne Blackman API	July 15 th , 2020	Responsibilities 2. 2020-2021 Driving Goals Attendance Tactical 5. Culture Camp
	7-Aug-20	1. GTL Priorities and Responsibilities
	August 3-6	1. BOY PD for teachers 2. Meet the teacher Night
	August 8-12	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
	13-Nov	1. PTG Q2 2. Culture Rubric- Priority Area
	11-Dec	1. Q2 Report Card Night 2. 2. Culture Rubric-Priority Area
	22-Jan	1. PTG Q3 2. Curriculum Night 3. 2021-2022 Budget 4. Culture Rubric-Priority Area
	19-Feb	1. Budget Priorities 2021-2022 2. STAAR celebration 3. Culture Rubric-Priority Area
	March 12th	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. Royal Reader Celebration

IDEA Public Schools

IDEA Academy Kyle

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

Funding Sources—Local

199	General Fund	\$ -
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Funding Sources—State

161	State Gifted & Talented	\$ -
163	State Special Education	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$212,135
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$142,571
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$25,644

TOTAL \$ 5,331,682.00

IDEA Public Schools

IDEA Academy Kyle

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	715	100%
At Risk	233	33%
SPED	73	10%
F.A.R.M	437	61%
ELL	175	24%
Male	360	50%
Female	355	50%
Amer. Indian	0	0%
Asian	5	1%
Black	39	5%
White	132	18%
Hispanic	525	73%

IDEA Public Schools

IDEA Academy Kyle

Campus Committees

English Language Arts	Math
Committee Chair(s): Committee Members: Yvonne Blackman Aissa Starks Alicia Tran Emily Bentura Jennifer Gonzalez	Committee Chair(s): Committee Members: Jacqueline Okpala Shannon Kelly Lucy Arreola Laqeenia Gibson Albert Garcia
Committee Chair(s): Committee Members: Jacqueline Okpala Sandra Celense Scotty Szabto Carlos Sanchez Maddie Brundage	Committee Chair(s): Committee Members: Jacqueline Okpala Sandra Celense Scotty Szabto Carlos Sanchez Maddie Brundage
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Committee Members: Ester Polanco Sonia Sosa Jacqueline Okpala Krysal Garza Yvonne Blackman	Committee Chair(s): Committee Members: Angel Robinson Kisha Rivera Shannon Kelly Erica Maddox Carlos Sanchez
School Culture and Climate	Special Populations
Committee Chair(s): Committee Members: Ester Polanco Sonia Sosa Jacqueline Okpala Krysal Garza Yvonne Blackman	Committee Chair(s): Committee Members: Angel Robinson Amanda Moosy Jasmine Jones Anmber Jones Linsdey Casares

Annual Performance Objective

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- 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
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PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
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- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Kyle



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Kyle

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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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.

IDEA Public Schools

IDEA College Prep Kyle

District Goals 2021-2022

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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- 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%
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- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
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- 3A. % of students with low socio-economic status: 80%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA College Prep Kyle

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Candace Razo Jolynne Muniz Rayla Hartnett Ron Verano Kym Sturdivant Nicole Scofield	Deliyah Hollis	Amanda St. Amand Cari Gise
Sixth Grade	Seventh Grade	Eighth Grade
*Rolando Garza Emmanuel Gaudarrama Bernadette Castillo Elizabeth Bradshaw	Sydnee Worlds Kimberly Gonzalez Emmanuel Guadaramma Bernadette Castillo	Amanda Chatman Lauren Runnels Sean Gill Maria Gonzalez Kayla Vega
Ninth Grade	Tenth Grade	Eleventh Grade
Timaka Brown Tehrelle Billups Linda Quinonez Ann Hinton Ashley Spradlin Nohemi Rojas		
Twelfth Grade	Physical Education	Key
		* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Kyle

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Kayla Moreno Raymond Moreno Ursula Alexander Arantxa Avila	None	Carlos Bueno Mario Lucio
Facilities Staff	Child Nutrition	Front Office Staff
Alfred Grant Marylu Marchan Maricela Prieto Jose Marquez Blanco Irma Gordillo Concepcion Santibanez Rodriguez	Pearl Ruiz Elisa Tovar Yolanda Udave Beatriz Andrade Chelsey Mendoza Daniella Christy Norma Diego Olivia Martinez Kenny Piche Maria Ramirez Maria Avila Sonia Cabrera	Sandra Flores Jennifer Hernandez Arlette Figueroa Lesly Vargas

IDEA Public Schools
IDEA College Prep Kyle

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
7/26-7/30	New teacher institute	Introduce new to IDEA teacher to IDEA culture and academic approach
8/10/2021	Goal setting	staff will start off the beginning of theyear and eveyr professional relationship with a clear understanding of their goals and how they plan to meet and/or achieve them
8/24/2021	Grade Team SStrategy Meeting	Meeting achedna include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends
9/1/2021	Individual student trackers	teachers will learn how to create BWA and unit exam trackers and also create individual student trackers
8-Sep	Grade team strategy meeting: curriculum night	The staff, by grade level, strategize and plan sessions for curriculum night
15-Sep	Grade Team strategy meeting	Meeting achedna 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. .
22-Sep	School drills	Staff will review the safety criteria for the different actions staff take during the various school drills
29-Sep	Crafting exemplars	TWBAT practice creating exemplars for daily practice and assessments given to students and recieve feedback

Date	Session Title/Topic	Session Objective(s)
5-Oct	Grade Team strategy meeting	Meeting agenda include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends
12-Oct	Leader Trust Surveys	TWBAT survey amd give feedback to CP leaders
19-Oct	Q1 PTG and TCP recognitions	CP staff will review current progress to goals, the staff will be recognized for their TCP placement
26-Oct	Grade Team strategy meeting	Meeting agenda include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends
5-Nov	Thanksgiving dinner and teambuilding	Kyle CP staff will build community and celebrate Team and Family
16-Nov	Grade Team strategy meeting	Meeting agenda include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends
30-Nov	2x2 conversations	TWBAT will learn about 2x2 process and complete self reflection
1-Dec	Grade Team STRat meeting	Meeting agenda include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends. Team will strategize around upcoming winter dance
7-Dec	Grade Team STRat meeting / data regourpings	Meeting agenda include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends. Team will strategize around upcoming winter dance
21-Dec	Winter PD	Winter Break

Date	Session Title/Topic	Session Objective(s)
28-Dec	Winter PD	Winter Break
4-Jan	Grade Team Strat meeting	Meeting agenda include updating mission list, entering student data in RTI, reviewing current data, and planning responses to current data trends. Team will strategize around upcoming winter dance
11-Jan	Active shooter/ELPS	TWBAT practice lockdown drills
25-Jan	Report card night	TWBAT updates parents on student progress
15-Feb	ELL calibration	TWBAT rate TELPAS in practice rounds and calibrate
1-Mar	STAAR	all staff trained on STAAR protocol and preventing irregularities
29-Mar	Report Card night	TWBAT updates parents on student progress
12-Apr	High quality questioning	TWBAT incorporate high quality questioning into their reviews for STAAR
3-May	GTL tactical: awards	Grade teams will collaborate to design student awards for the year
24-Mar	EOY PTG	Staff will conduct a PTG of yearly operating mechanisms in order to make adjustments for the following year

IDEA Public Schools

IDEA College Prep Kyle

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Principal Candace Razo (SSA) Ron Verano (APO) Kym Sturdivant (API) April Scofield (API)	July 11th	<ol style="list-style-type: none"> 1. Grade level leadership 2. 2021-2022 Driving goals 3. Strategies for persistence and attendance 4. Culture camp
	2-Aug	GTL responsibilities and priorities
	August 2-6	<ol style="list-style-type: none"> 1. BOY PD for teachers 2. Meet the teacher night
	August 10-20	<ol style="list-style-type: none"> 1. Campus Priorities: Culture and Exemplars 2. Daily culture rounds 3. Annual calendar review
	September 7-10	<ol style="list-style-type: none"> 1. Campus priority: tracking 2. Fall festival 3. Culture rubric: priority area
	September 17th	Just a G
	October 18th	<ol style="list-style-type: none"> 1. Talent Review 2. PTG Q1 3. Campus priority
	November 15th	<ol style="list-style-type: none"> 1. PTG Q2 2. Culture rubric: Priority Area
	February 15th	<ol style="list-style-type: none"> 1. budget priorities 2. spring dance

IDEA Public Schools

IDEA College Prep Kyle

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	\$ 176,215.00
164	State Compensatory	\$ 2,451,199.00
404	Accelerated Reader/Math	\$ 592,064.00
165	State Bilingual	\$ 81,409.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 122,815.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 89,839.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 17,145.00

TOTAL \$ 3,530,686.00

IDEA Public Schools

IDEA College Prep Kyle

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	358	100%
At Risk	133	37%
SPED	48	13%
F.A.R.M	234	65%
ELL	112	31%
Male	168	47%
Female	191	53%
Amer. Indian	0	0%
Asian	2	1%
Black	23	6%
White	70	20%
Hispanic	255	71%

IDEA Public Schools

IDEA College Prep Kyle

Campus Committees	
English Language Arts	Math
Committee Chair(s): Nicole Scofield Committee Members: Tehrelle Billups Elizabeth Bradshaw Kimberly Gonzalez	Committee Chair(s): Kym Studivant Committee Members: Rolando Garza Sydnee Worlds Ann Hinton
Science	Social Studies
Committee Chair(s): Kym Sturdivant Committee Members: Timaka Brown Sean Gill Emmanuel Guadarrama	Committee Chair(s): April Scofield Committee Members: Amanda Chatman Bernadette Castillo Ashley Spradlin
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Ron Verano Committee Members: Candace Razo Jolynne Muniz	Committee Chair(s): Candace Razo Committee Members: Jolynne Muniz Kym Sturdivant April Scofield
School Culture and Climate	Special Populations
Committee Chair(s): Principal Committee Members: Kym Sturdivant Candaca Razo Nicole Scofield	Committee Chair(s): Candace Razo Committee Members: Kym Sturdivant Sara McEachern April Bonnet

IDEA Public Schools

IDEA College Prep Kyle

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Specific supports to special populations by SPED TEAM	S	SE	Razo	8/2021-5/2022	Disc. funds	SpEd PTG data	STAAR SpEd Approaches, Meets, Masters
1H	Critical students in CSI	S	AR	CSI point	8/2021-5/2022	One FT CSI teacher; partial HS intervention teacher;	Weekly data analysis; data trackers in rooms	%scholars make 2 years of growth by EOY
2C	Parent involvement	O	O	Razo	8/2021-5/2022	SSA; PTO funds	PTO, CAC, Remind	%PTO, CAC, Remind accounts
1E	Enrichment Program	O	O	Principal and APIs	8/2021-5/2022	ESSR	LPs contain enrichment	STAAR-Masters

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2C	Continuing curriculum	S	O	Principal and APIs	8/2021-5/2022	GET, PD, coaching, documenting	Weekly LP evaluations	TB LP ratings
2A	TEACHBOOST implementation	O	O	Principal and APIs	8/2021-5/2022	District program; principal and APIs	Weekly TB checks	Teacher growth from 20-21 to 21-22
2A	GET scope and sequence throughout the year	O	O	Principal and APIs	8/2021-5/2022	GET, PD, coaching, documenting	APIs conduct weekly teacher observations.	Teacher growth from 20-21 to 21-22
2A	SLL scope and sequence for leader development	O	O	Principal	8/2021-5/2022	SLLs, weekly coaching and check-	Check-in document	Growth to APR
2C	Positive recognition program for academic growth	S	O	Principal and APIs	8/2021-5/2022	Growth goals; celebrations; some rewards needed-DISC	Wall trackers, district assessments, campus assessments	STAAR Domain 3

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Montopolis



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Montopolis

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 be the number one choice elementary school in the city of Austin.

IDEA Public Schools

IDEA Academy Montopolis

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy Montopolis

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Erika DeWalt- Principal Sara Flores- API Corrie Mathias- API Norma Rodriguez- API	Tara Arriaga- SSA Sonia Torres- SW	Alexander Adams- Tech Apps Lurennny Franco- Hotspot Emily Harris- AR Zone Jamil Peeples- PE Lisa Burris- PE Co Teacher
Kindergarten	First Grade	Second Grade
Jamie Barrinetos Lauren Stewman Caitlynn Lopez Jennifer Nelson	Arielle Fernandez David Gonzales Jessica Guerra Anna Carrejo	Brianna Leonard Shae Crockett Demi Jarrell Chelsea Manaserri
Third Grade	Fourth Grade	Fifth Grade
Alana Gibson Sirpa Timonen Stuart Harris Marissa Menchaca	Elisabeth Tijerina Mariah Zielecki Rosa Vasquez Lexxi Spraberry	David Cantu Caridad Benevides Anna Maldonado Mariana Mount
Physical Education	Key	
Jamil Peeples Lisa Burris	* - Bilingually Certified	

IDEA Public Schools
IDEA Academy Montopolis

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Gloria Lopez Siobhan Fairchild Shay Breen Paty Walsh Jill Gardner Slarla Trice Chandler Yanke		Jennifer Reed Minia Taleno
Facilities Staff	Child Nutrition	Front Office Staff
Chris Roscoe	Julie Sandoval	Thelma Mondragon Maria Mercado Laura Mercado

IDEA Public Schools
IDEA Academy Montopolis

Tentative Staff Development for 2021-2022 School Year

Date	Session Topic	Objective
1-Aug	Teacher Workday (optional)	Classrooms ready for FDOS
2-Aug	BOY Professional Development	Campus PD
3-Aug	BOY Professional Development	Campus PD
4-Aug	BOY Professional Development	Course Collaboration
5-Aug	BOY Professional Development	Campus PD
6-Aug	BOY Professional Development	Campus PD
7-Aug	Teacher Workday	Classrooms ready for FDOS
9-Aug	FDOS	Debrief FDOS
11-Aug	PreLAS PD	How to PreLAS
16-Aug	Grade Team Meeting	Tactical
17-Aug	RenStar PD (In lieu of content meeting)	How to RenStar
19-Aug	DIBELS PD (In lieu of content meeting)	How to DIBELS
23-Aug	GTL Meeting	
24-Aug	Faculty PD	Special Pops PD
25-Aug	Kinder and 1st BOY LPAC Meeting	New ELs
26-Aug	2nd and 3rd BOY LPAC Meeting	New ELs
27-Aug	4th and 5th BOY LPAC Meeting	New ELs
30-Aug	Grade Team Meeting	
31-Aug	Content Meeting	TBD based on campus data
7-Sep	Faculty PD	RTI Part 2
13-Sep	Grade Team Meeting	Q1 Grades (Last Week) Communication to Families
20-Sep	GTL Meeting	TCP Recognition & Quarter 1 State of the School (Report Cards Mailed Home)
21-Sep	Faculty PD	RTI
27-Sep	Grade Team Meeting	Tactical
28-Sep	Content Meeting	GPTW Survey (15 - AG) + Tactical
7-Oct	Entering In Accommodations	Entering Test/Inoud Accommodatons
4-Oct	GTL Meeting	Homeroom Teacher & Parent Partnerships
12-Oct	Content Meeting	Tactical
18-Oct	GTL Meeting	Behavior Rtl w/ Alicia
18-Oct	Mock TELPAS PD 1	Schedule
21-Oct	Mock TELPAS PD 2	How to
25-Oct	Grade Team Meeting	PTG Planning
1-Nov	GTL Meeting	GTL Presentation
2-Nov	Faculty PD	PTGs + No Excuse November
8-Nov	Grade Team Meeting	Leader Trust Surveys
9-Nov	Content Meeting	Team & Trust Time
15-Nov	GTL Meeting	Behavior Rtl w/ Alicia
16-Nov	Faculty PD	Team & Trust Time
30-Nov	MOCK Kinder-5th All Subjects PD	SE/Finals Mock Testing Training & Logistics
6-Dec	GTL Meeting (CANCELLED)	GPTW Survey
7-Dec	Faculty PD (CANCELLED)	Winter Break Operations + Checkout
13-Dec	Grade Team Meeting	Team & Trust Time
14-Dec	Content Meeting	Winter Social in content teams?
3-Jan	Course Collaboration	AM: Course Collaboration PM: Work Time on Campus assigned by managers
4-Jan	Faculty Meeting	TBD
10-Jan	Grade Team Meeting	TBD
11-Jan	Content Meeting	TBD
17-Jan	GTL Meeting	Behavior Rtl w/ Alicia
18-Jan	Faculty Meeting	Q2 Team Awards
24-Jan	Grade Team Meeting	TBD
25-Jan	Content Meeting	TBD
31-Jan	GTL Meeting	TBD
1-Feb	Faculty Meeting	STAAR Teachers: Make decisions for MOY LPAC (testing accommodations)
7-Feb	Grade Team Meeting	
8-Feb	Content Meeting	
9-Feb	3rd MOY LPAC	STAAR Accoms
10-Feb	4th MOY LPAC	STAAR Accoms
11-Feb	5th MOY LPAC	STAA AccMms
15-Feb	Grade Team Meeting	K - 2nd Only
15-Feb	3rd-5th Mock PD in lieu of Grade Team Meeting	How to
18-Feb	Course Collaboration	Course Collaboration + On Campus PD = Announcements & Work Time
21-Feb	Grade Team Meeting	TBD
22-Feb	Content Meeting	TBD
28-Feb	GTL Meeting	Behavior Rtl w/ Alicia
1-Mar	TELPAS PD in lie of Faculty Meeting	(10) Family Engagement (45) STAAR Teachers: Finalize Accommodations & Supplemental Aids
7-Mar	Grade Team Meeting	TBD
8-Mar	Content Meeting	TBD
12-Mar	Course Collaboration	Course Collaboration+ Leader Trust Surveys
21-Mar	GTL Meeting	Behavior Rtl w/ Alicia
22-Mar	3rd-4th ELA/Math and 5th Science Mock PD	Testing Plan and Procedures
28-Mar	Whole Staff STAAR Security Training	Whole School Security + Q3 Team Awards
29-Mar	5th Math/Reading STAAR PD	Plan and Logistics
4-Apr	Grade Team Meeting	TBD
5-Apr	Content Meeting	TBD
11-Apr	GTL Meeting	Behavior Rtl w/ Alicia
12-Apr	Faculty Meeting	TBD
18-Apr	Grade Team Meeting	TBD
18-Apr	EOY DIBELS PD in lie of Grade Team Meeting	K-2 DIBELS
19-Apr	Content Meeting	TBD
25-Apr	GTL Meeting	TBD
26-Apr	Faculty Meeting	Tactical
2-May	Grade Team Meeting	TBD
3-May	3rd-5th STAAR PD in lieu of Content Meeting	STAAR Training Refresher + Logistics
9-May	GTL Meeting	Behavior Rtl w/ Alicia
10-May	Faculty Meeting	TBD
16-May	Grade Team Meeting	TBD
17-May	Content Meeting	TBD
18-May	Kinder and 1st EOY LPAC	Exit/Non-Exit ELs
19-May	2nd and 3rd EOY LPAC	Exit/Non-Exit ELs
20-May	4th and 5th EOY LPAC	Exit/Non-Exit ELs
23-May	GTL Meeting	TBD
24-May	Faculty Meeting	1) EOY Teacher Awards: Paper Plates + Core Values 2) EOY Checklists & Grade Verification

IDEA Public Schools

IDEA Academy Montopolis

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
<p>Erika DeWalt, Principal</p> <p>Corrie Mathias, API for Grades 3rd-5th</p> <p>Norma Rodriguez, API for Grades 3rd-5th</p> <p>Sara Flores, API for Grades K-2</p> <p>Jorge Garcia, APO</p> <p>Tara Arriaga, SSA</p> <p>Julie Sandoval, Parent Representatives</p> 	Thursday, September 30, 2021	<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 28, 2021	<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 18, 2021	<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 16, 2021	<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 27, 2022	<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 24, 2022	<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 31, 2022	<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 28, 2022	<ol style="list-style-type: none"> 1. Earth Day 2. Family picnic 3. Autism Awareness 4. Parent Info Session 5. Data Review

IDEA Public Schools

IDEA Academy Montopolis

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	264,323
164	State Compensatory	\$ 3,676,798.00
404	Accelerated Reader/Math	\$ 888,097.00
165	State Bilingual	\$ 122,114.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 276,213.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 85,933.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 41,030.00

TOTAL \$ 5,354,508.00

IDEA Public Schools

IDEA Academy Montopolis

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	722	100%
At Risk	477	66%
SPED	46	6%
F.A.R.M	634	88%
ELL	422	58%
Male	365	51%
Female	357	49%
Amer. Indian	0	0%
Asian	1	0%
Black	40	6%
White	41	6%
Hispanic	633	88%

IDEA Public Schools

IDEA Academy Montopolis

Campus Committees

English Language Arts	Math
Committee Chair(s): Norma Rodrigez Committee Members: Lauren Stewman Anna Carrejo Demi Jarrell Alana Gibson	Committee Chair(s): Corrie Mathias Committee Members: Jennifer Nelson David Cantu Arille Fernandez Shae Crockett Suart Harris Rosa Vasquez
Science	Social Studies
Committee Chair(s): Mariana Mount Committee Members: David Gonzales Brianna Leonard	Committee Chair(s): Anna Maldonado Committee Members: Marisa Menchaca Mariah Zielecki
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Erika DeWalt Committee Members: Norma Rodriguez Sara Flores Corrie Mathias Jorge Garcia	Committee Chair(s): Tara Arriaga Committee Members: Sonia Torres Hilda Torres Elsa Cepeda
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Committee Chair(s): Sara Flores Committee Members: Jorge Garcia Dalia Mendoza Gloria Lopez	Committee Chair(s): Michael Berich Committee Members: Alicia Koslov Elsa Cepeda Melissa King Christie DeCome

Annual Performance Objective

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%
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- 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
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Needs Assessment

- S-STAAR
- D-DIBELS
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- AP-AP Tests
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- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Montopolis



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Montopolis

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

IDEA Montopolis strives to be the best option for students and families in the greater Austin area. Currently, we are crushin' it as the third best HS in Austin and the first best charter school in the city, according to the U.S. News and World Report.

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.

IDEA Public Schools

IDEA College Prep Montopolis

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA College Prep Montopolis

Professional Campus Staff 2021-2022					
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers			
Cristopher Rubio Drina Talamas Krystina Maloukis Brea Smith Sarah Eads Mary Cervantes	Debra Williams Sandra Estrada Esteban Rodriguez Anna Asendorf	Jessica MacNair AP Psychology Khristyn Parra Isiana Rendon Belmaris Sanchez Felipe Brito	Mario Gil Patricia Garza Jorge Garcia Desiree Garcia Erin Reed Vanessa Davis	Ashley Lance Matthew Faulkner Greg Reck MS Comp Sci Alexandra Gonzalez Telana Elis	Brayant Natal Shante Walker Co-Teacher Sondria Patterson Zeasuchia Tate Helen Davis
Sixth Grade	Seventh Grade	Eighth Grade			
Joseph Frlot Shakelya Simon Anissa Reyes	Matthew Lotersmith Juan Chavez 7th Math	Daniel Manion Kaytie Saethre Stephanie Berryman Miguel Mendoza			
Ninth Grade	Tenth Grade	Eleventh Grade			
Brenda Calder Luis Garcia Armand Lefebvre Josh Ellis	Lindsay Yoro Abdulkarim Bora Alisha Janiga Gerardo Latigo	Shaune Marx Jamie Jones Sergio Ramirez Beatrice Vela			
Twelfth Grade	Physical Education	Key			
Martin Dwyer Celeste Cardenas Ana Garcia Allen Walk	Jametria Green Zachary Cervantes Jonathan Vera	* - Bilingually Certified			

IDEA Public Schools
IDEA College Prep Montopolis

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
		Jennifer Reed
Facilities Staff	Child Nutrition	Front Office Staff
Brea Smith Chris Roscoe		Marie Mercado Laura Berkman Mercado

IDEA Public Schools
IDEA College Prep Montopolis

Tentative Staff Development Plan for 2021-2022 School Year

Date	Type	Session Title/Topic
9-Aug-21	All Staff	First Day Debrief
17-Aug-21	All Staff	STFAAR/AP Goals
24-Aug-21	All Staff	Radical Candor/Crucial Conversations
31-Aug-21	GTLs	Building Trust and Community
7-Sep-21	All Staff	Staff Affinity Groups
14-Sep-21	Content Teams	Content Team Time
21-Sep-21	HS/MS	HS: OTG, MS: Data Tracking
28-Sep-21	HS/MS	HS: ACT; MS: Student Groupings

Date	Type	Session Title/Topic
5-Oct-21	All Staff	Teambuilding
12-Oct-21	GTLs	Quarter 1 PTG
19-Oct-21	All Staff	Teambuilding
26-Oct-21	All Staff	TCP Celebration
2-Nov-21	All Staff	Testing: Mock TELPAS
9-Nov-21	All Staff	Content: Vertical Alignment Meetings
16-Nov-21	All Staff	Teambuilding: Thanksgiving Potluck
30-Nov-21	GTLs	Semester Exams
7-Dec-21	All Staff	Semester Exams
11-Jan-21	All Staff	Contents: EL Supports

Date	Type	Session Title/Topic
18-Jan-21	All Staff	MS: Content Time; HS: Teacher LOR
25-Jan-21	GTLs	Staff Celebration (Semester Exam Awards). BHM Preview
1-Feb-21	All Staff	Culture Review
8-Feb-21	All Staff	Basic Calibration/8th Field Test
22-Feb-21	All Staff	Calibration (Part II)
1-Mar-21	All Staff	TELPAS
8-Mar-21	All Staff	Vertical Alignment
22-Mar-21	GTLs	Quarter 3 PTG
29-Mar-21	All Staff	STAAR Security Trainings
12-Apr-21	All Staff	Quality Questioning 2
19-Apr-21	All Staff	STAAR Training
26-Apr-21	All Staff	AP Training
17-May-21	All Staff	OPS Closeout
24-May-21	All Staff	EOY Staff Celebration

IDEA Public Schools

IDEA College Prep Montopolis

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Christopher Rubio, Principal Sandra Estrada, Senior DCC Drina Talamas, API Krystina Maloukis, API Anna Asendorf, Senior CC Esteban Rodriguez, CC Sarah Eads, AC Debra Williams, SW Brea Smith, APO Martin Dwyer, GTL Lindsay Yoro, GTL Kaytie Saethre, GTL Matthew Loetersmith, GTL Joseph Frilot, GTL	Tuesday, September 7, 2021	1. Campus Culture Update 2. New Student Persistence 3. Hispanic Heritage Month
	Monday, October 5, 2021	1. Hispanic Heritage Month Celebration 2. Fall Festival 3. Q1 PTG
	Monday, November 1, 2021	1. Staff Thanksgiving Dinner 2. Mock Exams 3. Canned Food Drive
	Monday, November 29, 2021	1. Staff Holiday Party 2. Mock Exams 3. MOY Stepback
	Tuesday, January 4, 2022	1. MLK Day March and BHM Prep 2. Q2 PTG 3. Stay Conversations Updates
	Monday, January 31, 2022	1. Mock Exam Testing Plan (ELA) 2. Attendance/Persistence Update
	Monday, February 28, 2022	1. Q3 PTG 2. Merit Trips 3. Mock Exam Testing Plan
	Monday, April 4, 2022 Monday, May 2, 2022	1. Hiring 2. Testing 3. Teacher Appreciation Week 4. Summer School 5. MOY Awards/Celebrations

IDEA Public Schools

IDEA College Prep Montopolis

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	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 \$ 6,157,242.00

IDEA Public Schools

IDEA College Prep Montopolis

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	792	100%
At Risk	514	65%
SPED	67	8%
F.A.R.M	726	92%
ELL	569	72%
Male	411	52%
Female	381	48%
Amer. Indian	2	0%
Asian	0	0%
Black	33	4%
White	22	3%
Hispanic	731	92%

IDEA Public Schools

IDEA College Prep Montopolis

Campus Committees	
English Language Arts	Math
Committee Chair(s): Matthew Lotersmith; Lindsay Yoro Committee Members: Anissa Reyes Stephanie Berryman Brenda Calder Dr. Celeste Cardenas Shaune Marx	Committee Chair(s): Daniel Manion; Abdulkarim Bora Committee Members: Shakelya Simon 7th Grade Math Luis Garcia Allen Walk
Science	Social Studies
Committee Chair(s): Miguel Mendoza; Gabi Garcia Committee Members: Juan Chavez Armand Lefebvre Alisha Janiga Beatrice Vela	Committee Chair(s): Kaytie Saethre; Martin Dwyer Committee Members: Joseph Frilot Josh Elis Gerardo Latigo Jamie Jones
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Cristopher Rubio Committee Members: Drina Talamas Krystina Maloukis	Committee Chair(s): Sarah Eads Committee Members: Drina Talamas Debra Williams
School Culture and Climate	Special Populations
Committee Chair(s): Cristopher Rubio Committee Members: Drina Talamas Krystina Maloukis	Committee Chair(s): Vanessa Davis; Shante Walker Committee Members: Matthew Faulkner Greg Reck Ashley Lance

IDEA Public Schools

IDEA College Prep Montopolis

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1A	4th College Counselor	A	All	Anna Asendorf	August 2021- August 2022	DISC Budget	n/a	Tier I/II Matriculation
1E	HS English Interventionist	O	SPED/EL	Krystina Maloukis	August 2021-May 2022	DISC Budget	ELA MSR Reports	STAAR Scores
2A	GTL Trainings	P	All	Cris Rubio	September 2021- March 2022	Resources on The Hub	n/a	85% Staff Retention
1D	Computer Science Program	AP	All	Cris Rubio	2021-2022	CS Python, Amarix	Reports submitted to KLE foundation	30% AP Scholars
1I	ACT	A	All	Esteban Rodriguez	August 2021- December 2021	ACT Prep Books, Shmoop	ACT Student Tracker	21+ Average ACT Score

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2A	Teacher of the Week/Teacher of the Month	P	All	Drina Talamas	2021-2022	Posters, Certificates	Social Media Posts/Posters	85% Staff Retention
2C	DEI Training and work with all staff	P	All	Anna Asendorf	September 2021- March 2022	Staff Novel Studies	n/a	Persistence, Parent Satisfaction
2C	ADA Incentives and meetings	P	All	JR Garcia	2021-2022	Incentives for students	ADA Tracking	Persistence, Parent Satisfaction
3B	Social Media Initiatives	P	All	Sarah Eads	2021-2022	Facebook/Remind/Instagram	Student Joy Surveys	Persistence, Parent Satisfaction
1E	Math Interventionist	O	SPED/EL	Lindsay Yoro	August 2021-May 2022	IXL, Study Island	Math MSR Reports	STAAR Scores

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Parmer Park



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Parmer Park

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 Academy is characterized by safe, predictable, and warm environments that enable students to build caring relationships with adults and peers grounded in empathy, self-regulate their emotions and behaviors, and ultimately achieve academic success.

IDEA Public Schools

IDEA Academy Parmer Park

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy Parmer Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Katie Mackey - Executive Principal Sharon Stanton - APO Deyanira Gutierrez - Academy API Elizabeth Kuker - Academy API Kristen Kent - Academy API LaToya Griffin-Morrison - PIR		Carmen Boyer - SpEd Alaya Terrazas - SpEd Anna Rodriguez - Interv Ashely Perez - Interv Tatem Gordon - Interv Bonnie Correa - Interv Tiffany Williamson - Interv
Kindergarten	First Grade	Second Grade
Antoinette Shrewsbury Brentney Harrison * Yolanda Conner Mary Ann Horta	Kristine Polanco Emerald Warmate Grant Brennon	Naishla Maldonado Diana Ascencio Bobbie Iracheta
Third Grade	Fourth Grade	Fifth Grade
Alyssa Carpenter Tonica McZeal * Liz Kuker Lester Callaway		Perla Velazquez * Tara Palmer
Physical Education	Nurse or Health Aide	Key
Joey Williamson - Athletics Coordinator Gaby Narvaez - PE co-teacher	Raymond Cortez	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Parmer Park

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	
Marliza Mendez Keyler Maguilbray Tatem Gordon Cinthia Barron Garcia Kylie Klaus Michel Fleurant		
Facilities Staff	Child Nutrition	Front Office Staff
Isaac Cazares Aurora Eusebio Pompeyo	Jori Serrano Marisa Rodriguez Vilma Ketia Roque Sandra Patricia Salazar Isaza Esperanza Ochoa Rosa Patricia Ginny Rocio	Belinda Rabago - Sr. Business Clerk Demetria Jones - Test Coordinator Elizabeth Ramirez - School Monitor Genevieve Cortez - Enrollment Coordinator Griselda Alvarado - Academy Administrative Assistant Jacqueline Martinez - College Prep Administrative Assistant Maya Abou-Hamdan - School Monitor Monica Paz - Receptionist Sarah Surita - SIS Coordinator Verenith Muñoz - Registrar

IDEA Public Schools
IDEA Academy Parmer Park

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
10-Aug	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.
27-Aug	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.
3-Sep	Individual Student Trackers	Teachers will learn how to create BWA and unit exam trackers and also create individual student trackers
10-Sep	Grade Team Strategy Meeting: Curriculum Night	The staff, by grade level, strategize and plan sessions for Curriculum Night.
17-Sep	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.
24-Sep	SIOP Strategy	The staff will review the safety criteria for the different actions staff take during the various school drills.
1-Oct	Crafting Exemplars	TWBAT practice creating exemplars for daily practice and assessments given to students and receive feedback
8-Oct	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.
15-Oct	Leader Trust Surveys	TWBAT survey and give feedback to CP leaders.
22-Oct	Q1 PTG & TCP Recognitions	The CP staff will review current progress to goals. The staff will be recognized for their TCP placement.
29-Oct	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.
5-Nov	Thanksgiving Dinner & Teambuilding	The Parmer Park CP staff will build community and celebrate Team and Family.
12-Nov	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.
19-Nov	2 x2 Conversation	TWBAT learn about the 2x2 process
3-Dec	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.
10-Dec	Grade Team Strategy Meeting - Culture Camp/Data regroupings	The staff will help plan winter dane
24-Dec	Winter PD	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
31-Dec	Winter PD	Winter Break
7-Jan	Grade Team Strategy Meeting	Winter Break
14-Jan	Active Shooter/ELPS	Meeting agenda items include updating Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
21-Jan	Report Card Night	TWBAT practice lockdown procedures
18-Feb	ELL Calibration	TWBAT update parents on student progress
3-Mar	STAAR	TWBAT rate TELPAS in practice rounds and calibrate
31-Mar	Report Card Night	All staff will be trained on STAAR protocol and how to prevent irregularities
14-Apr	High Quality Questioning	TWBAT update parents on student progress
5-May	GTL Tactical: Awards	TWBAT incorporate high quality questioning into their reviews for STAAR
26-May	EOY PTG	Grade teams will collaborate in order to designate student awards for the year Staff will conduct a PTG of yearly operating mechanisms in order to make adjustments for the following year.

IDEA Public Schools

IDEA Academy Parmer Park

Site Based Decision Making Committee			
Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:	
Katie Mackey – Principal Sharon Stanton – Assistant Principal of Operations LaToya Morrison - Principal in Residence Deya Cazares - Assistant Principal of Instruction Liz Kuker - Assistant Principal of Instruction Kristen Kent - Assistant Principal of Instruction	July 15 th , 2020	<ol style="list-style-type: none"> 1. Grade Level Leadership Roles & Responsibilities 2. 2020-2021 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp 	
	7-Aug-20	<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 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 	
	13-Nov	<ol style="list-style-type: none"> 1. PTG Q2 2. Culture Rubric- Priority Area 	
		11-Dec	<ol style="list-style-type: none"> 1. Q2 Report Card Night 2. Culture Rubric-Priority Area
		22-Jan	<ol style="list-style-type: none"> 1. PTG Q3 2. Curriculum Night 3. 2021-2022 Budget 4. Culture Rubric-Priority Area
	19-Feb	<ol style="list-style-type: none"> 1. Budget Priorities 2021-2022 2. STAAR celebration 3. Culture Rubric-Priority Area 	
	March 12th	<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. Royal Reader Celebration 	

IDEA Public Schools

IDEA Academy Parmer Park

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$192,232
212	Title I Migrant	
224	IDEA-B Formula	\$46,873
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$24,325

TOTAL \$ 5,214,762.00

IDEA Public Schools

IDEA Academy Parmer Park

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	508	100%
At Risk	177	35%
SPED	25	5%
F.A.R.M	0	0%
ELL	168	33%
Male	261	51%
Female	247	49%
Amer. Indian	2	0%
Asian	21	4%
Black	131	26%
White	64	13%
Hispanic	279	55%

IDEA Public Schools

IDEA Academy Parmer Park

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Liz Kuker	Committee Chair(s):	LaToya Morrison
Committee Members:	Diana Ascencio Deya Cazares Nikki Perez	Committee Members:	Alyssa Carpenter Brentney St. Amand Tonica Smith
Science		Social Studies	
Committee Chair(s):	Perla Pina	Committee Chair(s):	Kristen Kent
Committee Members:	Michel Fleurant Ruben Garza	Committee Members:	Grant Brennon Lester Callaway
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	LaToya Morrison	Committee Chair(s):	Kristen Kent
Committee Members:	Liz Kuker Deya Cazares	Committee Members:	Anna Rodriguez Genevieve Cortez
School Culture and Climate		Special Populations	
Committee Chair(s):	Kristen Kent	Committee Chair(s):	Madison Stacy
Committee Members:	Anna Rodriguez Katie Mackey	Committee Members:	Alaya Terrazas Anna Rodriguez Bonnie Correa

Annual Performance Objective

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%
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- 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
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PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
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- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

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- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Parmer Park



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Parmer Park

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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.

IDEA Public Schools

IDEA College Prep Parmer Park

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA College Prep Parmer Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Katie Christon (principal) Ceci Garcia (assistant principal of instruction) Sharon Stanton (assistant principal of operations)	Natalie Hardaway (academic counselor) Taylor Hayes (social worker)	Shanna Goins (intervention) Courtney Polhemus (SPED) Marianna Guia (SPED)*
Sixth Grade	Seventh Grade	Eighth Grade
Hillary Washington (math) Kymberli Reynolds (science) Clay Taylor (english)	Jose Fierro (math)* Ronnie Rios (humanities) Jason Boyle (english)	n/a
Ninth Grade	Tenth Grade	Eleventh Grade
n/a	n/a	n/a
Twelfth Grade	Physical Education	Key
n/a	Joey Williamson (PE)	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Parmer Park

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Ana Umana (AR)	n/a	n/a
Facilities Staff	Child Nutrition	Front Office Staff
Isaac Cazares (FM)	Jori Serrano (CNP Manager) Pompeo Mora Aurora Dominguez Eusebio Segovia Marisa Rodriguez Esperanza Ochoa Maureen Laboy Torres Sandra Salazar Ketia Roque	Verenith Munoz (receptionist) Sarah Surita (sis) Genevive Cortez (student enrollment) Jacqueline Martinez (admin asst) Belinda Rabago (business clerk) Demetria Jones (testing coordinator)

IDEA Public Schools
IDEA College Prep Parmer Park

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
10-Aug	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.
27-Aug	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.
3-Sep	Individual Student Trackers	Teachers will learn how to create BWA and unit exam trackers and also create individual student trackers
10-Sep	Grade Team Strategy Meeting: Curriculum Night	The staff, by grade level, strategize and plan sessions for Curriculum Night.
17-Sep	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.
24-Sep	SIOP Strategy	The staff will review the safety criteria for the different actions staff take during the various school drills.
1-Oct	Crafting Exemplars	TWBAT practice creating exemplars for daily practice and assessments given to students and receive feedback
8-Oct	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.
15-Oct	Leader Trust Surveys	TWBAT survey and give feedback to CP leaders.
22-Oct	Q1 PTG & TCP Recognitions	The CP staff will review current progress to goals. The staff will be recognized for their TCP placement.
29-Oct	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.
5-Nov	Thanksgiving Dinner & Teambuilding	The Parmer Park CP staff will build community and celebrate Team and Family.
12-Nov	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.
19-Nov	2 x2 Conversation	TWBAT learn about the 2x2 process
3-Dec	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
10-Dec	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.
24-Dec	Winter PD	Winter Break
31-Dec	Winter PD	Winter Break
7-Jan	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.
14-Jan	Active Shooter/ELPS	TWBAT practice lockdown procedures
21-Jan	Report Card Night	TWBAT update parents on student progress
18-Feb	ELL Calibration	TWBAT rate TELPAS in practice rounds and calibrate
3-Mar	STAAR	All staff will be trained on STAAR protocol and how to prevent irregularities
31-Mar	Report Card Night	TWBAT update parents on student progress
14-Apr	High Quality Questioning	TWBAT incorporate high quality questioning into their reviews for STAAR
5-May	GTL Tactical: Awards	Grade teams will collaborate in order to designate student awards for the year
26-May	EOY PTG	Staff will conduct a PTG of yearly operating mechanisms in order to make adjustments for the following year.

IDEA Public Schools

IDEA College Prep Parmer Park

Site Based Decision Making Committee

Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:
Katie Christon – Principal Sharon Stanton – Assistant Principal of Operations Natalie Hardaway – Academic Counselor Ceci Garcia - Assistant Principal of Instruction	July 15 th , 2020	<ol style="list-style-type: none"> Grade Level Leadership Roles & Responsibilities 2020-2021 Driving Goals Strategies for Persistence & Attendance Grade Level Lead Check Ins & Tactical Culture Camp
	7-Aug-20	<ol style="list-style-type: none"> GTL Priorities and Responsibilities
	August 3-6	<ol style="list-style-type: none"> BOY PD for teachers Meet the teacher Night
	August 8-12	<ol style="list-style-type: none"> Campus Priorities: Culture (GET 2B and 2C) and Exemplars Daily culture rounds Annual Calendar Review
	September 10-14	<ol style="list-style-type: none"> Campus Priority; Tracking Fall Festival Culture Rubric-Priority Area
	September 17 th	<ol style="list-style-type: none"> Just a G
	October 16 th	<ol style="list-style-type: none"> Talent Review PTG Q1 Campus Priority
	13-Nov	<ol style="list-style-type: none"> PTG Q2 Culture Rubric- Priority Area
	11-Dec	<ol style="list-style-type: none"> Q2 Report Card Night Culture Rubric-Priority Area
	22-Jan	<ol style="list-style-type: none"> PTG Q3 Curriculum Night 2021-2022 Budget Culture Rubric-Priority Area
19-Feb	<ol style="list-style-type: none"> Budget Priorities 2021-2022 STAAR celebration Culture Rubric-Priority Area 	
March 12th	<ol style="list-style-type: none"> Q3 Report Card Night Culture Rubric –Priority Area 	
April 16 th	<ol style="list-style-type: none"> EOY Award Ceremonies Culture Rubric-Priority Area 	
May 14 th	<ol style="list-style-type: none"> End-of-year Celebration Field Day Summer Student Persistence Plan Royal Reader Celebration 	

IDEA Public Schools

IDEA College Prep Parmer Park

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	\$ 452,457.18
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Funding Sources—State

161	State Gifted & Talented	\$ -
163	State Special Education	\$132,366
164	State Compensatory	\$1,841,249
404	Accelerated Reader/Math	\$444,737
165	State Bilingual	\$61,152
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$100,971
212	Title I Migrant	
224	IDEA-B Formula	\$54,685
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$15,972

TOTAL \$ 3,103,589.18

IDEA Public Schools

IDEA College Prep Parmer Park

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	249	100%
At Risk	105	42%
SPED	28	11%
F.A.R.M	208	84%
ELL	109	44%
Male	133	53%
Female	116	47%
Amer. Indian	0	0%
Asian	9	4%
Black	48	19%
White	11	4%
Hispanic	181	73%

IDEA Public Schools

IDEA College Prep Parmer Park

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. Kymberli Reynolds 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 3. Ceci Garcia
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. Sharon Stanton 	<p>Committee Chair(s): Natalie Hardaway</p> <p>Committee Members:</p> <ol style="list-style-type: none"> 1. Shanna Goins 2. Joey Williamson

IDEA Public Schools

IDEA College Prep Parmer Park

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Pear Deck Participation tracker	STAAR	All	Natalie Hardaway	1/1/21 - 6/1/21	Human	Pear deck tracker	Attendance
	Advisory Structure for Parent involvement	STAAR	All	Natalie Hardaway	1/1/21 - 6/1/21	Human	Powerschool call log	Attendance
	SPED inclusion training and evaluation for online support	SPED	SPED	Ceci Garcia	8/1/20 - 6/1/21	Human	SPED minute logs	IAs
	Move this world implementation in advisory	DR	ALL	Taylor Hayes	8/1/20 - 6/1/21	Human/Material	Emails for plans	Discipline reports
	Restructuring of ELA block	STAAR	ALL	Ceci Garcia	1/1/21 - 6/1/21	Human/Material	Lesson Plans	IAs

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Implenetation of Wit and Wisdom	STAAR	ALL	Ceci Garcia	8/1/20 - 6/1/21	Human/Material/Fiscal	Lesson Plans	IAs
	Teachboost for teacher coaching and development	STAAR, DR	ALL	Katie Christon	8/1/20 - 6/1/21	Human/Material/Fiscal	Teachboost	PTG, staff development cycle
	Lead team morning huddles	STAAR, DR	All	Katie Christon	8/1/20 - 6/1/21	Human	Meeting notes	PTG
	GET rubric scope and sequence for new teachers	STAAR, DR	ALL	Katie Christon	8/1/20 - 6/1/21	Human/Material	Teachboost	PTG, staff development cycle
	AR focus	STAAR	ELL, SPED	Ceci Garcia	8/1/20 - 6/1/21	Human/Material/Fiscal	AR tracker	PTG

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Pflugerville



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Pflugerville

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 at IA Pflugerville will continue August 9th, 2021, as all 50 staff members will welcome back our beloved scholars.

The mission is to cultivate courageous young adults to be confident and comfortable in any environment they enter in our ever-changing society. We are in the business of assisting them in reaching their true, boundless potential of becoming bold critical thinkers, passionate and elite learners, and overall good people. Through the delivery of purposeful instruction and by taking full advantage of character-building opportunities, we will not fail!

IDEA Public Schools

IDEA Academy Pflugerville

District Goals 2021-2022

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%
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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 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

IDEA Public Schools

IDEA Academy Pflugerville

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Principal - Melissa Lopez	AC - Tyrell Harmon	April Correa
PIR - Asia Walker		Norma Sanchez+
API - Constance Taylor		Sandra Olvera
API - Allison Hernandez		Aleeza Williams
API - Zachary Garza		Terry Fields
AC - Tyrell Harmon		Ashley Fuchs
AA - Marisol Murillo		
Kindergarten	First Grade	2nd Grade
Hillary Chase	Amanda Pena*+	Lisa Garza
Dominique Benford*	Latishia Hodge	Suzet Salinas
Amber Mitchell	Kelsie Hollins	Nicholas Juarez
Diana Rivera	Dionne Alexander	Amy Phillips
	Stephanie Anzaldua	
3rd Grade	Fourth Grade	Fifth Grade
Ana Cuellar	Laurie Beutler	Alexa Anastos
Breana Mercado	Julianna Connell	A'iajea Howard
Sharon Padilla*	Kendall Bonvicin	Fransesca Beazer
Nicholas Ange	Sarah Perez*	Iyce Walker
Physical Education		Key
Shanay Washington		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Pflugerville

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	Transportation
Annicea Sorrells	N/A	N/A
Takela Wilson		
Melissa Beckly		
Briana Adames		
Jewell Raphael		
Kelly Robinson		
Michelle Lopez		

Facilities Staff	Child Nutrition	Front Office Staff
Ron Arguello	Julio Arguello	Jessica Falcon
		Jessica Vasquez
		Jose Mendez

IDEA Public Schools

IDEA Academy Pflugerville

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
10-Aug	Classroom Culture	
17-Aug	SpEd Accomodations	
24-Aug	Illuminate	
31-Aug	Gradebook	

Date	Session Title/Topic	Session Objective(s)
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7-Sep	Round 1 Goals	
11-Sep	Culture Clinic	
21-Sep	Accomodations for ELLs/ TELPAS	

Date	Session Title/Topic	Session Objective(s)
5-Oct	Report Card Night One-Pager	
26-Oct	MOY DIBELS	

Date	Session Title/Topic	Session Objective(s)
9-Nov	Think Tank	

Date	Session Title/Topic	Session Objective(s)
14-Dec	2x2s	

Date	Session Title/Topic	Session Objective(s)
11-Jan	Culture Reset	

IDEA Public Schools

IDEA Public Schools

IDEA Pflugerville Academy SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fisc	Documentation	Formative Evaluation
	Safe and Civil School	O	All	Asia Walker	8/11-5/28/21	PD participant materials	GPTW Survey Data, Level 3 Suspensions	Level 3 Referrals
1A	4th-5th Field Lessons	O	All	Constance Taylor/Allison Hernandez	8/11/20-5/28/21	Buses	Attendance rosters	N/A
1E	PD series on STAAR Success	S	All	Melissa Lopez/Asia Walker/Noha Noman	8/9/21-5/26/22	materials, STAAR	Attendance of teachers (rosters)	STAAR Test scores
1H	3rd-5th Targeted Intervention for MATH	S	ELL, AR, SE	Asia Walker/Constance Taylor	8/9/21-5/26/22	Success books, Student Work,	Daily attendance in classes during and after school	Most recent test scores
2A	Celebrating Teachers and CO Teachers	O	All	Melissa Lopez/Asia Walker	8/9/21-5/26/22	school swag, gifts	Teacher Weekly	N/A
2B	Student Incentives to support ADA	O	All	Dwayne Shorter	8/9/21-5/26/22	treats, games	Attendance documentation in powerschool	Data for ADA
2C	Student Incentives to support Persistence	O	All	Tyrell Harmon/Dwayne Shorter	8/9/21-5/26/22	Tangibles, treats, games	Documentation in computer files	Tracking data for Persistence
2D	Saturday School Tutorials	S	All	Asia Walker/Constance Taylor/Allison Hernandez	8/9/21-5/26/22	Student work materials	Attendance rosters	Test scores
1E	PD for SWAMs	O	All	Asia Walker	8/9/21-5/26/22	PD participant materials	Attendance of teachers (rosters)	Test scores
2C	Professional Development on Strong First Teach	O	All	Asia Walker	8/9/21-5/26/22	PD participant materials	Attendance of teachers (rosters)	assignment completion

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fisc	Documentation	Formative Evaluation
1A	4th-5th Field Lessons	O	All	Hernandez	8/11/20-5/28/21	Buses	Attendance rosters	N/A
1E	Machine	S	All	Asia Walker/Noha Noman	8/11/20-5/28/21	materials	Attendance of teachers (rosters)	Test scores
1H	ELA	S	ELL,	Olvera, Allison Hernandez,	8/11/20-5/28/21	Success	school	Test scores
2A	Month/Operations of the month	O	All	Melissa Lopez, Asia Walker	8/11/20-5/28/21	school swag,	Teacher Weekly	GPTW survey
2B	Student Incentives to support ADA	O	All	Dwayne Shorter	8/11/20-5/28/21	treats, games	Attendance documentation in powerschool	Data for ADA
2C	Persistence	O	All	Shorter	8/11/20-5/28/21	treats, games	Documentation in computer files	Persistence
2D	Student Tutorials (in class)	S	All	Taylor/Allison Hernandez	8/11/20-5/28/21	materials,	Attendance rosters	Ticket Data
2B	Fun Friday for Student Behavior	O	All	Anderson	8/11/20-5/28/21	treats, games,	Class Dojo	N/A
1E	Professional Development	O	All	Asia Walker	8/11/20-5/28/21	materials	Attendance of teachers (rosters)	Test scores

IDEA Public Schools

IDEA Academy Pflugerville

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	\$	270,297.00
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Funding Sources—State

161	State Gifted & Talented	\$	-
163	State Special Education	\$	264,323.00
164	State Compensatory	\$	3,676,798.00
404	Accelerated Reader/Math (Reading Materials)	\$	888,097.00
165	State Bilingual (CLEP)	\$	122,114.00
411	Technology Allotment (Softwares)		
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular	\$	224,757.00
212	Title I Migrant	\$	-
224	IDEA-B Formula	\$	111,322.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology	\$	-
263	Title III, Bilingual	\$	40,297.00

TOTAL \$ 5,598,005.00

IDEA Public Schools

IDEA Academy Pflugerville

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	643	100%
At Risk	308	48%
SPED	58	9%
F.A.R.M	463	72%
ELL	273	42%
Male	321	50%
Female	322	50%
Amer. Indian	2	31%
Asian	37	6%
Black	133	21%
White	67	10%
Hispanic	392	61%

IDEA Public Schools

IDEA Academy Pflugerville

Campus Committees	
English Language Arts	Math
Committee Chair(s): Sharon Padilla Committee Members: Jeffrey Brown Laurie Beutler A'ajea Steptoe	Committee Chair(s): Alexa Anastos Committee Members: Dionne Alexander Lisa Garza Sarah Perez
Science	Social Studies
Committee Chair(s): Stephanie Anzaldua Committee Members: Nicholas Juarez Ana Cuellar Kendall Bonvincin Francesca Beazer	Committee Chair(s): Stephanie Anzaldua Committee Members: Nicholas Juarez Ana Cuellar Kendall Bonvincin Francesca Beazer
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Melissa Lopez Committee Members: Asia Walker Constance Taylor Allison Hernandez Dwayne Shorter Zach Garza Tyrell Harmon	Committee Chair(s): Tyrell Harmon Committee Members: Asia Walker Constance Taylor Allison Hernandez Dwayne Shorter Zach Garza Melissa Lopez
School Culture and Climate	Special Populations
Committee Chair(s): Stacy Anderson Committee Members: Tyrell Harmon Constance Taylor Allison Hernandez Dwayne Shorter Zach Garza Melissa Lopez	Committee Chair(s): Asia Walker Committee Members: Tyrell Harmon Constance Taylor Allison Hernandez Dwayne Shorter Zach Garza Melissa Lopez

Annual Performance Objective

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- 2C. Student Persistence: 90%
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PRIORITY #3: Achieve Mission at Scale

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- 3B. Enrollment in August 2020: 64,455
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- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Pflugerville



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Pflugerville

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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.

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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 Pflugerville College Prep, we are committed to developing community centered, challenge seeking, secure, and creative students who will attend and graduate a four year college. We are dedicated to developing students' emotional intelligence alongside their academic abilities and believe in their ability to create positive change in our community and the world.

IDEA Public Schools

IDEA College Prep Pflugerville

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep Pflugerville

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Julia Ruiz Hannah Orth Kate Banghart Sofia Cifuentes Dong Hyun Kim Amie Coleman Dwayne Shorter	Caitlin Riojas	Spencer Morris Kenneth Velazco Laudan Vigil Tameka Thomas Crystal Verver Wesley Townsend
		Sanora Montemayor
		Travis Sills
		Steven Rose
		Cici Lopez
		Campbell Green
		Eamon Corrigan
		William Compton
		Ziad Taboub
Sixth Grade	Seventh Grade	Eighth Grade
Scott Bloom	Elizabeth Williams	Alexis Casiano
Alisa Pelaez	Darletta McKinnis-Weems	Joneice Smith
Diana Mendoza	Brianda Salinas	Mee-Lai Alvarado
		Philip Strang
Ninth Grade	Tenth Grade	Eleventh Grade
Douglas Horton Dana Browning (Stuart)		
Danielle Cantu KD Tornovish		
Twelfth Grade	Physical Education	Key
	Kierra Dillard Christopher Rogers	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Pflugerville

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Crystal Verver Alejandra Rivera		Denise Richey Farita Johnson
Facilities Staff	Child Nutrition	Front Office Staff
Ron Arguello Ana Rodriguez Maria Garcia, Gloria Garcia, Beatriz Trevino, Rosa Gomez Claudia Lopez	Julio Arguello Claudia Tejada Marisela Cordova Cristela Vielma Rosa Gomez Raquel Reyes Maria Bewley Maria Guadalupe Martinez de Robles Maricela Ruiz Maria Bewley Erika Leyva de los Santos Lidia Hernandez Emilia Garcia	Crystal Garcia Sofia Garcia Jessica Falcon Matasha Green

IDEA Public Schools
IDEA College Prep Pflugerville

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
August 17	Technology in Classrooms	Staff will be able to articulate IDEA Pflugerville CP's Approach to using 1:1 Technology
August 24	Data Tracking	Staff will set up tracking systems for the 2021-2022 school year.
31-Aug	Acceleration Planning	Staff will plan for Acceleration groups and content for rest of Quarter 1
7-Sep	Building Community	Staff will learn best practices for building community and team in classrooms and as a school
14-Sep	Goal Setting	Staff will finalize their goals for the year
21-Sep	Grade Level Meeting	Staff will assess progress to goals so far this year as grade level
28-Sep	Content Meeting	Content Teams will finalize year's project
5-Oct	Acceleration Planning	Staff will plan for Acceleration groups and content first half of quarter 2

Date	Session Title/Topic	Session Objective(s)
12-Oct	Increasing Student Voice	Staff will learn about our school wide approach to increase student voice in classrooms
19-Oct	Grade Level Meeting about Student Voice	Staff will review data on student voice in grade level meetings
26-Oct	Crucial Conversations	Staff will develop shared understanding and approach to having difficult conversations
2-Nov	Building Community	Staff will learn best practices for building community in classrooms and as a team
9-Nov	Content Meeting	Staff will work on Content Team's focus for the year
16-Nov	Acceleration Planning	Staff will plan Acceleration groups for second part of quarter 2
30-Nov	Semester Exam Proctoring	Staff will learn expectations around proctoring Semester Exams
7-Dec	Content Meeting	Staff will work on Content Team's focus for the year
14-Dec	Building Community	Staff will continue building on best practices for building community
4-Jan	State of the School	Staff will reflect on semester exam data and plan for next steps

Date	Session Title/Topic	Session Objective(s)
11-Jan	Building Community Series	Staff will learn best practices for building community in classrooms and as a team
18-Jan	Staff Feedback Gathering	Staff will provide important feedback on our school's working environment.
25-Jan	Active Monitoring in Content Teams	Staff will see a model of active monitoring and plan to implement best practices in their class.
1-Feb	TELPAS Training	Staff will learn how to grade TELPAS.
8-Feb	Building Community Series	Staff will learn best practices for building community in classrooms and as a team
15-Feb	STAAR Security Training	Staff will internalize guidelines, expectations, and law for a secure STAAR testing environment.
22-Feb	Show Call	Staff will learn and practice the implementing the Show Call method in their classrooms--specifically, Good to Great.
1-Mar	TELPAS Calibration	Staff will grade TELPAS.
8-Mar	Building Community Series	Staff will learn best practices for building community in classrooms and as a team
22-Mar	Show Call, Part 2	Staff will learn and practice the implementing the Show Call method in their classrooms--specifically, Good to Great.
29-Mar	Mock Exam Data Analysis + Strategy	Teachers will calibrate (when necessary), finish grading MOCK exams, and analyze students' proximity to goals with guidance of administration.
5-Apr	Mock Exam Data Analysis + Strategy, Part 2	Teachers will plan for intervention based off of their MOCK exam data.
12-Apr	Building Community Series	Staff will learn best practices for building community in classrooms and as a team
19-Apr	Content Team Meeting	Content Teams will meet to plan intervention for their content.
26-Apr	Schedule Internalization & Feedback	Teachers will internalize and provide feedback where relevant on schedules for next year.
3-May	Content Team Meeting	Content Teams will meet to plan intervention and differentiation for their content.
10-May	Building Community Series	Staff will learn best practices for building community in classrooms and as a team
17-May	Feedback for Next Year	Staff will provide input on our vision and goals for next year.

IDEA Public Schools

IDEA College Prep Pflugerville

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Julia Ruiz, Administrative Assistant Hannah Orth, Assistant Principal of Humanities Grade Level Administrator for 7G Kate Banghart, Principal Sofia Cifuentes, Principal in Residence over STEM, Grade Level Administrator for 6G Dong Hyun Kim, Assistant Principal of Special Education + 8th Grade Amie Coleman, Student Success Advisor Dwayne Shorter, Assistant Principal of Operations Ciclalik Lopez, 8th Grade Team Leader Douglas Horton, 9th Grade Team Leader Travis Sills, 6th Grade Team Leader Sanora Montemayor, 7th Grade Team Leader Tameka Thomas, College Counselor and Grade Level Administrator for 9G Caitlin Riojas, Social Worker	28-Jul-21	Bell Schedules, Safe Transitions, Safety Drills, Building Team Culture, Parent Communication Norms
	20-Sep-21	Beginning of Year Reflection, Culture Check, ADA Processes, Fall Events, Family Contact Progress
	15-Oct-21	HB4545 Planning, Family Meetings for HB4545, Homecoming
	3-Jan-22	Semester Exam Debrief and Plan for Acceleration in Semester 2, Family Event Planning, Winter Sports Banquet
	18-Feb-22	Great Places to Work Survey data debrief, Plan for Staff Morale, State Testing Schedule, Transition Meetings
	22-Mar	Step Up/Graduation Plans, Post-Testing Field Trips, Spring Events
	11-Apr	Next year scheduling feedback and timelines, band concerts, SEL strategies for testing season, summer school
	2-May	Planning Strategy Teams for Next Year, Content Teams, Roster Planning
	30-May	EOY Stepback, Planning for New Teacher Institute, Planning for BOY PD

IDEA Public Schools

IDEA College Prep Pflugerville

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	\$ 215,966.00
164	State Compensatory	\$ 3,004,144.00
404	Accelerated Reader/Math	\$ 725,643.00
165	State Bilingual	\$ 99,744.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 188,349.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 99,604.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 42,349.00

TOTAL \$ 4,375,799.00

IDEA Public Schools

IDEA College Prep Pflugerville

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	406	100%
At Risk	42	10%
SPED	35	9%
F.A.R.M		0%
ELL	82	20%
Male	191	47%
Female	215	53%
Amer. Indian	2	0%
Asian	31	8%
Black	52	13%
White	39	10%
Hispanic	282	69%

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IDEA College Prep Pflugerville

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Hannah Orth	Committee Chair(s):	Douglas Horton
Committee Members:	Joneice Smith Alisa Peleaz	Committee Members:	Brianda Salinas Mee-Lai Alvarado Diana Mendoza
Science		Social Studies	
Committee Chair(s):	Sofia Cifuentes	Committee Chair(s):	Hannah Orth
Committee Members:	Scott Bloom Philip Strang Danielle Cantu	Committee Members:	Dana Stuart Elizabeth Williams Alexis Casiano
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Julia Ruiz	Committee Chair(s):	Caitlin Riojas
Committee Members:	Katherine Banghart Tameka Thomas	Committee Members:	Amie Coleman Douglas Horton Sanora Montemayor Travis Sills Ciclalik Lopez Brianda Salinas
School Culture and Climate		Special Populations	
Committee Chair(s):	Amie Coleman	Committee Chair(s):	Dong Kim
Committee Members:	Douglas Horton Ciclalik Lopez Sanora Montemayor Travis Sills	Committee Members:	William Compton Campbell Green Eamon Corrigan Ziad Taboub Crystal Verver

IDEA Public Schools
IDEA College Prep Pflugerville

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2D	Schoolwide Positive Community Incentives	DR	All	AC+ GTL's	BOY-EOY	Merit Tracker and Incentive System	Tracker by homeroom that is kept by Homeroom Teacher and GTL	EOY referral numbers/suspensions
1A, 1B, 1C, 1D, 1F	Providing more time for instruction for all students depending on individual needs during Acceleration period	S	All	Principal, APFs, CC, Teachers	BOY-EOY	Individualized Learning, Tech	Master Schedule, Gradebook	EOY STAAR
1A, 1B, 1C, 1D, 1F, 2B, 2C	Restart PTO to continue building partnership with PTO & Community	O	All	AC/APO/PIR	Q1 Parent Mtg-EOY	refreshments	Sign in sheets, parent surveys	Final attendance rosters
1E	Increase student conversation to enhance conceptual understanding	o	All	All admin and teachers	Oct-EOY	PD Funds	Class Observations	Percentage increase in student participation month over month

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2F	Social Media and Parent Weekly	O	ALL	AC	2nd week of Sept-	Facebook & twitter accounts for school, email address of parent base	amount of followers,	accounts actually set up & internal survey on effectiveness
1A, 1B, 1C, 1D, 1F, 2D, 2F	Increasing participation in Accelerated Reading and AR incentives to 6-7 grade to build fluency and excitement around reading	S, A, AP	All	Teacher, Interventionists, PIR	BOY-EOY	AR program purchase, Library book increase	AR reports	AR reports, # of pages read over time and quizzes, # of RR and WM
2D, 2F	Family & Community Involvement: Student Persistence	O	All	All Admin	BOY-EOY	Incentives for new to IDEA students and returning students; APO/AC partnership	Persistence and ADA	Final attendance
1A, 1B, 1C, 1D, 1F	Math and Science - provide additional supports and opportunities for students to practice supporting standards through intervention groups based upon need	S	All	Classroom Teachers/Instructional Managers hold accountable	BOY-EOY	Supplements to curriculum provided; unit plans for each content; common rubric/criteria for success across contents	Math scores, grades, check ins with managers	STAAR Results
1A, 1B, 1C, 1D, 1E 1I, 1J	Schoolwide: Vocabulary focus	S, EOC, AP,	All	All instructional staff	BOY-EOY	Content and ELL appropriate resources, Vocabulary Books for all grade levels, PD dedicated to literacy	Lesson plans, grades in gradebook	STAAR Results
2B, 2C, 3B	School Culture & Climate: SEL Lessons, celebrations, community meetings, & reflection structures built before BOY and adhered to.	O	All	All teachers & admin	BOY-EOY	all teachers & admin, SEL curricula (Move this World & Circles), Summer Reading discussion during BOY PD	RTI documentations and student survey data	quarterly points analysis
2A, 2E	Staff Quality Recruitment/Retention	O	All	All Admin	BOY-EOY	Ongoing PD, Use of TCP Benefits, Staff Appreciation Cycle	Mini-GPTW surveys	Survey

Annual Performance Objective

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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- 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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Round Rock Tech



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Round Rock Tech

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 Round Rock Tech promises to prepare Thunderbirds for college and citizenship armed with the knowledge, skills, and experiences to thrive in college and be ready for careers that do not yet exist. Thunderbirds will be digital change-agents who use technology thoughtfully and are beacons

IDEA Public Schools

IDEA Academy Round Rock Tech

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy Round Rock Tech

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Betty Torgerson- Principal Rhor Edwards-PIR Sandra Reyes- API Amber Moses- API Aaron Freeman -APO Jessica Renteria-API	Sarah Camburn	Ashley Prewitt Brian Montez Samantha Dameron Chantel Hurd-Music
Kindergarten	First Grade	Second Grade
Rosa Solis Tanya Nance Alexandria Cantu Torreyanna Smith Amanda McChesney Cassandra Diaz	Susana Placincia Kelsey Guaghan Angela Avalos GTL/Interventionist Gloria Perez Anna Arroyo Breyanna Weekly	Carolyn Young Cummins Ana Aleman Crystal Morgan- co Alondra Benavidez Brittany Navarro
Third Grade	Kindergarten Continued	Fifth Grade
Julia Mattingly Briana Del Angel Amber Williams Katy Song Aileen Elciana- 3/5 Interventionist	Natalie Hall Shalisa Ramos	N/A
Physical Education	Special Pops	Key
Thorne Pettigrew	Aya Badawy- SPED Manager Val Pruneda Cydney Childers- RISE LaCresha McGill- RISE co Tonisha Huziar Rise Co. Shauna Ash Sped Co.	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Round Rock Tech

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jada Hubbard Lacresha McGill Tonisha Huziar Shuna Ash Crystal Morgan Samantha Dameron Amanda McChesney Cassandra Diaz Torreyanna Smith KCO=Vacant Chantel Hurd Maria Guardano	Ashley Prewitt Miller-Blended Learning	Betty Glaser (driver) Keundra Lewis (driver) Aletha McClean (monitor)
Facilities Staff	Child Nutrition	Front Office Staff
Nate Edwards Orlando Carlin Nancy Sandoval Karina Yadira Najera Lorenzana Efigenia "Vicky" Rodriguez Zamora	Scott Shipley Teresa Gonzalez Amber Socorro Elva Alma Riva Reina Cruz Maricela Ruiz	Abigail Victor Ashley Hackstock Kabrina Garcia Silvia Abunis Hailey Stehling Yancy Lopez Carlos Villarreal Erika Delgado Rachel Sheehy (monitor) Laura Casas (monitor)

IDEA Public Schools

IDEA Academy Round Rock Tech

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
10-Aug	Staff Development Cycle: Goal Setting	TWBAT set goals for the upcoming school year
24-Aug	Unpacking TEKS	TWBAT identify and understand the scope and sequence of TEKS taught in their grade level/content
7-Sep	Lesson Plan Support	TWBAT write clear key points, identify misconceptions
20-Sep	Lesson Plan Support	TWBAT create lesson plan exemplars.
5-Oct	Individual Student Trackers	TWBAT learn how to hold students accountable for their growth by using individual trackers.
19-Oct	Leader Trust Surveys	TWBAT: complete a survey on trust between the administration team, based on this, we
2-Nov	Content Meetings	TWBAT conduct a student work analysis meeting of the most recent assessment to identify student misconceptions.
16-Nov	Semester Exam Prep	TWBAT identify what TEKS have and have not been taught before semester exams and create a re-teach plan.
7-Dec	Grade Team Strategy Meeting - Culture Camp/Data regroupings	TWBAT meet as a team to discuss the following topics: Mission List, entering student data in RTI, reviewing current data, and planning responses to current data trends.
11-Jan	Team Builder	TWBAT: virtually gather to do a small icebreaker as well as get to know new principal.
25-Jan	2x2	TWBAT provide clear feedback to their managers in the form of strengths and areas of growth.
8-Feb	TELPAs	TWBAT: learn about the telpas test as well as become certified to rate Els
22-Feb	Content Meetings	TWBAT conduct a student work analysis meeting of the most recent assessment to identify student misconceptions.
8-Mar	Prep STAAR Mastery Machine	TWBAT prep materials for 3-5 STAAR mastery machine.
22-Mar	Content Meetings	TWBAT conduct a student work analysis meeting of the most recent assessment to identify student misconceptions.
5-Apr	STAAR Prep	TWBAT identify what TEKS have and have not been taught before STAAR and create a re-teach plan.
12-Apr	STAAR Training	TWBAT go through STAAR security training to prepare them for administering the test.
April 26	EOY Planning with Grade Levels	TWBAT work in grade teams and identify EOY trips and celebrations.
3-May	APR: Annual Performance Review	TWBAT to identify overall strengths and areas of growth with teaching practice
10-May	EOY Close Out Checklist	TWBAT identify the steps needed to close out the end of the year and head to break
24-May	EOY Celebration	TWBAT: be recognized and celebrated for all of their hard work this year.

IDEA Public Schools

IDEA Academy Round Rock Tech

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Betty Torgerson, Principal Rhori Edwards, PIR Sandra Reyes, API Aaron Freeman, APO Jessica Renteria, API Amber Moses, API	October 7, 2021 Q1 Staff PTG	PTG of campus big 6 goals, OCS, and next steps for quarter 2
	January 6, 2022 Q2 Staff PTG	PTG of campus big 6 goals, OCS, and next steps for quarter 3
	March 10, 2022 Q3 PTG	PTG of campus big 6 goals, OCS, and next steps for quarter 4
	May 12, 2022 Q4 PTG	PTG of campus big 6 goals, OCS, and next steps for next year
	Math foundations	Writing across the contents=Aug 27, Centers and extensions=Oct 22nd; Family Math Night (Spring) Nov 12
	Family Literacy Fridays	Every friday night
	Crisis and Truama Team Meeting updates- October 15, 2021	Crisis Drills K/S/S; Mapping and systems review; Dibetic certifications for shots
	DEAR Quarterly Literacy focus	Community Reading services and library cards for Thunderbirds Sept 24; Parent reading night=Nov 12, 2021; Campus Read-a-thon (Spring=Jan 14); EOY Literacy =March 11; EOY KSS=April 29
	TELPAS-February 2021 Date:TBA by TEA (STAAR-March 2021)	STAAR Training 2022 (TEA Certification); TELPAS Certification
	DEI	9/18; 10/9; 11/20; 1/14

IDEA Public Schools

IDEA Academy Round Rock Tech

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	\$ 187,280.00
164	State Compensatory	\$ 2,605,111.00
404	Accelerated Reader/Math	\$ 629,241.00
165	State Bilingual	\$ 86,521.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 114,563.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 76,168.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 13,335.00

TOTAL \$ 3,712,219.00

IDEA Public Schools

IDEA Academy Round Rock Tech

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	438	100%
At Risk	94	21%
SPED	47	11%
F.A.R.M	192	44%
ELL	15	3%
Male	221	50%
Female	217	50%
Amer. Indian	4	1%
Asian	46	11%
Black	96	22%
White	88	20%
Hispanic	1	0%

IDEA Public Schools

IDEA Academy Round Rock Tech

Campus Committees	
English Language Arts	Math
Committee Chair(s): Briana Del Angel Committee Members: Amber Williams Brittany Navarro Alexandria Cantu Shalisa Ramos Natalie Hall	Committee Chair(s): Ana Aleman Committee Members: Gloria Perez Rosa Solis Katy Song Anna Arroyo
Science	Social Studies
Committee Chair(s): Julia Mattingly Committee Members: Carolyn Young-Cummins Torreyanna Smith Amanda McChesney	Committee Chair(s): Carolyn Youg Cummins Committee Members: Julia Mattingly Kelsey Gaughan Cassandra Dias Jada Hubbard
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Betty Torgerson Committee Members: Rhuri Edwards, PIR Sandra Reyes Amber Moses Jessica Renteria Sarah Camburn	Committee Chair(s): Sarah Camburn Committee Members: Lead Team Grade Team Leads Brian Montez Crystal Morgan Samantha Dameron
School Culture and Climate	Special Populations
Committee Chair(s): Rhuri Edwards, PIR Committee Members: Lead Team Grade Level Chairs Teachers and co-teachers	Committee Chair(s): Aya Badawy Committee Members: Val Pruneda Lacresha Mc Gill Betty Glaser Cydney Childers

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Round Rock Tech



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Round Rock Tech

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 Round Rock Tech promises to prepare Thunderbirds for college and citizenship armed with the knowledge, skills, and experiences to thrive in college and be ready for careers that do not yet exist. Thunderbirds will be digital change-agents who use technology thoughtfully and are beacons of economic freedom in the Round Rock community, driving nation-wide change in the supply of underrepresented groups to the tech industry. Thunderbirds will be engaged in authentic learning experiences, held to high expectations, and cared for through intentional partnerships between students, staff, and families.

IDEA Public Schools

IDEA College Prep Round Rock Tech

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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

IDEA College Prep Round Rock Tech

Professional Campus Staff 2021-2022		
Administrative Staff	Special Education Teachers	Elective or Non-Core Teachers
Stacia Comer - Principal Quandra McGrue - API Rheanne Pecsénye - Student Success Advisor Aaron Freeman - APO Stephanie Logan - Admin Assistant	Brene Patton - Sped Flex Misty Szyller - Sped Dalia Zamora - Sped RISE Vacant - Sped Eugene Tspris - Sped	Patrick McGree - Hotspot Teacher Audrey Nimmo - AR Teacher Mindy Gonzalez - Technology Cheryl Moynihan - Interventionist
Fifth Grade	Sixth Grade	Seventh Grade
Erika Jefferson - ELA Jessica Moreno - Math * Chantal Wynn - Science Nicole Turner - Social Studies	Phylca Constable (Emmanan Yaw) - ELA Alejandra Mata - Social Studies Jackie Gonzalez - Science Jordan Luevano-Fanely - Math	Marissa Soler - ELA Alejandra Mata - Social Studies Jackie Gonzalez - Science Jazmine McGrew - Math
Physical Education		
Megan Lane		
		Key
		* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Round Rock Tech

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
n/a		
Facilities Staff	Child Nutrition	Front Office Staff
Nate Edwards Mari Lou Orlando	Scott Shibly Teresa Gonzalez Amber Bobbi Jo	Abigail Victor Ashley Hackstock Kabrina Garcia Silvia Abunis

IDEA Public Schools
IDEA College Prep Round Rock Tech

FALL SEMESTER

Date	Meeting	Topic	Presenter(s)
7/30/2021	Teacher Early Classroom Setup (optional)	Classrooms ready for FDOS	None
8/2/2021	BOY Professional Development	Campus PD	RRTCP Lead Team
8/3/2021	BOY Professional Development	Campus PD	RRTCP Lead Team
8/4/2021	BOY Professional Development	Course Collaboration + Back to School Bash	HQ
8/5/2021	BOY Professional Development	Campus PD	RRTCP Lead Team
8/6/2021	BOY Professional Development	Campus PD	RRTCP Lead Team
8/7/2021	Teacher Workday + Meet the Teacher (required)	Classrooms ready for FDOS + Meet the Teacher	None
8/10/2021	None- FDOS-dimeical-gee-long	None	None
8/17/2021	GET Guidepost	GET: 2C and 2E (for anyone not proficient previous week)	Stacia + Quandra
8/24/2021	GET Guidepost	GET: 3C and 3D (for anyone not proficient with key points)	Stacia + Quandra
8/31/2021	Staff Culture /Sped	Round 1 Goal Setting & Teacher Career Pathway (everyone attends)	Stacia
9/7/2021	Student Culture	Plan B Convos (everyone attends)	Quandra + Rheanne
9/14/2021	GET Guidepost	GET: 5B tracking procedures and 1B goal roll-out (everyone attends)	Stacia
9/21/2021	Staff Culture	TCP Level Up Ceremony + DEI Session #2 (everyone attends)	Stacia
9/28/2021	Student Culture	Semester 1 Kickboard Data Dive and prepare for Plan B convos (everyone attends)	GTLs
10/5/2021	Staff Culture	Quarter 1 Awards and Trust Survey (everyone attends)	Stacia
10/8/2021	Whole Day PD	Course Collaboration	HQ
10/12/2021	GET Guidepost	GET: 4Aiv Think Ratio (for anyone not proficient previous week)	Quandra
10/19/2021	Family Engagement	Family Report Card Night (everyone attends)	Rheanne
10/26/2021	GET Guidepost	GET: Guidepost 4, tbd based on most pressing rigor need identified at rounds (for anyone not proficient previous week)	Quandra
11/2/2021	GET Guidepost	Semester Exam Checklist (everyone attends)	Stacia
11/9/2021	GET Guidepost	GET: 4D Reteach: Creating SE reviews (everyone subject with SE attends; electives excused)	Quandra
11/16/2021	Flex: Staff Culture, Student Culture, or Family Engagement	DEI, Kickboard and Plan B 90/60/30 follow-up or do a Family Thanksgiving and Bingo Night	TBD
11/30/2021	Testing	Semester Exam Expectations & 1 pager review (everyone attends)	Rheanne
12/7/2021	Student Culture	Last Week of School Expectations and Grade Team Collaboration Time (everyone attends)	Stacia + GTLs
12/14/2021	No PD- Data Conversation Office Hours and Worktime on your own-	None-	None-

SPRING SEMESTER

Date	Meeting	Topic	Presenter(s)
1/3/2022	Whole Day PD	AM: Course Collaboration PM: Work Time on Campus assigned by managers (everyone attends)	HQ/Stacia
1/4/2022	No PD- First day back of the semester-	None	None-
1/11/2022	Operations Flex	Recruitment and Enrollment (everyone attends)	Aaron
1/18/2022	Family Engagement	Family Report Card Night (everyone attends)	Rheanne
1/25/2022	Staff Culture	OZ awards and review and fu on GPTW Survey Data (everyone attends)	Stacia
2/1/2022	Student Culture	Semester 2 Kickboard Data Dive and prepare for Plan B convos (everyone attends)	GTLs
2/8/2022	Staff Culture	Staff Development Cycle and 2 X 2s (everyone attends)	Stacia
2/15/2022	Testing	TELPAS Holistic Training + Writing Sample Plan Overview (everyone attends)	Rheanne
2/22/2022	Testing	TELPAS Calibration (everyone attends and anyone that does not pass must try again on 2/24 during tactical)	Rheanne
3/1/2022	GET Guidepost	GET: Guidepost 5, tbd based on most pressing need to prepare for ME review (For anyone not proficient)	Quandra
3/8/2022	Flex: Staff Culture, Student Culture, or Family Engagement	Quarter 3 Awards + Potential Topics: DEI, Kickboard and Plan B follow-up and 90/60/30, or a Family Event (everyone attends)	TBD
3/11/2022	Whole Day PD	Course Collaboration? On Campus PD = TELPAS Rating Party, Manager Trust Survey, Announcements and WT (everyone attends)	Stacia + Rheanne
3/22/2022	Testing	Mock Exam Expectations & 1 pager review (everyone attends)	Rheanne
3/29/2022	Family Engagement	Family Report Card Night (everyone attends)	Rheanne
4/7/2022 on Thurs	Staff Culture	EOY Staff Celebration: Announcement Core Value Winner and TOY (everyone attends)	Stacia/Betty
4/12/2022	GET Guidepost	GET: Guidepost 5, tbd based on most pressing need to prepare for ME review (only people not proficient attend)	Quandra
4/19/2022	Staff Culture	Staff Development Cycle and APRs + Review TB ratings and re-ratings (everyone attends)	Stacia
4/26/2022	Staff & Student Culture	STAAR Motivation & Praise Party: Mantras and More! (everyone attends)	Stacia
5/3/2022	Testing	STAAR Training Expectations, Logistics, and 1 Pager (everyone attends)	Rheanne
5/10/2022	No PD- STAAR Testing-	None	None-
5/17/2022	Staff & Student Culture	Review EOY Check-out List for Teachers and LWOS Logistics and Expectations + Prepare for Awards Ceremonies (everyone attends)	Stacia + GTLs
5/24/2022	Staff & Student Culture	Homeroom and Roster Feedback for Next Year (everyone attends)	GTLs
5/31/2022	No PD- LWOS Worktime and Summer-School PD-	None	None-
6/4/2022	Teacher Workday + (required if did not attend WTI or if checklist not complete)	Pack up classroom, support with WTI fu, and complete EOY Checklist	Aaron

IDEA Public Schools

IDEA College Prep Round Rock Tech

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	\$ 121,302.00
164	State Compensatory	\$ 1,687,337.00
404	Accelerated Reader/Math	\$ 407,561.00
165	State Bilingual	\$ 56,040.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 35,437.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 27,342.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 5,422.00

TOTAL \$ 2,340,441.00

IDEA Public Schools

IDEA College Prep Round Rock Tech

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	112	100%
At Risk	38	34%
SPED	18	16%
F.A.R.M	73	65%
ELL	38	34%
Male	54	48%
Female	58	52%
Amer. Indian	2	2%
Asian	5	4%
Black	26	23%
White	28	25%
Hispanic	51	46%

IDEA Public Schools

IDEA College Prep Round Rock Tech

Campus Committees	
English Language Arts	Math
Committee Chair(s): Stacia Comer Committee Members: Erika Jefferson Phylica Constable Marissa Soler Cheryl Moynihan Mindy Gonzalez	Committee Chair(s): Jessica Moreno Committee Members: Jordan Luevano-Fanely Jazmine McGrew Patrick McGee
Science	Social Studies
Committee Chair(s): Chantal Wynn Committee Members: Jackie Gonzalez	Committee Chair(s): Alejandra Mata Committee Members: Nicole Turner
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Stacia Comer Committee Members: Quandra McGrue Rheanne Pecsénye	Committee Chair(s): Rheanne Pecsénye Committee Members: Jessica Moreno Alejandra Mata Jazmine McGrew
School Culture and Climate	Special Populations
Committee Chair(s): Rheanne Pecsénye Committee Members: Stacia Comer Quandra McGrue	Committee Chair(s): Misty Szyller Committee Members: Dalia Zamora Dvonte Wells Alyssa Yanni Eugene Tsipris

IDEA Public Schools

IDEA College Prep Round Rock Tech

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E/H	Weekly Data Huddle for STAAR teachers	S	ALL	Stacia Comer	9/2021 - 5/2022	Managers update school data boards with data	Exit Ticket Wall Trackers	Data in check-in doc
1E/H	Weekly observations with real time feedback for all new STAAR	D	ALL	Stacia Comer	8/2021- 5/2022	Build observations into core calendar	Teachboost	Culture Rubric forms
1H	Track CSI progress weekly	O	ALL	Quandra McGrue	8/2021- 5/2022	Create trackers and train CSI teachers	Exit Ticket Wall Trackers	Data in check-in doc

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E/H	Item-analysis of most recently released STAAR exams	S	ALL	Stacia Comer	9/2021 - 5/2022	Released STAAR exams; Comer trains leaders and teachers	LP folder	Check-in coaching convos
1H	Weekly Script Practice with NIFDI; increase frequency when not on track	O	ALL	Quandra McGrue	8/2021- 5/2022	Schedule script practice with CSI teachers	NIFDI calls notes	NIFDI calls notes
1E	Track major exams and exit tickets	S	ALL	Stacia Comer	11/2021-5/2022	Comer provides model; Managers train teachers	Exit Ticket Wall Trackers	Data in check-in doc
1E	Analyze and track students' progress by TEKS	S	ALL	Stacia Comer	1/2021-5/2022	Comer provides model; Managers train teachers	Exit Ticket Wall Trackers	Data in check-in doc

Annual Performance Objective

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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IDEA Public Schools

IDEA Academy Rundberg



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Rundberg

District Goals 2021-2022

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IDEA Public Schools

IDEA Academy Rundberg

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Allison Metz Drew Nudd Marc Martinez Ara Duke Taylor Metting	Mary Ann Silva Andrea Gregg	Julie Guerra
Kindergarten	First Grade	Second Grade
Sha'kea Baker Victoria Frayre Shelby Rodriguez Alyssa Pope	Alberta Poullard Katie Carlin Julia Guerra Kayla Hodde Ayehisa Gil*	Alyssa Edwards Nadircha Gomez Zoila Torres
Third Grade	Fourth Grade	Fifth Grade
Kelsey Moreno Lynette Montemayor Daisy Gonzalez Miles Diaz	Aden Muhammed Adrian Rodriguez Ethan Chideckel	Anaisa Garza Jacqueline Hallman Elisabeth Pepin Summer Rash
Physical Education		Key
Daniel Valdez Edwin Aguirre		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Rundberg

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Larry Bratke Amanda Walker James Logan Cynthia Coronado Edwin Aguirre Caroline Swanson Pamela Cortez Erykah Lewis-Joseph Tatia Jasso	Mildred Peters, Hotspot	Jonathan Mata Gonzalez
Facilities Staff	Child Nutrition	Front Office Staff
Martin Pennington Irma Centeno De Ochoa Santos Cruz Rocio Sifuentes	Patrick Brown Maria Ochoa Sandra Barcenas Henett Barrera Estrellita Renteria Roanda Ibarra Marlen Espinosa Canales Rosiela Zuniga Nava Iliana Mata Maria Aldape Virginia Ramirez Benitez	Abigial Lopez Zaira Perez Martinez Josefina Bastida Sarah Lopez Alice Arriaga Pacheco Wendy Vaquera Cabello

IDEA Public Schools
IDEA Academy Rundberg

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
		TWBAT set goals for the upcoming school year
10-Aug	Staff Development Cycle: Goal Setting	
24-Aug	Plan Curriculum Night	TWBAT preview the content taught in their class to families so that families know how to best support.
7-Sep	Hold Curriculum Night	TWBAT preview the content taught in their class to families so that families know how to best support.
20-Sep	Unpacking TEKS	TWBAT identify and understand the scope and sequence of TEKS taught in their grade level/content
5-Oct	Preparing for progress report night	TWBAT update parents on their child's progress. Specifically, strengths and areas of growth.
19-Oct	Progress report night	TWBAT update parents on their child's progress. Specifically, strengths and areas of growth.
2-Nov	Writing clear key points	TWBAT identify and create clear key points so that the intro to new material is concise.
16-Nov	Semester Exam Prep	TWBAT identify what TEKS have and have not been taught before semester exams and create a re-teach plan.
7-Dec	Content Meetings	TWBAT conduct a student work analysis meeting of the most recent assessment to identify student misconceptions.
11-Jan	SDC Cycle: 2x2	TWBAT provide clear feedback to their managers in the form of strengths and areas of growth.
25-Jan	Identifying misconceptions and planning for questions	TWBAT create an exemplar that scripts high rigor questions around student misconceptions.
8-Feb	Return to priorities	TWBAT return to priorities introduced at BOY PD and identify where the campus is winning and where the campus needs to improve.
22-Feb	Content Meetings	TWBAT conduct a student work analysis meeting of the most recent assessment to identify student misconceptions.
8-Mar	Prep STAAR Mastery Machine	TWBAT prep materials for 3-5 STAAR mastery machine.
22-Mar	Content Meetings	TWBAT conduct a student work analysis meeting of the most recent assessment to identify student misconceptions.
5-Apr	STAAR Prep	TWBAT identify what TEKS have and have not been taught before STAAR and create a re-teach plan.
12-Apr	STAAR Training	TWBAT go through STAAR security training to prepare them for administering the test.
Aprl 26	EOY Planning	TWBAT work in grade teams and identify EOY trips and celebrations.
3-May	APR: Annual Performance Review	TWBAT to identify overall strengths and areas of growth with teaching practice
10-May	EOY Close Out Checklist	TWBAT identify the steps needed to close out the end of the year and head to break
24-May	EOY Celebration	n/a

IDEA Public Schools
IDEA Academy Rundberg

Site Based Decision Making Committee			
Member (Title, Represent)	Meeting Dates:	Possible Agenda Items:	
Allison Metz – Principal Taylor Metting – Assistant Principal of Operations Sylvia Flores - Principal in Residence Marc Martinez - Assistant Principal of Instruction Drew Nudd - Assistant Principal of Instruction	June 2, 2020	1. Grade Level Leadership Roles & Responsibilities 2. 2020-2021 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp	
	Ara Duke - Beh Interventionist	12-Jul-21	1. GTL Priorities and Responsibilities
	Mary Ann Silva - Academic Counselor	August 3-6	1. BOY PD for teachers 2. Meet the teacher Night
	Andrea Gregg - Social Worker	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 3. Culture Rubric-Priority Area
September 17 th		1. Just a G	
October 16 th		1. Talent Review 2. PTG Q1 3. Campus Priority	
	13-Nov	1. PTG Q2 2. Culture Rubric- Priority Area	
	11-Dec	1. Q2 Report Card Night 2. 2. Culture Rubric-Priority Area	
	22-Jan	1. PTG Q3 2. 2021-2022 Budget	
	19-Feb	1. Budget Priorities 2021-2022 2. STAAR celebration	
	March 12th	1. Q3 Report Card Night	
	April 16 th	1. EOY Award Ceremonies	
	May 14 th	1. End-of-year Celebration 2. Summer Student Persistence Plan	

IDEA Public Schools

IDEA Academy Rundberg

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$319,902
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$220,692
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$71,509

TOTAL \$ 5,563,435.00

IDEA Public Schools
IDEA Academy Rundberg

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	698	100%
At Risk	522	75%
SPED	38	5%
F.A.R.M	660	95%
ELL	480	69%
Male	345	49%
Female	353	51%
Amer. Indian	0	0%
Asian	2	0%
Black	55	8%
White	44	6%
Hispanic	593	85%

IDEA Public Schools

IDEA Academy Rundberg

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Allison Metz	Committee Chair(s):	Drew Nudd
Committee Members:	Sha'kea Baker Ruby Gil Ally Edwards Daisy Gonzalez Kelsy Moreno Tayler Logue Aden Muhammed Elisabeth Pepin	Committee Members:	Victoria Frayre Kayla Hodde Pam Cortez Monica Gomez Adrian Rodriguez Anaisa Garza
Science/SS		Family and Community Involvement	
Committee Chair(s):	Marc Martinez	Committee Chair(s):	Mary Ann Silva
Committee Members:	Shyniece Gregory Alberta Poullard Leilandra Montgmery James Logan Summer Rash Cynthia Coronado	Committee Members:	Ara Duke Andrea Gregg Taylor Metting Allison Metz Sylvia Flores
School Culture and Climate			
Committee Chair(s):	Ara Duke		
Committee Members:	Andrea Gregg Mary Ann Silva Allison Metz Marc Martinez Drew Nudd Sylvia Flores		

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Rundberg



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Rundberg

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 Rundberg will ensure that all of its graduates will go to and through a four year college or university.

IDEA Public Schools

IDEA College Prep Rundberg

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Taylor Nichols (Principal) Margaret Summers (PIR) Reilly Blackwelder (API) Matthew Bell (API) Monica Matias (Admin Assistant) Taylor Metting (APO)	Capris Howard (DCC) Bethany Watts (CC) Laura Avila (CC)	Jessica Gutierrez Jonathan Camarillo Kristin Clarke Daniela Castillo Gabrielle Kothenbeutal Chasidy Kretzer Emily McBride Patricia South Lonso Logan Navjot Sidhu Andrew Bower Anna Smith
Sixth Grade	Seventh Grade	Eighth Grade
Isabel Garcia Adrian Segura Cesar Anzures	Olivia Meeks* Faith Trevino Madisenne Hanzek Nathan Wilton	Santiago Herrera Julian Villareal Victor Espinoza
Ninth Grade	Tenth Grade	Eleventh Grade
Katherine Emerson Kristin Schoultz Leticia Garza Karen Barajas	Christine Comeaux John Courville Christina Hull Matthew Peterson	Jesse Grabowski Matthew Marin Claudia Benavides Danna Cisneros
Twelfth Grade	Physical Education	Key
Claire Weaver Christian Badillo Lexi Neilan Joseph Dimaio	Johnny Cervantes Derek Banks Patricio Mayne	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Rundberg

District Goals 2021-2022

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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- 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

IDEA Public Schools

IDEA College Prep Rundberg

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
TeAysha Jones Sharon Washington Camri Dancy Tammy Bradshaw Jonathan Naylor Quincy Gibson	Tony Ubani	Jonathan Gonzalez Mata
Facilities Staff	Child Nutrition	Front Office Staff
Martin Pennington Irma Centeno De Ochoa Santos Cruz Rocio Sifuentes	Patrick Brown Maria Ochoa Sandra Barcenas Henett Barrera Estrellita Renteria Roanda Ibarra Marlen Espinosa Canales Rosiela Zuniga Nava Iliana Mata Maria Aldape Virginia Ramirez Benitez	Abigial Lopez Zaira Perez Martinez Josefina Bastida Sarah Lopez Alice Arriaga Pacheco Wendy Vaquera Cabello

IDEA Public Schools

IDEA College Prep Rundberg

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Cesar Anzures (GTL) Emily McBride (GTL) Jonathan Camarillo (GTL) Santiago Herrera (GTL) Daniela Castillo (GTL) Gabrielle Kothenbeutal (GTL) Claudia Benavides (GTL) Kaitlyn Anderson (GTL)	31-Aug	Month 1 Reflection
	28-Sep	Family Night/Report Card Night Vision
	26-Oct	Parent Conferences and Desired Results
	30-Nov	Goals and Incentives
	14-Dec	Semester Surveys
	11-Jan	2nd Semester State of the School
	1-Feb	Teacher Appreciation
	1-Mar	Benchmark Prep
	5-Apr	Testing Prep, Motivation, and Tracking

IDEA Public Schools

IDEA College Prep Rundberg

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	\$	283,993.00
164	State Compensatory	\$	3,950,421.00
404	Accelerated Reader/Math	\$	954,188.00
165	State Bilingual	\$	131,202.00
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular	\$	335,436.00
212	Title I Migrant	\$	-
224	IDEA-B Formula	\$	337,873.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology	\$	-
263	Title III, Bilingual	\$	73,707.00

TOTAL \$ 6,066,820.00

IDEA Public Schools

IDEA College Prep Rundberg

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	700	100%
At Risk	585	84%
SPED	85	12%
F.A.R.M	691	99%
ELL	587	84%
Male	346	49%
Female	354	51%
Amer. Indian	1	0%
Asian	1	0%
Black	23	3%
White	14	2%
Hispanic	660	94%

IDEA Public Schools

IDEA College Prep Rundberg

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Christine Comeux	Committee Chair(s):	Santiago Herrera
Committee Members:	Isabel Garcia Olivia Meeks Nathan Wilton Victor Espinoza Katie Emerson Jesse Grabowski	Committee Members:	Adrian Segura Faith Trevino Kristin Schoultz John Courville Matthew Marin
Science		Social Studies	
Committee Chair(s):	Claudia Benavides	Committee Chair(s):	Bethany Watts
Committee Members:	Leticia Garza Christina Hull Cesar Anzures Julian Villareal	Committee Members:	Christian Badillo Madisenne Hanzek Karen Barajas Matthew Peterson
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Matthew Bell	Committee Chair(s):	Claire Weaver
Committee Members:	Taylor Metting Taylor Nichols Monica Matias	Committee Members:	Chasidy Kretzer Meggie Summers Abigail Lopez
School Culture and Climate		Special Populations	
Committee Chair(s):	Capris Howard	Committee Chair(s):	Kaitlyn Anderson
Committee Members:	Bethany Watts Daniela Castillo Reilly Blackwelder	Committee Members:	Patricia South Andrew Bower Emily McBride Navjot Sidhu

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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- ST-STAR for Math
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Special Populations

- All
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RIO GRANDE VALLEY

IDEA Public Schools

IDEA Academy Alamo



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Alamo

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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

Making the Impossible Possible!

IDEA Public Schools

IDEA Academy Alamo

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Alamo

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Ana Garza, Senior Principal Doria Gonzalez, Senior API Jocelyn Garza, API Roxanna Castaneda, API Lee Garcia, APO	Amanda Champion, Counselor	Sara Barajas Marie Masten Maria Rodriguez
Kindergarten	First Grade	Second Grade
Mariella Lopez Lydia Longoria Abdiel Reyes Lizzette Elizondo	Lisa Palomares Andrina Garza Jennifer Rivas Valerie Villanueva	*Catherine Alvarez Kayren Garcia Marissa Gomez Claudia Rangel *Nelson Salinas
Third Grade	Fourth Grade	Fifth Grade
Shelley De Leon Maria Perez Michael Guerra Som Keo Juan Flores (Relay Resident)	*Claribel Garza Jessica Chapa Annette Gaytan Esmeralda Munoz Anna Cisneros (Relay Resident)	Ammie Ortiz *Stephanie Chapa Felicia Sepulveda Belinda Maldonado
Physical Education	Pre-Kindergarten	Key
Cathryn Cantu	Alma Garza Nadia Vasquez	* - Bilingually Certified

IDEA Public Schools
IDEA Academy Alamo

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Alejandra Flores Yesenia Delias Jacqueline Tafolla Sandy Reyes Tanya Garza Gabriela Varela Melissa Rada Iris Bautista Veronica Ramirez Esperanza Pedraza Manuel Rodriguez Ashley Bazaldua April Gomez (Flex)	Nathan Martinez Kristin Villanueva	Sarai Ambriz De Oviedo David Cavazos Adriana Lopez Perez Carmen Perez Consuelo Martinez Eleazar Salazar Fernando Garcia Gabriel A. Lopez Jesus Rolando Martinez Jose Murillo TAM Julio Benavides Maria Carmen Avila Marisol Camacho De Bermudez Oscar Gonzalez Pedro Reyna Rusvelina Torres Valladares Tomas Herrera Vicente Rodriguez Victor Garcia
Facilities Staff	Child Nutrition	Front Office Staff
Eliazar Luna Ignacio Martinez Francisco San Roman Miguel Chapa Vicky Garcia Sonia Lopez Maribel Guevara	Monica Hernandez Lupita Guajardo Martha Galindo Maria Fraire Prudencio Lara Evelia Zamora Enedina Gonzalez Esmeralda Pulido Lupe Sanchez Linda Delgadillo Yadira Perez Laura Mercado Edgar Villarreal Nancy Hernandez Luisa Sandoval Roman Moreno	Nicky Izquierdo Vanessa Bustamante Priscilla Acevedo Victoria Garza Haydee Ramon Vivian Medina Jose Nerio

IDEA Public Schools

IDEA Academy Alamo

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/2-8/6	Beginning of Year PD	TWBAT analyze strategies and initiatives for 21-22 school year
8/26/2021	Kickboard	TWBAT learn how to apply a variety of interventions for both behaviors and academics and track parent communication.
9/9/2021	Response to Intervention- Tier 1	TWBAT apply interventions for small group instruction and document strategies utilized.
9/23/2021	Six Way Vocabulary Development	TWBAT discover effective ways to teach vocabulary and increase student comprehension.
10/7/2021	Lead4Ward- Content Builder	TWBAT learn how to maximize use of Lead4Ward and blueprint to improve instruction.
10/21/2021	Lesson Plan Academies	TWBAT create effective lesson plans that are aligned to what students need to learn.
11/4/2021	Response to Intervention-Tier 2	TWBAT analyze effectiveness of interventions for small group instruction and document need for Tier 2 support.
11/18/2021	DIBELS Training	TWBAT create a plan for testing for K-2 students.

Date	Session Title/Topic	Session Objective(s)
12/9/2021	STAAR General Training	TWBAT learn do's and dont's for state testing
1/20/2022	Accommodations & Modifications	TWBAT dissect Guidepost 5 to achieve a proficient in GET Row.
2/3/2022	TELPAS Training	TWBAT analyze ELPS and PLD to address student needs in preparation for TELPAS writing and testing season.
2/17/2022	EL Support	TWBAT analyze ELPS and PLD to address student needs in preparation for TELPAS writing and testing season.
3/3/2022	STAAR Specific Training	TWBAT learn do's and dont's for state testing
4/7/2022	Response to Intervention-Tier 3	TWBAT analyze effectiveness of interventions for small group instruction and document need for Tier 2 support.
4/21/2022	Retention & Promotion	TWBAT create lists for parent communication regarding possible retention
5/5/2022	SAIP and CNA	TWBAT evaluate initiatives' effectiveness for the school year and enter data for each content.
5/9/2022	EOY Checklist	TWBAT review all deadlines and submissions for EOY.
5/19/2022	SAIP and CNA 22-23	TWBAT present grade level data for each content.

IDEA Public Schools
IDEA Academy Alamo

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Ana Garza, Senior Principal	9/2/2021	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
Doria Gonzalez, Senior API		
Jocelyn Garza, API		
Roxanna Castaneda, API	10/7/2021	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
Amanda Champion, School Counselor		
Lee Garcia, APO		

Alma Garza, PK GTL	11/4/2021	Can Food Drive Thanksgiving Feast DI Tutorial Round 2- 2X2 X-Mas Party Venue Veterans Day Punch and Pastries PTG X-Mas Pictures Class Group Pictures Fall Festival Christmas Pictures Class Group Pictures Professional Development
Mariela Lopez, Kinder GTL	12/2/2021	RTI Org. Health Survey Welcome Back Activity (January) X-Mas Gift for students X-Mas Parties Scholastic Book Fair Staff Party/Parade Revisit Winter Recital Staff Group Pictures DIBELS MOY k-2 Lock- In Secret Santa Literacy Night
Neslon Salinas, 1st GTL	1/6/2021	Quarter 2 Behavior & STAAR Incentive Mother & Father Dance: Themed Attendance Week for January Valentine's Day Picture X-Mas Items Continued Yearbook Campus Culture 100th Day of School: Jan 24th AC STAAR Training in January PTG Course Collaboration -PD Little Star MOY Science Fair Pancake ADA Report Card Night- Sessions for Parents Awards Assemblies
Catherine Alvarez, 2nd GTL		
Shelley De Leon, 3rd GTL		
Claribel Garza, 4th GTL		
Ammie Ortiz, 5th GTL		
Jacqueline Tafolla, Co-Teacher Representative		
Diana Partida, Elective GTL		

Jessica Sanchez, Parent Representative

2/3/2021	<p>Job Fair STAAR Testing Prep Budget Valentine Pictures: LPAC Counselor's Day T v S soccer Game Valentine's Dance Dr. Seuss B-Day Month of Love</p>
3/3/2021	<p>TELPAS Lottery End of tutorial (STAAR) Kinder Graduation Easter Hunt- Welcome to IDEA Event Summer School Plans STAAR Texas Public School Week Donuts w/ Dad Professional Development</p>
4/7/2021	<p>EOY Conversations Autism Awareness TOY and Co-teacher of the Year DIBELS/TELPAS Teacher Appreciation Week Summer PD for A Coaches & Staff Summer Training Lottery Little STAR Incoming students DI testing Book Fair STAAR ALT 2 College Signing Day Admin. Assistant Appreciation Day WTI in April Easter Egg Hunt Report Card Night- Parent Sessions Tea-Time with Mom Earth Day Project Bus Driver Appreciation</p>

	5/5/2021	EOY Check outs Kinder Graduation Revisit EOY Staff Party STAAR Data 5 de Mayo CNA/SAIP Muffins for Mom STAAR 3-5 DI Incentives Summer PD Summer School Logistics & Schedules SSI DIBELS EOY WTI Little STAR EOY LPAC Teacher Appreciation Week CPN Appreciation Nurse Appreciation STAAR Pep-Rally Awards Assemblies 5th grade Gala Splash Day
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IDEA Public Schools

IDEA Academy Alamo

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	\$286,452
164	State Compensatory	\$3,984,623
404	Accelerated Reader/Math	\$962,449
165	State Bilingual	\$132,337
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$393,688
212	Title I Migrant	
224	IDEA-B Formula	\$37,107
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$88,214

TOTAL \$ 5,884,870.00

IDEA Public Schools

IDEA Academy Alamo

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	855.00	100%
At Risk	643.00	75%
SPED	19.00	2%
F.A.R.M	807.00	94%
ELL	602.00	70%
Male	410.00	48%
Female	445.00	52%
Amer. Indian	0.00	0%
Asian	0.00	0%
Black	0.00	0%
White	49.00	6%
Hispanic	806.00	94%

IDEA Public Schools IDEA Academy Alamo

Campus Committees

English Language Arts	Math																														
<p>Committee Chair(s): Roxann Castaneda Committee Members:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">S. De Leon</td> <td style="width: 33%;">C. Alvarez</td> <td style="width: 33%;">M. Lopez</td> </tr> <tr> <td>A. Gaytan</td> <td>K. Garcia</td> <td>Alma Garza</td> </tr> <tr> <td>S. Chapa</td> <td>V. Villanueva</td> <td></td> </tr> <tr> <td>C. Garza</td> <td>J. Rivas</td> <td></td> </tr> </table>	S. De Leon	C. Alvarez	M. Lopez	A. Gaytan	K. Garcia	Alma Garza	S. Chapa	V. Villanueva		C. Garza	J. Rivas		<p>Committee Chair(s): Ana Garza Committee Members:</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;">J. Chapa</td> <td style="width: 33%;">Andrina Garza</td> <td style="width: 33%;">M. Rodriguez</td> </tr> <tr> <td>F. Sepulveda</td> <td>Andrina Garza</td> <td></td> </tr> <tr> <td>M. Gomez</td> <td>L. Palomares</td> <td></td> </tr> <tr> <td>C. Rangel</td> <td>N. Vasquez</td> <td></td> </tr> </table>	J. Chapa	Andrina Garza	M. Rodriguez	F. Sepulveda	Andrina Garza		M. Gomez	L. Palomares		C. Rangel	N. Vasquez							
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<p>Committee Chair(s): Ana Garza Committee Members:</p> <p>A. Ortiz E. Munoz M. Guerra A. Reyes Andrina Garza</p>	<p>Committee Chair(s): Roxann Castaneda Committee Members:</p> <p>E. Munoz M. Guerra M. Gomez C. Rangel L. Palomares</p>																														
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IDEA Public Schools

IDEA College Prep Alamo



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Alamo

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:

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 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.

IDEA Public Schools

IDEA College Prep Alamo

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep Alamo

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Mayra Martinez,* Principal Sandra Salinas, API Melissa Laurel,* API Evelyn Leal, API Lee Garcia, APO Jose Avila, DCC Janeth Puente, CC Linette Castaneda, CC	Samantha Salinas, SSA Sevana Valero, SW	Aaron Barbosa, MS Spanish Teacher Liliana Espinoza, HS Spanish Teacher Francisco Rivera, HS Spanish Teacher Gerardo Sanchez, HS Technology AP Teacher Norma Rodriguez, HS Art AP Teacher Edward Chavez, MS/ HS Technology Teacher Andres Alvarez, HS Technology AP Teacher Brittany Salazar, RTTC Teacher Margarita Cantu, RTTC Teacher John Martinez, CSI Interventionist Cyndy Marroquin, Math Interventionist Sandra Carrizalez,* ELA Interventionist Corina Johnson, * SPED Teacher Daniel Ybarra, SPED Teacher Diana Gonzalez,* SPED Teacher Jovanna Rodriguez, RISE SPED Teacher Jacqueline Stewart,* RISE SPED Teacher
Sixth Grade	Seventh Grade	Eighth Grade
Rolando Mireles, AR Teacher Claudia Garza, ELA Jennifer Guajardo, Math	Juan Carlos Henry, History Teacher Loring Dalton, ELA Teacher Brian Garza, Math Teacher Bernardina Garcia, Science Teacher	Mayra Barajas, Algebra I Teacher Cynthia Garza, ELA Teacher Alejandra Pena, Science Teacher Maria Anzaldua, History Teacher
Ninth Grade	Tenth Grade	Eleventh Grade
Lily Alvarez, World Geography AP Teacher Gabriel Garcia, Geometry Teacher Javier Mejia, Biology I Pre-AP Teacher Anibal Ramirez, English I Teacher	Jonathan Rosebaum, Algebra II Teacher Maya de Jonge, Chemistry Teacher Gary Ristaino, English II Teacher Brendan Markey, World History AP Teacher	Sara Olivarez, US History AP Teacher Indalecio Soto, Pre-Calculus Teacher Aaron Moseley, English Literature AP Teacher Miriam Arrevalo Ramos, Physica Teacher
Twelfth Grade	Physical Education	Key
Mercedes Benitez, Calculus / Stats AP Teacher Isabella Zellerbach, English Language AP Teacher Karla Perez, Biology AP Teacher Delia Garza,* Micro/ Economics AP Teacher	Jose A. Torres, HS P.E. Teacher Miguel Gonzalez, MS P.E. Teacher	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Alamo

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Alec Silva, MS P.E. Amber Briaies, RISE SPED Amanda Bernal, RISE SPED Olga Martinez, RISE SPED Amara Valdez, 1 - Hotspot		Vicente Rodriguez Pedro Reyna Carmen Perez Eleazar Salazar Fernando Garcia Adriana Lopez David Cavazos Consuelo Martinez Maria Morales De Avila Rusvelina Valladares Oscar Gonzalez Marisol Camacho de Bermudez Victor Garcia Gabriel Lopez Julio Benavides Tomas Herrera Jesus Rolando Martinez Sarai Oviedo Jose Murillo
Facilities Staff	Child Nutrition	Front Office Staff
Ignacio Martinez Sonia Lopez Maribel Guevara Eleazar Luna Miguel Chapa Francisco San Roman	Laura Mercado Yadira Perez Linda Delgadillo Evelia Zamora Guadalupe Guajardo Prudencia Lara Esmeralda Pulido Prudencio Lara Luz Galindo Maria Fraire Monica Hernandez Martha Roque Edgar Villarreal Nancy Hernandez Luisa Sandoval	Nikki Ysquierdo, Receptionist Vivian Median, Enrollment Specialist Victoria Garza, Buisness Clerk Jose Nerio, IT Haydee Ramon, Nurse Aide Priscilla Acevedo, Registrar Vanessa Bustamante, SIS

IDEA Public Schools

IDEA College Prep Alamo

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
Aug. 17	BOY Campus Culture	Establishing a strong culture of achievement
Aug. 24	Requesting Days Off & Substitute Folder GET Rubric	Faculty/ staff will learn expectations for requesting days off. Teachers & co - teachers will learn process and expectations to setup and submit Substitutue folder for when they are out. Know & understand GET Rubric focused on lesson planning
Aug. 31	Goal Setting Meeting Round 1: Staff Development Cycle	Know & understand how to complete school year goals to hold goal setting meetings for SDC round 1
Sept. 14	ELs & Special Population presentation Extended Day Ex[pectations: After School & Saturday School	Learn about ELs & Special Pops learning needs, how to provide learning support academically Know & understand expectations for remediation, group students accordingly to address learning needs
Sept. 21	At Risk Meetings & OTG	Know & understand grading policy for the school year. Learn process for identifying top 3 critical students by grade level by implementing the At Risk Meeting Process and incorporating SEL awareness.
Sept. 28	Tracking & Aggressive Monitoring	Implement campus wide tracking systems. Learn and implement aggressive monitoring with 3 key laps.
Oct. 12	Letters of Recommendation	Teachers will learn process and expectations. Teachers will recieve their cohort of students.
Oct. 19	Hispanic Heritage Celebration Sign Up Data Conversations	Begin preparing for annual festival Know & understand the how and what of Data conversations. How to analyze and break data apart.

Date	Session Title/Topic	Session Objective(s)
Oct. 26	Planning for student accommodations: SPED, 504 & ELs	Faculty / staff will learn how to support subpopulations with targeted skills to support their learning.
Nov. 9	SEL (being empathetic to student learning needs)	Campus SEL needs have been identified. Addressing student needs.
Nov. 16	SWAM Data Meetings	Faculty & Staff will learn and know expectations for SWAM meetings.
Nov. 30	STAAR Security Training	Faculty & Staff will be trained in preparation for Dec. STAAR re-testers
Dec. 7	Adopt a Griffin SIOP Training	Faculty / Staff will select students from gift list Faculty / Staff will learn new techniques to support ELs academic needs.
Dec. 14	Round 2: Staff Development Cycle	Know & understand how to complete school year goals to hold goal setting meetings for SDC round 2
Dec. 28	Re-Setting Campus Culture Expectations	Collaborate with grade levels to address glows & grows with campus culture. Identify top 3 trends to re-set for 2nd half of the school year.
Jan. 14	State Accountability Data Analysis: Strategic Interventions	Faculty & Staff will begin to collaborate to support one another via: small group pullouts, after school tutorials & Saturday School.
Jan. 21	Charting the Errors	Follow Up on Aggressive Monitoring: STAAR/AP Reflection and Logistics
Jan. 28	2nd Semester OTG Progress	Faculty / Staff will identify students at risk of failing the school year to hold 1:1 parent meetings.

Date	Session Title/Topic	Session Objective(s)
Feb. 8	TELPAS Informational Session	Faculty & Staff will know and understand expectations for TELPAS collection of writing samples.
Feb. 15	TELPAS Callibration	Faculty / staff will go over R/W/L/S rubrics to be ready to callibrate (raters & collectors)
Feb. 22	Field Lesson Launch	Faculty & Staff will be trained in preparation for Dec. STAAR re-testers
8-Mar	STAAR Security Training	Faculty & Staff will be trained in preparation for Dec. STAAR re-testers
22-Mar	TELPAS Scoring	Grade level teachers will collaborate to score / rate TELPAs writing samples
29-Mar	SEL (being empathetic to student learning needs (Testing)	Campus SEL needs have been identified. Addressing student needs.
12-Apr	CSD: Before/ After & Logistics	Faculty & staff will know & understand procedures and expectations to follow for CSD.
19-Apr	Personal Statement Workshop	Faculty & Staff will support our Senior students with their personal statement by providing 1:1 feedback.
10-May	Perisistence Mission List	Faculty & Staff will know and understand importace of statying connected with students via personalized note cards.
17-May	EOY Checkout Form EOY Assemlies / Activities / Events	Faculty & staff will know campus expectations and processes for wrapping up their classroom to close out the school year.
24-May	SAIP / CNA	Faculty & staff will know and understand importance of SAIP & CNA documents.

IDEA Public Schools
IDEA College Prep Alamo

Mayra Martinez, Principal Samantha Salinas, Student Success Advisor Sevana Valero, Social Worker Sandra Salinas, HS API Melissa Laurel, MS API Juan Carlos Henry, 7th History Teacher Mercedes Benitez, 12th Math Teacher Andy Alvarez, HS Technology Teacher Jennifer Guajardo, 6th Math Teacher Parent Representative Community Representative	August	Campus Priorities & Goals Yearlong Calendar and Activities (Pep-Rally, B2S Dance) Faculty Tuesdays Teacher Joy Factor (teacher appreciation) Intervention: After school & Saturday School Planning Parental Engagement TSTEM Update & Initiatives Culture of Achievement
	September	Yearlong Calendar and Activities (Pep-Rally, B2S Dance) College Field Lessons & Fundraising Faculty Tuesday/ Reportcard Pick Up Teacher Joy Factor (teacher appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	October	Yearlong Calendar and Activities (Hispanic Heritage, Perfect Attendance Social, Award Assemblies, Book Character Day, Honor Roll Breakfast Red Ribbon Week) College Field Lessons & Fundraising October - Teacher Appreciation Faculty Tuesday / Report Card Pick Up/ Content Meetings Teacher Joy Factor (Teacher Appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness)
	November	TSTEM Updates and Initiatives Yearlong Calendar and Activities (Can Food Drive, Basket Delivery) College Field Lessons & Fundraising STAAR Preparation Faculty Tuesday / Report Card Pick Up/ Content Meetings (End of Quarter 1) Teacher Joy Factor (Teacher Appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	December	TSTEM Updates and Initiatives Yearlong Calendar and Activities (Adopt an Angel) College Field Lessons & Fundraising Faculty Tuesday / Content Meeting Teacher Joy Factor (Teacher Appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	January	Perfect Attendance Reward, Pancake Breakfast College Field Lessons & Fundraising Faculty Tuesday / Report Card Pick Up/ Content Meeting Teacher Joy Factor (Teacher Appreciation) Campus PD Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	February	Yearlong Calendar and Activities (Engineering Week) College Field Lessons (Tentative) Faculty Tuesday / Content Meeting Teacher Joy Factor (Teacher Appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	March	College Field Lessons (Tentative) Faculty Tuesday / Content Meeting Teacher Joy Factor (Teacher Appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	April	Yearlong Calendar and Activities (Persistence/ Attendance) College Field Lessons (Tentative) Faculty Tuesday / Content Meeting Teacher Joy Factor (Teacher Appreciation) Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)
	May	Award Assemblies Graduation Summer School Planning TSTEM Updates and Initiatives Teacher Joy Factor (Teacher Appreciation) Alumni Summer Activities Parent Engagement Culture of Achievement (Campus Literacy, AP Awareness) Culture Priorities (IDEA Alamo Handbook & Culture Rubric)

IDEA Public Schools

IDEA College Prep Alamo

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 318,543.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 80,074.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 59,200.00

TOTAL \$ 5,777,621.00

IDEA Public Schools

IDEA College Prep Alamo

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	753	100%
At Risk	482	64%
SPED	41	5%
F.A.R.M	718	95%
ELL	518	69%
Male	382	51%
Female	371	49%
Amer. Indian	0	0%
Asian	1	0%
Black	0	0%
White	9	1%
Hispanic	743	99%

IDEA Public Schools

IDEA College Prep Alamo

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Gary Ristaino	Committee Chair(s):	Mercedes Benitez
Committee Members:	Claudia Garza Sandra Carrizales Loring Dalton Cynthia Garza Anibal Ramirez Gary Ristaino Isabella Zellerbach	Committee Members:	Jennifer Guajardo Cynthia Garza Biran Gamas Amara Valdez Mayra Barajas Cyndy Maroquin Gabriel Garcia Irving Alfaro Jonathan Rosebaum Indalecio Soto
Science		Social Studies	
Committee Chair(s):	Miriam Arrevalo Ramos	Committee Chair(s):	Sara Sanchez
Committee Members:	Bernardina Garcia Alejandra Pena Javier Mejia Karla Perez Maya De Jonge	Committee Members:	Juan Carlos Henry Maria Anzaldua Lily Alvarez Brendan Markey Delia Garza
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
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School Culture and Climate		Special Populations	
Committee Chair(s):	Sandra Salinas	Committee Chair(s):	Corina Johnson
Committee Members:	Lily Alvarez Tony Torres Aaron Barbosa Gerardo Sanchez Andy Alvarez Maggie Cantu	Committee Members:	Daniel Ybarra Amanda Bernal Diana Gonzalez Jovanna Rodriguez Jacqueline Stewart Olga Martinez Amber Briaes

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Brownsville



2021-2022 Student Achievement Improvement Plan

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IDEA Public Schools

IDEA Academy Brownsville

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IDEA Public Schools

IDEA Academy Brownsville

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Luz Zuniga (Principal) Elizabeth Rodriguez (API) Carmina Rodriguez (API) Claudia Zuniga (APO)	Clarisa Zamora (SAA)	Lucero Cortinas 1st S/SS Erica S. Lopez 2nd S/SS Graciela Munoz 3rd S/SS Jorge Longoria 4th S/SS Juan Saucedo 5th S/SS
Kindergarten	First Grade	Second Grade
Regina Santoy Lalis Gracia Sophia Perez Veronica Benavidez	Perla Alvarado (ELA) Nancy Calle (ELA) Cynthia Mandujano (Math)	Paola Guerrero (ELA) Jonathan Salas (ELA) Sandra Sanchez (Math)
Third Grade	Fourth Grade	Fifth Grade
Francisco Vasquez (Math) Dawn Garza (ELA) Sarah Barrera (ELA)	Laura Giron (Math) Sara Stumbaugh (ELA) Chritabelle Leyva (ELA)	Ana Duran (Math) Natalie Roeglin (ELA) Xenia Cruz (Science)
Physical Education	SpEd Teachers	Interventionist
Nalani Gonzluez (PE)	Deborah Braungart (K-2 RISE) Leandra Ruiz (3-5 RISE) Erika Lopez (K-2 SpEd) Mayte Reyna (3-5 SpEd)	Roger Reyna (K-2) Daliarlene Saenz (3-5)
		Key
		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Brownsville

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Veronica Trevino (KG Co-Teacher) Ana Singlaterry (KG Co-Teacher) Michelle Delgadillo (KG Co-Teacher) Alejandra Caballero (KG Co-Teacher) San Juana Rico (1st Co-Teacher) Irma Baez (2nd Co-Teacher) Perla Guzman (RISE Co-Teacher) Jose Rivera (RISE Co-Teacher) Epifanio Sanchez (PE Co-Teacher) Ashley Vento (Testing Coordinator)	Karla Enriquez (HotSpot) Rocio Castruita (AR)	Gerardo Ramirez Juan Aguilar Daniel Castillo Sergio Castillo Manuel Candanoza Sandra Carrillo Xavier Claudio Efren Delgado Josefina Lopez Antonio Lozano Guillermo Martinez Juan Parga Gerardo Perez Jose Rojas Jose Santibanez Jesus Vasquez
Facilities Staff	Child Nutrition	Front Office Staff
Juan Carlos Vela (FM) Celia Rangel (Custodian) Clementina Uribe Maria Rocha Nora Lopez Celestino Ramirez Arnoldo Cantu	Ana Lozano Felipe Urena Felipe Saldana Fernando Castillo Jesus Barrientos Martha Garcia Olga Martinez Sergio Gonzalez Yolanda Garcia Yvette Casanova Catalina Diaz Samantha Pineda Karina Padilla	Sandra Garza (AA) Andrea Padilla (Sr.. Receptionist) Veronica Alvear (Sr. SIS) Yolanda Herrera (Registrar) Delia Serrato (EC) Diana Sosa (BC)

IDEA Public Schools

IDEA Academy Brownsville

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/2-8/6	Beginning of Year PD	TWBAT analyze strategies and initiatives for 21-22 school year
8/26/2021	Kickboard/SDC	TWBAT learn how to apply a variety of interventions for both behaviors and academics and track parent communication.
9/9/2021	Response to Intervention- Tier 1	TWBAT apply interventions for small group instruction and document strategies utilized.
9/23/2021	Six Way Vocabulary Development	TWBAT discover effective ways to teach vocabulary and increase student comprehension.
10/7/2021	Lead4Ward- Content Builder	TWBAT learn how to maximize use of Lead4Ward and blueprint to improve instruction.
10/21/2021	Lesson Plan Academies	TWBAT create effective lesson plans that are aligned to what students need to learn.
11/4/2021	Response to Intervention-Tier 2	TWBAT analyze effectiveness of interventions for small group instruction and document need for Tier 2 support.
11/18/2021	DIBELS Training	TWBAT create a plan for testing for K-2 students.

Date	Session Title/Topic	Session Objective(s)
12/9/2021	STAAR General Training	TWBAT learn do's and dont's for state testing
1/20/2022	Accommodations & Modifications	TWBAT dissect Guidepost 5 to achieve a proficient in GET Row.
2/3/2022	TELPAS Training	TWBAT analyze ELPS and PLD to address student needs in preparation for TELPAS writing and testing season.
2/17/2022	EL Support	TWBAT analyze ELPS and PLD to address student needs in preparation for TELPAS writing and testing season.
3/3/2022	STAAR Specific Training	TWBAT learn do's and dont's for state testing
4/7/2022	Response to Intervention-Tier 3	TWBAT analyze effectiveness of interventions for small group instruction and document need for Tier 2 support.
4/21/2022	Retention & Promotion	TWBAT create lists for parent communication regarding possible retention
5/5/2022	SAIP and CNA	TWBAT evaluate initiatives' effectiveness for the school year and enter data for each content.
5/9/2022	EOY Checklist	TWBAT review all deadlines and submissions for EOY.
5/19/2022	SAIP and CNA 22-23	TWBAT present grade level data for each content.

IDEA Public Schools

IDEA Academy Brownsville

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Lalis Gracia (K) Lucero Cortinas(1) Sandra Sanchez (2)-Note taker Graciela Munoz (3) Christabelle Leyva (4)-Timer Juan Saucedo (5)-Chair Nalani Gonzalez (PE)- Vice-chair Mayte Reyna (SpEd) Roger Reyna (Interventionist)	September 23rd	Dia de los Muertos proposals, CNA - update quarterly? Keeping track of Quarterly celebrations-proposals (template)	
	November 4th	Updates-Winter Festival (Mandatory/theme),	
	December 9th	Sweetheart's Dance, Sombrerito Fest (booths & pricing)	
	February 3rd	Autism shirt competition(open to all?) who selects winners	
	March 3rd	Zumbathon and Fit Kid Challenge (mandatory, fees to enter, awards, shirts)	
	April 7th	WTI - Make it mandatory? Theme proposals for 2022-2023, MTN-keep or change	

IDEA Public Schools

IDEA Academy Brownsville

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$258,252
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$83,980
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$52,899

TOTAL \$ 5,346,463.00

IDEA Public Schools

IDEA Academy Brownsville

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	689	100%
At Risk	406	59%
SPED	48	7%
F.A.R.M	689	100%
ELL	360	52%
Male	370	54%
Female	319	46%
Amer. Indian	0	0%
Asian	3	0%
Black	1	0%
White	163	24%
Hispanic	123	18%

IDEA Public Schools

IDEA Academy Brownsville

Campus Committees	
English Language Arts	Math
Committee Chair(s): Sarah Barrera Committee Members: Lalis Gracia Perla Alvarado Christabelle Leyva Natalie Roeglin	Committee Chair(s): Sandra Sanchez Committee Members: Laura Giron Francisco Vasquez Cynthia Mandujano Ana Duran Sophia Perez
Science	Social Studies
Committee Chair(s): Xenia Cruz Committee Members: Veronica Trevino Lucero Cortinas Alejandra Caballero Michelle Delgadillo	Committee Chair(s): Erica Santamaria-Lopez Committee Members: Juan Saucedo Graciela Munoz Daliarlene Saenz Jorge Longoria
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Jonathan Salas Committee Members: Irma Baez Lucero Cortinas Regina Santoy Rocio Castruita Karla Enriquez	Committee Chair(s): Paola Guerrero Committee Members: Veronica Benavidez Nalani Gonzalez Dawn Garza Keila Benavidez
School Culture and Climate	Special Populations
Committee Chair(s): Roger Reyna Committee Members: Sara Stumbaugh SanJuana Rico Ana Singlaterry Epifanio Sanchez Perla Guzman	Committee Chair(s): Deborah Braungart Committee Members: Leandra Ruiz Maite Reyna Erika Lopez Jose Rivera

IDEA Public Schools

IDEA College Prep Brownsville



2021-2022 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.

CAMPUS MISSION

Campus mission statement:

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.

The IB mission statement

The International Baccalaureate® aims to develop inquiring, knowledgeable, and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end, the organization works with schools, governments, and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate, and lifelong learners who understand that other people, with their differences, can also be right.

IDEA Public Schools
IDEA College Prep Brownsville

District Goals 2021-2022

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

Staffing Model 2021 - 2022

	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)	Mayra Marquez Ramos	Griselda Calixto	Jason Mendoza	Alejandra Barrientos ()			Oziel Garcia	Rachel Brown
7th Grade	Monika Garcia	Evelyn Gonzales			Sonia Ngo					Evelyn Gonzales	Rachel Brown
8th Grade	Karla Lopez	Karla Carpio	Amber Rodriguez	N. Rico	Sonio Ngo		Co Teacher - R. Behnke	Haymee Trevino			Vacancy
9th Grade	Benjamin Garcia	Eduardo Hernandez	Antonio Pena ()	Kevin Cantu	Rhemmie Rodriguez Co Teacher - M.Maya		JoAnn Moseley-Micro/ACT (1)			Vacancy	Jorge Mejia
10th Grade	Alma Reyna	Ryan Santa Ana	Vianney Castillo	Diana Garza (APUSH) / Alexis Rangel (AP Gov / RTTC I)	Rhemmie Rodriguez	Linda McArdle	Carmen Sarabia (4)	Melissa Vega Art I/II (1)		Diana Castro Garza	Abigail Molina
11th Grade (IB)	Antonio Rodriguez	Andres Altamirano	Mariaolga Floyd	Daniel Perales	Magdalena San Roman	Co Teachers - J. Padilla S. Reyes	Nubia Nava ()	Ana Rookstool (IB ART / Art III)	Denise . Vaughn (TOK / Yearbook)	Vaughn	Abigail Molina
12th Grade (IB)	Daiyce Ovando	TBA	Santiago Limon	Ashley Gutierrez	Magdalena San Roman						Daiyce Ovando
Content Lead	Alma Reyna	Rubenia Escalante	Mariaolga Floyd	Daniel Perales	Magdalena San Roman		Carmen Sarabia ()				
Blended Learning Spaces	Physical Education	Road to thru College	ALL Co - Teachers	Counselors	Assistant Principal of Instruction	Intervention	International Baccalaureate Coordinator	Principal in Residence	Assistant Principal of Operations		
Alejandro Mora	Darren Mendiola (4)	June Aguilera (RTTC II)	Stephanie Reyes	DCC Lynda Soto	Rachel Brown	Melissa Garcia	Abigail Molina		Claudia Zuniga		Confirmed Vacancies
Patricia Rocha (Co-teacher)	Allison Hernandez (3)	Ruby Rodriguez (RTTC III)	Rosaura Behnke	Yazmin Hernandez	Abigail Molina						New Hire
	Kristal Casas (Co-teacher)	Alexis Rangel (RTTC I)	Yanira J. Padilla	Rey Cantu	Jorge Mejia						Potential Vacancy
			Patricia Rocha	Norma Jimenez	Norma Jimenez						New Role
			Mayra Maya								
			Kristal Casas								
Lead Team	Role		Leavers	Possible Leavers	Transfers	Promotions					
Marco Lopez	Principal		D. Gillespie	R. Santa Ana	Y. Guzman						
Rachel Brown	API		K. Marquez		M. Longoria						
Jorge Mejia	API		G. Cuevas		C. Montero						
Abigail Molina	API of IB		D. Poppe								
Lynda Soto	DCC										
Yazmin Hernandez	CC										
Rey Cantu	CC										
Norma Jimenez	AC										
Claudia Zuniga	APO										
Norma Schmucker	Admin Asst										
	Math	ELA	Science	Humanities	SPED						
Average TCP	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Grade Level Team Leaders											
6th	7th	8th	9th	10th	11th	12th					
Oziel Garcia	Evelyn Gonzales	*K. Lopez	*E. Hernandez	Diana Garza	*D. Perales	*Daiyce Ovando					
Content Leaders											
Math	ELA	Science	Humanities	SPED	Spanish						
Alma Reyna	Rubenia Ayala	Maria O. Floyd	*Ms. Rico	Maggie San Roman	Maria Sarabia						

IDEA Public Schools

IDEA College Prep Brownsville

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Kristal Casas Rosaura Behnke Juanita Padilla Stephanie Reyes Jorge Mendez Alejandra Burguete Abigail Gonzalez Patricia Maltos	Marco C. Lopez Jorge Mejia Rachel Brown Norma Jimenez-Cerda Lynda Soto Yazmin Hernandez Rey Cantu Laura de la Rosa	Gerardo Ramirez Josefina Lopez Antonio Lozano Guillermo Martinez Gerardo Perez
Facilities Staff	Child Nutrition	Front Office Staff
Juan Vela Nora Lopez Celestrino Ramirez Celia Rangel Maria Rocha	Ana Lozano Yvette Casanova Fernando Castillo II Carlota Diaz Martha Garcia Yolanda Garcia Sergio Gonzaloez Olga Martinez Samantha Pineda Felipe Saldana Fernando Urena	Veronica Alvear Yolanda Herrera Andrea Padilla Abraham Garza Nancy Candanoza Diana Sosa

IDEA Public Schools
IDEA College Prep Brownsville

Site-Based Decision Making Committee			
	Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Principal APIs Chairperson Teachers Parents Community Business Members	Marco C. Lopez	August	Welcome Back Pep Rally Teacher Bio information
	Rachel Brown, Jorge Mejia, Norma Jimenez		September
	Pending	October	
	Pending		November
		December	
			January
		February	
			March
		April	
			May

IDEA Public Schools

IDEA College Prep Brownsville

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 276,213.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 111,322.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$-
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 31,505.00

TOTAL \$ 5,738,844.00

IDEA Public Schools

IDEA College Prep Brownsville

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	743	100%
At Risk	365	49%
SPED	57	8%
F.A.R.M	567	76%
ELL	343	46%
Male	393	53%
Female	350	47%
Amer. Indian	0	0%
Asian	6	1%
Black	0	0%
White	20	3%
Hispanic	717	97%
Unclassified	168	

IDEA Public Schools
IDEA College Prep Brownsville

Campus Committees	
English Language Arts	Math
Committee Chair(s): Rachel Brown Committee Members: 1. Rubenia Ayala 2. Evelyn Gonzalez 3. Karla Carpio 4. Eduardo Hernandez 5. Ryan Santa Ana 6. Andres Altamirano 7. Ryan Gutierrez	Committee Chair(s): Jorge Mejia Committee Members: 1. Oziel Garcia 2. Monika Garcia 3. Karla Lopez 4. Alexandra Castillo 5. Alma Reyna 6. Daiyce Ovando 7. Antonio Rodriguez
Science	Social Studies
Committee Chair(s): Mariaolga Floyd Committee Members: 1. Gerardo Alfaro 2. Amber Rodriguez 3. Antonio Pena 4. Vianey Castillo 5. Santiago Limon	Committee Chair(s): Norma Rico Committee Members: 1. Mayra Marquez 2. Kevin Cantu 3. Diana Garza 4. Daniel Perales 5. Ashley Gutierrez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Marco C. Lopez Committee Members: 1. Jorge Mejia 2. Rachel Brown 3. Norma Jimenez-Cerda 4. Laura de la Rosa 5. Lynda Soto	Committee Chair(s): Claudia Zuniga Committee Members: 1. Norma Schmucker 2. Erika Merla 3. Laura de la Rosa 4. Lynda Soto 5. June Aguilera
School Culture and Climate	Special Populations
Committee Chair(s): Laura de La Rosa Committee Members: 1. Erika Merla 2. Yazmin Hernandez 3. Rey Cantu 4. June Aguilera 5. Lynda Soto	Committee Chair(s): Norma Jimenez-Cerda Committee Members: 1. Magdalena San Roman 2. Rhemmie Rodriguez 3. Sonia Ngo 4. Mayra Maya 5. Jason Mendoza

IDEA Public Schools

IDEA College Prep Brownsville

Campus SAIP Initiatives

New Initiatives

Annual Performance Objectives	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
DR	DeansList	All	All	All Teachers	Aug 2021 - May 2022	Instructional Coaches	Progress Reports	DeansList Reports
All	Kagan Strategies for all teachers	All	All	All Teachers	Aug 2021 - May 2022	Instructional Coaches	Progress Reports	STAAR Assessment
ST	Blended Learning - ST Math	All	All	AR Zone Facilitator	Aug 2021 - May 2022	Instructional Coaches	Progress Reports	STAR Assessment
O	Lunch with the Principal	O	All	Principal	Aug 2021 - May 2022	Instructional Coaches	Meeting notes shared during tactical	Student Surveys
O	Facebook Live	O	All	All Lead Team and Select Teachers	Aug 2021 - May 2022	Instructional Coaches	Archived videos	Student/Parent Surveys

Existing Initiatives

Annual Performance Objectives	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
S	Use Measuring Up for all students	O	All	All Teachers	Aug 2021 - May 2022	Measuring Up	Instructional Rounds	STAAR Assessment
S	SpringBoard	All	All	ELA	Aug 2021 - May 2022	Springboard	Instructional Rounds	STAAR Assessment
S	Use STAAR Coach for all students	All	All	All Teachers	Aug 2021 - May 2022	STAAR Coach	Instructional Rounds	STAAR Assessment
S	Catalyst Program	All	All	All Teachers	Aug 2021 - May 2022	Administration, ILS, All Teachers, RRC, AR	Progress Reports	STAAR Assessment
AR	DI Curriculum	All	All	Interventionist	Aug 2021 - May 2022	Instructional Coaches	Progress Reports	STAAR Assessment

Month	Event	Event	Event	Event	Events	Senior Events	Staff Culture
August	Monthly Pep rally	Welcome Back Pep Rally					Teacher Bio Teacher information
September	Monthly Pep rally	Patriot Day Sept 11 (Sept 10 Friday) (Pending Event)				Senior Breakfast Sept 3	
October	Aim for success Pep rally	Homecoming MS (Friday) HS (Saturday) Red Ribbon Week	Senior Picture Day October 12			No trick or treat until your application is complete	Shocktober (Teachers)
November	Monthly Pep rally	Veterans Day Nov 11 (Collaboration w/ Academy Nov 12)	Día de los Muertos (Nov 1)	Cap and gown pictures (Seniors)	Cap and gown pictures (Seniors)	No pie until you apply	
December	Monthly Pep rally	Spirit Week (Dec 13-17)					
January	Monthly Pep rally	100 days of school (MS)(Jan 21)	ADA incentive (Jan 4-7)	Winter Festival (Collaboration w/ Academy)(Jan14)			
February	Monthly Pep rally	Charro Days Celebration	Valentine's Dance MS (Friday) HS (Saturday)				
March	Monthly Pep rally	ADA incentive (March 7-11 21-25)					
April	Monthly Pep rally	College Signing Day					
May	Testing Motivation Pep rally	Field day	PROM (JR/SR)			Senior Walk (Kinder/5th/12th) Senior Banquet Graduation	
June	Monthly Pep rally						

Lead Team	Event	Responsible	Approver	Support	Inform	Updates
Counselor						
Jorge Mejia						
Lynda Soto						
Marco C. Lopez						
Norma Jimenez						
Norma Schmucker						
Rachel Brown						
Rey Cantu						
Yazmin Hernandez						

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Donna



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Donna

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

To build life-long learners by establishing a safe, welcoming and rigorous environment for all students.

IDEA Public Schools

IDEA Academy Donna

District Goals 2021-2022

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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PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
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- 2C. Student Persistence: 90%
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- 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

IDEA Public Schools

IDEA Academy Donna

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Sylvia Verdooren Alberto Castillo Freddie Martinez Maycarmen Quintanilla Efrain Madrigal Selina Moreno (Testing Coordinator)	Anahi Gonzalez	Veronica Garza
Kindergarten	First Grade	Second Grade
Dulce Ramirez Ashley Garza Gabrielle Zuniga April Longoria	Amanda Garces Lizette Alva Arlene Rodriguez Cynthia Trejo	Miranda Gonzalez Christina Pina Rogelio Huerta Anakaren Solano Jazmin Villarreal
Third Grade	Fourth Grade	Fifth Grade
Justine Garcia Esmer Torres Ylissa Garza Griselda Martinez Victoria Ramirez	Fernando Fuentes Leddie Salinas Elissa Perez Stephanie Tijerina Jessica Olivo	Cesia Cepeda Cynthia Varela Esteban Gonzalez Valerie Guzman Gigi Loresco
Physical Education	RISE	Key
Randy Flores	Karyna Martinez Jennifer Kwon	* - Bilingually Certified Rogelio Huerta

IDEA Public Schools

IDEA Academy Donna

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Dora Uribe Magdalena Leal Stephanie Segura Julie Rodriguez Liliana Montemayor Yolanda Garza Jasmine Ramos Marisol Morales Irma Ortiz Wanda Deiter Sarah Guzman Steven Guerrero Aldez Cantu Maria Hernandez		Alberto Torres Daniel Barrera Luanna Mendoza Gilberto Reyna Jose Vasquez Daniel Analiz Delia hernandez Jaime Coronado Guadalupe Alvardo Maria Perez Ernesto Campos III Lorene Herrera Enrique Perez Enedelia Trevino
Facilities Staff	Child Nutrition	Front Office Staff
Juan Barron Sam Carmona Tere Gomez Daniel Martinez Maria Salinas Criselda Guerra	Maria Leticia De Leon Veronica Hernandez Yesenia Luna Alejandra Monforte Alma De Ochoa Anna Rodriguez Aurora Reyna Azusena Cabrera Blanca Nava de Munoz Claudia Bazan Esther Varela Letty Lopez Xochitl Coronel Juanita Villarreal	Leesandra Gonzalez Becky Silva Cynthia Ortega Jeanette Martinez Esmer Gonzalez Nancy Cantu Elizabeth Quintero

IDEA Public Schools IDEA Academy Donna

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/10/2021	Guidepost 1: Goal Setting	TWBAT set goals for the year and strategies to reach them
8/17/2021	Guidepost 2: Relationships & Classroom Climate	TWBAT take a deep dive into what building relationships with students looks like post pandemic
8/24/2021	Instructional: TELPAS & language Proficiency Indicators	TWBAT to understand TELPAS scoring guidelines and plan instruction that will target all areas
8/31/2021	Unpack, GET 4E (R/W/S/L)	TWBAT to understand the strands that will be evaluated and plan strategies they will use.
9/7/2021	Instructional: RTI	TWBAT review RTI documentation and submit new students documentation
9/21/2021	TELPAS Writing	TWBAT use best practices to integrate writing into their weekly lessons
9/28/2021	Guide post 2: Social Emotional Learning	TWBAT to review/discuss best practices for interacting with students who are struggling to adapt post pandemic.
10/5/2021	Accommodations Training	TWBAT to understand variety of accommodation provided to students and best practices on how to apply them in the classroom

Date	Session Title/Topic	Session Objective(s)
10/19/2021	Vertical alignment	TWBAT understand what it means to vertically align by content to find gaps students still have due to pandemic
10/26/2021	Guidepost 3E: Listening and Speaking across all contents	TWBAT practice applying strategies in their lesson plans to use for students to practice.
11/9/2021	Guidepost 5: Data Tracking	TWBAT review/update tracking systems and use data to analyze student progress/
11/16/2022	Guidepost 4B: Student Practice	TWBAT self assess the opportunities students are given to practice skills taught daily and to set up a plan to incorporate more practice opportunities.
12/6/2021	Sem. Testing Plans Overview/Holiday Event Overview	TWBAT review testing plans in preparation for semester exams and prepare for Winter festival
1/4/2022	Staff Development Cycle: Round 2	TWBAT to understand the 2x2 conversation and prepare to fill out documentation.
2/1/2022	TELPAS Training	TWBAT to understand TELPAS testing procedures and their role in supporting students
1-Mar	Mock Test Overview	TWBAT review mock testing plans and their role in supporting students
3/22/2022	STARR Trainin	TWBAT to know the testing procedures for STAAR testing
4/5/2022	Staff Development Cycle: Round 3	TWBAT to understand how to fill out the APR and prepare for the conversation

IDEA Public Schools

IDEA Academy Donna

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Sylvia Verdooren (Principal, Administration) Anahi Gonzalez (Academic Counselor, Administration)	6-Sep-21	1.Parent Involvement Committee/ 2.Culture/SEL
		1.Fall festival 2.Red Ribbon Week 3.Bully Prevention Month
Freddie Martinez (Assistant Principal of Instruction, Administration)	4-Oct-21	
Belinda Gonzalez (Assistant Principal of Operations, Administration)	8-Nov-21	1.Community Event: Food Can drive 2.Data Review 3.Budget Review
Marycarmen Quintanilla (Assistant Principal of Operations, Administration)		1.Toy Drive 2.Christmas celebration for students & staff 3.Data review
Rose Ruiz, (Grade Level Teacher, Pre Kinder) Dulce Ramirez (Grade Level Teacher, K)	6-Dec-21	
Cynthia Trejo (Grade Level Chair, 1st Grade)		1.Career week 2.Data review 3.Field Lessons
Jessica Olivo (Grade Level Chair, 2nd Grade)	2/7/2022	
Victoria Ramirez (Teacher, 3rd Grade)		1.Dia de los Ninos festival 2.Data review 3.Campus Culture
Fernando Fuentes (Grade Level Chair, 4th Grade)	3/1/2022	
Cesia Cepeda (Grade Level Chair, 5th Grade)	4/4/2022	1.Earth month 2. Sports with Dad 3.Data review
Karyna Martinez (Grade Level Chair, RISE)	5/2/2022	1.EOY celebrations 2.5 de Mayo 3.RR celebration 4.Parent Satisfaction
(Parent Representative) Vanessa Vera (Community Representative)		

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	#VALUE!	100%
At Risk	#VALUE!	#VALUE!
SPED	#VALUE!	#VALUE!
F.A.R.M	#VALUE!	#VALUE!
ELL	#VALUE!	#VALUE!
Male	#VALUE!	#VALUE!
Female	#VALUE!	#VALUE!
Amer. Indian	#VALUE!	#VALUE!
Asian	#VALUE!	#VALUE!
Black	#VALUE!	#VALUE!
White	#VALUE!	#VALUE!
Hispanic	#VALUE!	#VALUE!

IDEA Public Schools

IDEA Academy Donna

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	\$ 286,452.00
164	State Compensatory	\$ 3,984,624.00
404	Accelerated Reader/Math	\$ 962,449.00
165	State Bilingual	\$ 132,337.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 428,639.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 107,416.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 64,329.00

TOTAL \$ 5,966,246.00

IDEA Public Schools

IDEA Academy Donna

Campus Committees	
English Language Arts	Math
<p>Committee Chair(s): Marycarr Committee Members: Jazming Villarreal Elissa Perez Justine Garcia Gigi Loresco</p>	<p>Committee Chair(s): Efrain Madrigal Committee Members: Fernando Fuentes Griselda Martinez Cynthia Alonso Anakren Solano</p>
Science	Social Studies
<p>Committee Chair(s): Cesia Cep Committee Members: Ylissa Garza Stephany Tijerina Ashley Garza Rose Ruiz Rogelio Huerta</p>	<p>Committee Chair(s): Valerie Guzman Committee Members: Ylissa Garza Stephany Tijerina Randy Flores</p>
Staff Quality, Recruitment, and Retention	Family and Community Involvement
<p>Committee Chair(s): Freddie Martinez Committee Members: Dulce Ramirez Cynthia Varela Esteban Gonzalez</p>	<p>Committee Chair(s): Anahi Gonzalez Committee Members: Lizette Belmares April Longoria Leddie Salinas</p>
School Culture and Climate	Special Populations
<p>Committee Chair(s): Victoria Ramirez Committee Members: Esmer Torres Gabrielle Zuniga Jessica Olivo</p>	<p>Committee Chair(s): Cynthia Trejo Committee Members: Karyna Martinez Miranda Gonzalez Lizzette Alva</p>

IDEA Public Schools

Donna AC

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
1A Math	Third-Bring in Marissa Wong for teacher development in 1st -3rd grade	S	All	Administration Teachers	Fall/Spring	Marissa Wong	Weekly Assessment IA Data Google Doc	2021 STAAR Benchmark tests
ID	Special Education Training	S	SE	Teachers/Regional Leaders	Fall	Special Education Conference and region one training	Walkthroughs Lesson Plans Observations	STAAR Alt 2
2C	Target social/emotional needs of students after pandemic through counselor led sessions using SEL curriculum and trainings for teachers	O	All	Teachers, AC	8/21-6/22	Curriculum	Walkthroughs Lesson Plans Observations	2022 STAAR Benchmark tests
1E	TELPAS - increase EL student composite growth by EOY through teacher PD, imagine learning software, SIOP strategies	O	EL	Teachers, Counselor, Admin.	8/21-6/22	professional Development, software	walkthroughs Lesson Plans Observations	TELPAS 2022
2D & 2F	PK-5th grade culture camps - after pandemic and hybrid learning systems all students need to attend culture camps to re-familiarize with culture expectations and to begin building relationships with teachers.	O	ALL	Lead Team/Teachers	BOY/EOY	Lead Team/Teachers/Culture Binders	Walk throughs / Data Check-ins	Walkthroughs and Observations/Persistence
1E, 2A	ELAR PD through Diana Ramirez	S	All	Teachers Admin	8/21-6/22	ELA Team	Walkthroughs Lesson Plans Observations	Benchmarks STAAR
1E, 2A	Supplement the District Math Program with additional math experiences to increase math computation skills and problem solving strategies appropriate to grade level through: Marisa Wong training and resources such as Homework (K-5th) Foldables aligned to TEA math updates small group support Mini-Camps (3rd-5th)	S	All	Administration Math Teachers Math Consultant	8/20-8/21	Administration Math Department District Scope & Sequence Students' work Region 1 Consultants	a	2021 STAAR Benchmark tests

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Make home visits for those students who have 10 or more absences.	O	All	Administration Teachers Community Aide Attendance Clerk	8/20-8/21	Administration Teachers Community Aide	Attendance Log	Weekly Attendance Report
2F	Involve our parents by hosting family events such as Literacy Night, parent trainings, Fall/Spring Festival, campus walkthroughs Parent Volunteer support and closing the achievement gap nights. For community involvement our campus can continue to work with the city such as the Donna Fire Dept-Safety Lesson for Fire Prevention Week and the Recycling Center.	O	All	Teachers, Administration, School Counselor	8/20-8/21	Arts/Crafts, prizes, food for festivals, field lesson costs \$2,500	Sign-in sheets for events, tickets sold, PTO attendance tracker	Parent satisfaction survey
2C	Make daily phone calls for those students who are absent.	O	All	Teachers Community Aide Attendance Clerk	8/20-8/21	Administration Teachers Community Aide	Attendance Clerk Support Staff	Reports Weekly Attendance Report
2C	Grade level with the best attendance for the week will be allowed to wear clothing of their choice for one day out of the week.	O	All	Teachers Community Aide Attendance Clerk	8/20-8/21	Administration Teachers Community Aide	Attendance Log	Weekly Attendance Report
2C	Reiterate the importance of coming to school through Parent Meetings and our intercommunication system. ("You miss school, you miss out")	O	All	Administration Teachers Community Aide	8/20-8/21	Administration Teachers Community Aide	Attendance Log	Weekly Attendance Report

IDEA Public Schools

IDEA College Prep Donna



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Donna

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 Donna sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subjects is our recipe for success.

IDEA Public Schools

IDEA College Prep Donna

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep Donna

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Amanda Canales, Principal Maricela Gaona, PIR Daniel Pedroza, API Elizardo Garcia, API Dikla Medina, API Ashley Cantu, Testing Coordinator	Cecilia Medina, DCC Yvonne Caceres, CC Abigail De Ochoa, CC Jackie Galvan, SC	Anita Garay, MS Art Elizabeth Gonzalez, 9th & 10th Art Erika Martinez, Band A.C. Baez, 9th RTTC Betsaida Zacarias, 10th & 11th RTTC Juan Carranza, Math Interventionist Jazmine Morales, SPED Reyna Lopez Olvera, SPED Ann Garza, SPED Daisy Garcia, SPED Claudia Solis, SPED/RISE Pauline Puente, SPED/RISE Emily De Leon, HS Comp Science
Sixth Grade	Seventh Grade	Eighth Grade
Samantha Flores, ELA Olga Prado, History JC Rodriguez, Science Byanca Guajardo, Math	Jessica Villanueva, English Andrew Sierra, History Priscilla Zepeda, Science Monica Tamez, Math	Cristela Cavazos, English Atanislao Padron, History Tanya Sierra, Science Linda Martinez, Math
Ninth Grade	Tenth Grade	Eleventh Grade
Daniela Hernandez, English Irene Casares, History Juan Ybarra, Science Leopoldo Farias, Math	Charles Cardenas, English Eric Carlson, History Norberto Trevino, Science Jose Meza, Math	Samantha Vasquez, IB English Shirley Castillo, IB Spanish Zanyace Aguinaga, IB History Margarita Perez, IB Biology Rodrigo Saenz, IB Math Isaac Santiago, IB Art
Twelfth Grade	Physical Education	Key
Alejandra Guevara, IB English Ulises Manzano, IB Spanish Zachary Wise, IB History Nicolas Arias, IB Biology Emmanuel Culebro, IB Math Maxine Menendez, IB Art Gerardo Martinez, IB TOK	Beatriz Medina, MS PE Heribeto Garza, HS PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Donna

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jay Calaycay, PE Elizabeth De Leon, PE Steven Lenny, SPED Sandra Mancillas, SPED Jessica Martinez, SPED/RISE Dana Sepulveda, SPED/RISE Ray Ochoa, SPED/RISE Itzel Villegas, SPED/RISE Vacancy, SPED/RISE	Vacancy, RRC/AR Facilitator	Alberto Torres, Manager Daniel Barrera, Assistant Manager Francisco Vasquez, Bus Driver Daniel Alaniz, Bus Driver Gilberto Reyna, Bus Driver Delia Ramirez, Bus Driver Jaime Coronado, Bus Driver Guadalupe Alvarado, Bus Driver Maria Perez, Bus Driver Ernesto Campus, Bus Driver Enrique Perez, Campus Mechanic Enedelia Guerra Trevino, Bus Driver Luanna Mendoza, Bus Driver/Safety Trainer Lorena Herrera, Bus Driver
Facilities Staff	Child Nutrition	Front Office Staff
Juan Barron, FM Teresa Gomez, Custodian Maria Salinas, Custodian Samuel Carmona, Custodian Daniel Martinez, Custodian Criselda Garcia, Custodian	Maria De Leon, CNP Manager Veronica Hernandez, Assistant Manager Yezenia Luna, Assistant Manager Juana Villarreal, Food Service Esther Varela, Food Service Aurora Reyna, Food Service Maria Villalobos, Food Service Alejandra Monforte, Food Service Leticia Lopez, Food Service Blanca Nava de Munoz, Food Service Azusena Cabrera, Food Service Alma De Ochoa, Food Service Claudia Bazan, Food Service Xochitl Coronel, Food Service	Leesandra Gonzalez, Receptionist Esmeralda Cantu, Admin Assistant Jeanette Lopez, Business Clerk Stephanie Brouwen, 21st Century Coordinator Cynthia Ortega, Registrar Becky Silva, SIS Coordinator Esmeralda Gonzlaez, Health Aide Nancy Cortez, St. Enrollment Coordinator

IDEA Public Schools

IDEA College Prep Donna

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/10/2021	BOY Touchpoint	SWBAT review and reflect on the FWOS
8/17/2021	GTM: Culture Camp	SWBAT review and reflect on the FWOS Culture Camp
8/24/2021	SWAM	SWBAT revisit SWAM expectations
8/31/2021	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
9/7/2021	GTM: Student Culture	SWBAT reflect current student culture
9/14/2021	Data Analysis	SWBAT review data analysis expectations
9/21/2021	CTM: Kagan Strategies	SWBAT review Kagan strategies
9/28/2021	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
10/5/2021	Trunk or Treat Logistics	SWBAT become informed of our Trunk or Treat event

10/12/2021	Q1 Report Card Night	SWBAT participate in our Quarterly report card night
10/19/2021	CTM: Intervention Strategies	SWBAT learn and internalize best practices from content team regarding intervention and supplemental strategies
10/26/2021	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
11/2/2021	GTM: Student Culture	SWBAT reflect current student culture
11/9/2021	Home Visit Planning	SWBAT plan their grade level home visits
11/16/2021	GTM: Semester 1 Assembly	SWBAT review Semester 1 assembly expectations
11/23/2021	None due to Thanksgiving Break	N/A
11/30/2021	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
12/7/2021	12 Days of Christmas Event/Activity	SWBAT participate in our annual 12 Days of Christmas events

12/14/2021	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
1/4/2022	Adjusting Instruction	SWBAT review methods for DDI adjustments
1/11/2022	CTM: Mastery Machine	SWBAT plan out their mastery machine units
1/18/2022	Q2 Report Card Night	SWBAT participate in our Quarterly report card night
1/25/2022	Field Lessons	SWBAT use time to plan their upcoming field lessons
2/1/2022	TELPAS	SWBAT complete their TELPAS calibration
2/8/2022	Q2 PTG	SWBAT review Q2 data and develop a plan of action
2/15/2022	Campus Valentines Exchange	SWBAT participate in our campus wide Valentines Day Exchange
2/22/2022	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
3/1/2022	Global Festival	SWBAT work together and plan for our annual Global Festival
3/8/2022	Persistence Strategies	SWBAT collaborate with their grade levels re: persistence strategies

3/15/2022	None due to Spring Break	N/A
3/22/2022	Q3 Report Card Night	SWBAT participate in our Quarterly report card night
3/29/2022	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
4/5/2022	EOY Awards	SWBAT plan their grade level annual EOY Awards
4/12/2022	Testing Plan & Training	SWBAT receive testing plan and become STAAR trained
4/19/2022	GT: Student Culture Touchpoint	SWBAT reflect current student culture
4/26/2022	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer
5/3/2022	EOY Items: TBD	SWBAT work through pertinent EOY items
5/10/2022	EOY Items: TBD	SWBAT work through pertinent EOY items
5/17/2022	EOY Items: TBD	SWBAT work through pertinent EOY items
5/24/2022	EOY Items: TBD	SWBAT work through pertinent EOY items
5/31/2022	Teacher Feature: TBD	SWBAT learn and internalize best practices from a current peer

IDEA Public Schools

IDEA College Prep Donna

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
English Department: Committee Chair(s): Samantha Vasquez Committee Members: Samantha Flores, Daniella Hernandez, A.C. Baez, Jessica Villanueva, Charles Cardenas, Betsaida Zacarias, Cristela Cavazos, and Alejandra Guevara	9/21/202, 10/19/2021, 1/4/2022, 1/11/2022, 2/8/2022, and 5/3/2022	SWBAT review Kagan strategies, SWBAT learn and internalize best practices from content team regarding intervention and supplemental strategies, Adjusting Instruction, SWBAT plan out their mastery machine units, SWBAT review Q2 data and develop a plan of action, and SWBAT work through pertinent EOY items
Math Department: Committee Chair(s): Juan Carranza Committee Members: Byanca Guajardo, Leo Farias, Emmanuel Culebro, Monica Tamez, Jose Meza, Linda Martinez, and Rodrigo Saenz	9/21/202, 10/19/2021, 1/4/2022, 1/11/2022, 2/8/2022, and 5/3/2022	SWBAT review Kagan strategies, SWBAT learn and internalize best practices from content team regarding intervention and supplemental strategies, Adjusting Instruction, SWBAT plan out their mastery machine units, SWBAT review Q2 data and develop a plan of action, and SWBAT work through pertinent EOY items
Science Department: Committee Chair(s): Tanya Sierra Committee Members: J.C. Rodriguez, Juan Ybarra, Margarita Perez, Priscilla Zepeda, Norberto Trevino, and Nicolas Arias	9/21/202, 10/19/2021, 1/4/2022, 1/11/2022, 2/8/2022, and 5/3/2022	SWBAT review Kagan strategies, SWBAT learn and internalize best practices from content team regarding intervention and supplemental strategies, Adjusting Instruction, SWBAT plan out their mastery machine units, SWBAT review Q2 data and develop a plan of action, and SWBAT work through pertinent EOY items
Social Studies Department: Committee Chair(s): Zanyaca Aguinaga Committee Members: Olga Prado, Irene Casares, Zachary Wise, Andrew Sierra, Eric Carlson, and Atanislao Padron	9/21/202, 10/19/2021, 1/4/2022, 1/11/2022, 2/8/2022, and 5/3/2022	SWBAT review Kagan strategies, SWBAT learn and internalize best practices from content team regarding intervention and supplemental strategies, Adjusting Instruction, SWBAT plan out their mastery machine units, SWBAT review Q2 data and develop a plan of action, and SWBAT work through pertinent EOY items
Special Population: Committee Chair(s): Jazmine Morales Committee Members: Reyna Lopez Olvera, Ann Garza, Daniela Azubell, Claudia Solis, and Vacancy	9/21/202, 10/19/2021, 1/4/2022, 1/11/2022, 2/8/2022, and 5/3/2022	SWBAT review Kagan strategies, SWBAT learn and internalize best practices from content team regarding intervention and supplemental strategies, Adjusting Instruction, SWBAT plan out their mastery machine units, SWBAT review Q2 data and develop a plan of action, and SWBAT work through pertinent EOY items
Family & Community Involvement: Committee Chair(s): Cristal Reyna Committee Members: Maricela Gaona, Cecilia Medina, Dikla Medina, Yvonne Caceres, Daniel Pedroza, Abigail De Ochoa, Elizardo Garcia and Ashley	9/21/202, 10/19/2021, 1/4/2022, 1/11/2022, 2/8/2022, and 5/3/2022	Topics will vary by month but will focus on our monthly parent/community engagement events

IDEA Public Schools

IDEA College Prep Donna

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 341,261.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 91,792.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 50,701.00

TOTAL \$ 5,803,558.00

IDEA Public Schools

IDEA College Prep Donna

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	739	100%
At Risk	516	70%
SPED	47	6%
F.A.R.M	404	55%
ELL	346	47%
Male	373	50%
Female	366	50%
Amer. Indian	1	0%
Asian	0	0%
Black	2	0%
White	23	3%
Hispanic	713	96%

IDEA Public Schools

IDEA College Prep Donna

Campus Committees	
English Language Arts	Math
Committee Chair(s): Samantha Vasquez Committee Members: Samantha Flores Daniella Hernandez A.C. Baez Jessica Villanueva Charles Cardenas Betsaida Zacarias Cristela Cavazos Alejandra Guevara	Committee Chair(s): Juan Carranza Committee Members: Byanca Guajardo Leo Farias Emmanuel Culebro Monica Tamez Jose Meza Linda Martinez Rodrigo Saenz
Science	Social Studies
Committee Chair(s): Tanya Sierra Committee Members: J.C. Rodriguez Juan Ybarra Margarita Perez Priscilla Zepeda Norberto Trevino Nicolas Arias	Committee Chair(s): Zanyaca Aguinaga Committee Members: Olga Prado Irene Casares Zachary Wise Andrew Sierra Eric Carlson Atanislao Padron
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Amanda Canales Committee Members: Maricela Gaona Cecilia Medina Dikla Medina Yvonne Caceres Daniel Pedroza Abigail De Ochoa Elizardo Garcia Jackie Galvan	Committee Chair(s): Jackie Galvan Committee Members: Maricela Gaona Cecilia Medina Dikla Medina Yvonne Caceres Daniel Pedroza Abigail De Ochoa Elizardo Garcia Ashley Cantu
School Culture and Climate	Special Populations
Committee Chair(s): Maricela Gaona Committee Members: J.C. Rodriguez Rodrigo Saenz Monica Tamez Ulises Manzano Atanislao Padron Beatriz Medina A.C. Baez Jazmine Morales Norberto Trevino Claudia Solis	Committee Chair(s): Jazmine Morales Committee Members: Reyna Lopez Olvera Ann Garza Daisy Garcia Claudia Solis Pauline Puente

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Edinburg



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Edinburg

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 provide safe, engaging, high-quality educational opportunities for 100% of our students in an inclusive environment. Our team is committed to students' college and career readiness in collaboration with parents and families. We strive to inspire our students to meet current and future challenges to cultivate social awareness, civic responsibility, and personal growth.

IDEA Public Schools

IDEA Academy Edinburg

District Goals 2021-2022

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IDEA Public Schools

IDEA Academy Edinburg

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Nora E. Perez- Sr. Principal Selina Ortiz- API PK-2 DI/SpEd Christian Recinos- API 1-5 MATH/SCIENCE Claudia Villalobos- API 1-5 ELA/WRITING/SS Erik J. Humphrey- APO Elizabeth Red- SSA		Veronica Morales- AR Zone Ninfa Alcala- iLearning
Kindergarten	First Grade	Second Grade
Kristina Martinez Adina Solis Adriana Lopez- GTL Jennifer Andreas	Sugey Guevara- GTL Vanessa Bravo Cynthia Gonzales Christian Rangel	Evelyn Villarreal Cynthia Torres Elizabeth Lopez- GTL Nohemi Salinas
Third Grade	Fourth Grade	Fifth Grade
Amanda Hinojosa-Medrano Victoria Delgado Christian Morin-GTL Andrea Sanchez	Michelle Arce Sarairis Slusser- GTL Celeste Martinez Linda Alcantara	Rosanna Vega Alvaro Martinez Victoria Trevino Monica Torres- GTL
Physical Education	Interventionists	RISE
Cristopher Perez	Rosemary Swaim Elia Guzman	Tanya Guzman Nydia Barrera

IDEA Public Schools

IDEA Academy Edinburg

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Isabel Garcia Vivian Gaona Judith Cano Martin Mendoza Kayla Frias Raquel Ryer Carla B. Fiscal Cynthia Campos Eric Garza Jocelyn Perales Luis Salazar Jr. Kaycie Gomez	Alaida Gutierrez- Testing Coordinator	Araceli Garcia- Transportation Mgr
Facilities Staff	Child Nutrition	Front Office Staff
Javier Carreon- Facilities Mgr Marisela Ramos Teresa Carreon Eloy Segura Ray Guajardo	Melissa Tafolla-Cafeteria Mgr	Maria Robles

IDEA Public Schools

IDEA Academy Edinburg

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/2/2021-8/3/2021	<ol style="list-style-type: none"> 1. State of the School and State of the Region 2. Culture and first 30 days of school 	<ol style="list-style-type: none"> 1. TWBAT gain a perspective of the overview from last school year, understand district and campus priorities and implement them in their classroom 2. TWBAT discuss and streamline grade level expectations to adjust to campus needs, to build culture of grade team and content team, and set goals as a team for student culture and academic performance
8/5/2021	<p>First Day of School Operations</p> <ul style="list-style-type: none"> •BOY Ops •Health/Safety & Clinic Protocols •Crisis Management •Safety Drills •Students Arrival/Dismissal •Facility Disinfecting/Sanitizing •Safe Transitions •Lunch/Meal Distribution •IT Protocols •Transportation Protocols •Standard Response Protocol •School Culture 	<p>TWBAT understand the mission of the Operations Team and the role that it plays on campus life; review Campus Binder Policies and Procedures; become familiar with operation resources available.</p>
8/6/2021	<ol style="list-style-type: none"> 1. Move this World 2. Family Communication 3. Behavior Management Training* 	<ol style="list-style-type: none"> 1. TWBAT understand how to integrate social emotional learning in their classroom 2. TWBAT learn the campus process for tracking and communicating with families. 3. TWBAT learn different strategies to proactively address student behavior
9/3/2021	<p style="text-align: center;">Analysis of Lessons Plans Direct Instruction: Tracking students</p>	<p>TWBAT share lesson plans with colleagues and receive on their planning. TWBAT share best practices with tracking students in college house.</p>

10/1/2021	Data Analysis and Conversations, Identify Standards In conversations, blue print Direct Instruction: RMT Best Practices & TEK Alignment	TWBAT analyze IA 1 data and write a clear plan for re-teaching objectives with large gaps. TWBAT identify a TEK standard within their RMT lessons.
10/1/2021	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.
11/5/2021	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.
11/5/2021	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.
12/3/2021	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.
12/3/2021	Across Campus: STAAR Camp & Saturday School	TWBAT identify priority students to create accomodations to be better able to meet their academic needs
1/7/2022	Across Campus: State of the School	TWBAT analyze PTG and come away with clear next steps for improvement.
2/8/2022	Across Campus: Social Emotional Learning	TWBAT revisit social emotional learning scope and sequence. TWBAT scope out the next 2 months and prep materials
3/29/2022	Across Campus: Behavior Management	TWBAT revisit SMART goals and share best trackers in maintaining student behavior trackers.
4/12/2022	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.

IDEA Public Schools IDEA Academy Edinburg

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Month
Nora E. Perez, Sr. Principal Selina Ortiz, API for Grades PK-2 DI & SpEd Christian Recinos, API for Grades 1-5 Math & Science	Friday, September 24, 2021	1. Culture 2. Academics Expectations 3. Granola for Grandparents 4. 16 De Septiembre 5. Hispanic Heritage Month 6. Childhood Cancer Awareness Month 7. National Campus Safety Awareness Month 8. Suicide Prevention Month 9. Labor Day 10. Nine Eleven 11. Data Review
Claudia Villalobos, API for Grades 1-5 ELA, Writing, & Social Studies Eliabeth Red, Student Success Advisor Erik J. Humphrey, APO	Friday, October 29, 2021	1. Red Ribbon Week 2. Fire Prevention Week 3. Book Character Dress Up 4. Indigenous Day (Columbus Day) 5. Bully Prevention Month 6. Quarter 1 Awards (Eagle Assembly) 7. Breast Cancer Awareness Month 8. Data Review
Amber Banda, GTL Pre-Kindergarten Adriana Lopez, GTL Kindergarten	Friday, November 19, 2021	1. Canned Food Drive 2. Veterans Day 3. Native American Heritage Month 4. Lung Cancer Awareness Month 5. Homeless Youth Awareness Month 6. Sports Day with Dad 7. PTG Meetings 8. Data Review
Sugey Guevara, GTL First Grade Elizabeth Lopez, GTL Second Grade Christian Morin, GTL Third Grade	Friday, December 17, 2021	1. Toy Drive 2. Sports Day with Dad 3. Scholastic Book Fair 4. National Handwashing Awareness Week 5. Door Decorating Contest for Students and Staff 6. Christmas celebration for students & staff 7. Data review

<p>Sarairis Slusser, GTL Fourth Grade</p> <p>Monica Torres, GTL Fifth Grade</p> <p>Tanya Cavazos, Support Staff Representative</p>	<p>Friday, January 28, 2022</p>	<ol style="list-style-type: none"> 1. Quarter 2 Awards 2. Career week 3. Martin Luther King Day 4. 100th Day of School 5. Field Lessons (5th Grade) 6. Parent Info Session 7. Data Review
<p>Veronica Morales, CT Representative</p> <p>Mrs. Teodora Ticante and Mrs. Erica Cruz, Parent Representatives</p>	<p>Friday, February 25, 2022</p>	<ol style="list-style-type: none"> 1. Black History Month 2. Campus Culture 3. American Heart Month 4. Parent Info Session 5. Valentine's Celebrations 6. Data Review
	<p>Friday, March 25, 2022</p>	<ol style="list-style-type: none"> 1. National Read Across America Day 2. Self Injury Awareness Month 3. National Womens History Month 3. Quarter 3 Awards 4. Data review
	<p>Friday, April 29, 2022</p>	<ol style="list-style-type: none"> 1. Earth Day 2. School Library Month 3. Autism Awareness Month 4. Stress Awareness Month 5. Child Abuse Prevention Month 6. Data Review
	<p>Friday, May 20, 2022</p>	<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. Royal Readers Celebration AR 7. CNA/SAIP 8. Mental Health Awareness Month 9. Asian Pacific American Heritage 10. Better Hearing & Speech Month

IDEA Public Schools

IDEA Academy Edinburg

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	\$ 286,452.00
164	State Compensatory	\$ 3,984,623.00
404	Accelerated Reader/Math	\$ 962,449.00
165	State Bilingual	\$ 132,337.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 347,572.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 58,591.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 55,390.00

TOTAL \$ 5,827,414.00

IDEA Public Schools IDEA Academy Edinburg

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	848	100%
At Risk	437	52%
SPED	30	4%
F.A.R.M	848	100%
ELL	404	48%
Male	429	51%
Female	419	49%
Amer. Indian	0	0%
Asian	6	1%
Black	9	1%
White	23	3%
Hispanic	809	95%

IDEA Academy Edinburg

Campus Committees	
English Language Arts	Math
Committee Chair(s): Rosemary Swaim Committee Members: 1. Claudia Villalobos 2. Sugey Guevara 3. Evelyn Villarreal 4. Rosanna Vega 5. Sarairis Slusser	Committee Chair(s): Victoria Trevino Committee Members: 1. Christian Morin 2. Cynthia Gonzales 3. Eizabeth Lopez 4. Christian Morin 5. Celeste Martinez 6. Cynthia Campos
Science	Social Studies
Committee Chair(s): Alvaro Martinez Committee Members: 1. Christian Rangel 2. Linda Alcantara 4. Cynthia Torres 4. Andrea Sanchez 5. Armando Gonzalez 6. Zuzuki Salinas	Committee Chair(s): Monica Torres Committee Members: 1. Nohemi Salinas 2. Adriana Lopez 3. Norayma Garcia 4. Adina Solis 5. Monica Torres 6. Ashley Garay 7. Carla Fiscal
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Nora Perez Committee Members: 1. Selina Ortiz 2. Elizabeth Red 3. Erik J. Humphrey 4. Claudia Villalobos 5. Christian Recinos	Committee Chair(s): Elizabeth Red Committee Members: 1. Vanesa Bravo 2. Michelle Arce 3. Amanda Hinojosa Med 4. Amber Banda 5. Veronica Morales 6. Krystal Castellanos 7. Isabel Garcia
School Culture and Climate	Special Populations
Committee Chair(s): Veronica Morales Committee Members: 1. Cristopher Perez 2. Jennifer Andreas 3. Kristina Martinez 4. Luis Salazar Jr. 5. Kayla Frias 6. Vivian Gaona	Committee Chair(s): Selina Ortiz Committee Members: 1. Tanya Cavazos 2. Efrelle Myke Red 3. Brianna Ybarra 4. Nydia Barrera

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Differentiated Instruction	S	All	Rosemary Swaim	August 27, 2021- May 17, 2022	STAAR Blueprint/Lead4ward Field Guide/ Scope & Sequence/ Content Curriculum/ TEKS Review by Grade	Agendas Sign-in Meeting notes	Student Exit Ticket Rigor is up to par to state standards -student mastery
1E	SIOP strategies practiced in every classroom to assist ELLs	S	All	Rosemary Swaim	August 27, 2021- May 17, 2023	STAAR Blueprint/Lead4ward Field Guide/ Scope & Sequence/ Content Curriculum/ TEKS Review by Grade	Agendas Sign-in Meeting notes	Student Exit Ticket Rigor is up to par to state standards -student mastery
1E	Humanities Initiative in PK-5	S	All	Claudia Villalobos	August 27, 2021- May 17, 2024	STAAR Blueprint/Lead4ward Field Guide/ Scope & Sequence/ Content Curriculum/ TEKS Review by Grade	Agendas Sign-in Meeting notes	Student Exit Ticket Rigor is up to par to state standards -student mastery
1E	Analysis of Lessons Plans	S	All	Grades K-2 Selina Ortiz Grades 3-5 Claudia Villalobos & Christian Recinos Grades K-5 Elizabeth Red	August 27, 2021- May 17, 2025	Texas Essential Knowledge and Skills by Grade Level (Elementary)- TEA Documents	Agendas Sign-in Meeting notes	Student Exit Ticket Rigor is up to par to state standards -student mastery
1E	Data Deep Dive into Domain 3	S	All	Grades K-2 Selina Ortiz Grades 3-5 Claudia Villalobos & Christian Recinos Grades K-5 Elizabeth Red	August 27, 2021- May 17, 2026	MSR, STAAR Data from testing year prior, current SE data, campus trackers	Agendas Sign-in Meeting notes	Continuous update of campus tracker & 90/60/30 meeting

IDEA Public Schools

IDEA College Prep Edinburg



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Edinburg

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CAMPUS MISSION

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IDEA Public Schools

IDEA College Prep Edinburg

District Goals 2021-2022

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IDEA Public Schools

IDEA College Prep Edinburg

Professional Campus Staff 2021-2022		
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Travis Lester - Principal Michelle Garza - API Kimberly Maqueda - API Valeria Del Bosque - API Erik Humphrey - APO	Jennifer Martinez - DCC Justin Garcia - CC Cynthia Vasquez - CC Sonia Cantu - AC	Danielle Delgado - Tech. Apps. Victoria Nava - Music/Journalism Alvin Garza - AP Computer Science Jeannette Garcia - AP Art/Art I Jennifer Calzada - RTTC II Alejandro Rodriguez - RTTC I Dalia Gutierrez - RTTC III
Sixth Grade	Seventh Grade	Eighth Grade
Maria Gomez - Math (Grade Team Leader) Josephine Soto -Reading Azucena Trevino - Interventionist Amanda Munoz - Hybrid Science Ariadna Rodriguez - Sp. Ed.	Olivia Palacios - Reading (Grade Team Leader) Amaris Sanchez - Math Naomi Orozco - Hybrid Humanities Carlos Garza - AR Samantha Garcia - Sp. Ed. Elizabeth Garza - AR	Hilda Altamirano - Alg. I (Grade Team Leader) Judith Rosales - Reading Diana De Jesus - Humanities Sandra Garza - Spanish I/II Nicole Guerrero - RISE Teacher Mylen Arias - Science
Ninth Grade	Tenth Grade	Eleventh Grade
Antonio Ortega - Geometry/Alg. I Brianna Ortega - English I Amanda Calderon - AP Human Geo. Amy Castellanos - HS Sp. Ed. (Grade Team Leader) Jasmine Rodriguez - Biology	Jannett Aguinaga - Eng. II Kendra Quintanilla - Chemistry Sofia Velasquez - Alg. II Iris Zamora - AP World History (Grade Team Leader) Amadita Herevia - AP Spanish Lang.	Julissa Bohannon - AP English Lang. (Grade Team L Toribio Trujillo - AP Spanish Lit. Nicole Martinez - AP Physics Linda Trevino - RISE Teacher
Twelfth Grade	Physical Education	Key
Nadya Martinez - AP Cal/Pre Cal (Grade Team Leader) Mark Anzaldua - AP Govt./AP Microecon. Marco Romero - AP Statistics Lopa Chakraborty - AP Bio/AP Environmental Victoria Valdez - AP English Lit. Maria Arrambide - HS Sp. Ed.	Aida Gonzalez - 8th/HS PE (Athletic Coordinator) Kevin Saenz - MS PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Edinburg

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	Transportation
Eduardo Alvarez - MS PE Co-Teacher Natalicia Hernandez - RISE Co-Teacher Kelly Huerta - RISE Co-Teacher Brenda Medina - RISE Co-Teacher Pedro Alvarado - Gen. Sp. Ed. Co-Teacher	Elizabeth Garza - AR Facilitator	Araceli Garcia - Transportation Manager Dora Rivera Emilio Ramirez Marcela Mendoza Rafael Baez Adam Garcia Mario Lozano Enedina Garcia-Bailey Hector Trevino Arturo Lopez
Facilities Staff	Child Nutrition	Front Office Staff
Javier Carreon - Facilities Manager Rosa Salazar - Custodian Reyes Alvarez - Custodian Ruben Ortiz - Custodian	Melissa Tafolla - CNP Manager Laura Moreno Carla Chavez Margarita Cantu Elma Gonzalez Flor Sanchez Iracema Gurrola Veronica Sanchez Anita Valdez Sabrina Salinas Cristina Sanchez Patricia Herrera Dora Rodriguez Wendy Medina Roxanna Garcia	Alejandra De Ochoa - Receptionist Olivia De Luna - Admin. Assistant Cynthia Gallardo - Registrar Sabrina Medina - Business Clerk Raquel Rios - Enrollment Coordinator

IDEA Public Schools
IDEA College Prep Edinburg

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
August	On Track to Graduate: Developing a clear vision for teachers and students	TWBAT identify and implement campus/district policies to ensure students remain on the pathway to academic success and grade level progression.
August	Coping Strategies in the Classroom	TWBAT utilize skills and techniques to assist students emotionally as they return to the social and academic pressure of in-person instruction
September	Working with Sp.Ed Department: Department to Classroom:	TWBAT effectively implement best practices for working with special populations inside their content class.
September	ACT - Mindset and Classroom Implementation 6th to 12th	TWBAT verbalize the importance of ACT skills on the future of student academic success and develop skills to incorporate appropriate elements of ACT prep in their classroom instruction.
October	Gradebook and Grading Expectations	TWBAT identify positive and negative implications of punitive vs growth mindset grading techniques; and implement accordingly to push student achievement.
October	Student Feedback Cycle	TWBAT name the elements and positive impact of the student feedback cycle; and implement inside their classroom every day.
November	Aggressive Monitoring and Tracking Individual Performance	TWBAT to implement all pieces of aggressive monitoring during student independent practice and effectively track student progression.
November	Daily Feedback and Quick Turnaround	TWBAT implement procedures that ensure all students receive specific actionable feedback daily and graded assignments include timely feedback for students.

Date	Session Title/Topic	Session Objective(s)
December	Revisiting Student Discipline: Reactionary vs. Proactive Approaches to Student Management	TWBAT implement proactive methodologies to effectively manage student behavior inside the classroom.
December	Data Analysis and Structuring Classroom Needs	TWBAT effectively perform data analysis on mock/semester exams and utilize findings to drive future instruction, tutoring, and classroom differentiation.
January	Effective Targeted Differentiated Classroom Instruction	TWBAT to implement effective differentiated instructional practices for low, medium, high, and special population students.
January	Understand Tier I & Tier II Universities/College and the Impact on our Student Population	TWBAT verbalize and explain the impact attending a Tier I or II college has on the academic success of students.
February	Teacher Letter of Recommendations and the Role of the Teacher	TWBAT implement grade level practices making the writing of letter of recommendation more impactful for students.
February	Joy in the Classroom	TWBAT identify and implement practices that lead to a student centered engaging classroom, where students do the heavy lifting of learning and take ownership.
March	25/75 Split and Quality vs. Quantity	TWBAT adjust instruction to effectively ensure students are engaged in producing high quality work for 75% of the instructional cycle.
March	Exhibiting Scholars' Work Inside and Outside of the Classroom: The Power of Celebrating Students	TWBAT identify and implement best practices and expectations for celebrating students work and showcasing work as exemplars for other students.
April	Scaffolding Rigor	TWBAT effectively scaffold learning objectives for all students in preparation for exams and subsequent grade levels
April	Transitioning Student to the Next Grade Level	TWBAT effectively identify common problems students and parents encounter in proceeding to the next grade level and prepare families for the next grade level.

IDEA Public Schools
IDEA College Prep Edinburg

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Travis Lester (Principal, Administration)	Monday, September 6, 2021	1. Parent Communication strategies 2. Field Lessons and Fundraising 3. SMART Goals 4. Parental Involvement
Michelle Garza (Assistant Principal of Instruction, Administration)		
Kimberly Maqueda (Assistant Principal of Instruction, Administration)	Monday October 11, 2021	1. Gear Up Review 2. Fall Festival Plans 3. Upcoming Benchmarks 4. Field Lesson Updates 5. Red Ribbon Week
Valeria Del Bosque (Assistant Principal of Instruction)		
Eric Humphrey (Assistant Principal of Operations, Administration)	Monday November 8, 2021	1. Fall Festival 2. Grades/ Progress Reports 3. Priority Student Parent Meetings 4. December Field Lessons
Jennifer Martinez (Director College Counseling, Administration)		
Cynthia Vasquez (College Counselor)	Monday December 6, 2021	1. Holiday Celebration 2. Fundraiser Updates 3. Saturday School Tutoring 4. SBAA Review 5. MOY LPAC
Justin Garcia (College Counselor)		
Sonia Cantu (Academic Counselor, Administration)	Monday January 10, 2022	1. Persistence Review 2. Saturday School Procedures/Expectations 3. Review First Semester Failure Rate 4. Parental Involvement Progress 5. TSTEM Meeting
Maria Gomez (Grade Level Chair, 6th Grade)		
Olivia Palacios (Grade Level Chair, 7th Grade)		
Hilda Altamirano (Grade Level Chair, 8th Grade)	Monday February 7, 2022	1. Attendance Goal 2. Culture On Campus Reset 3. Career Day 4. Progress Towards Goals 5. STAAR Plan/Mastery Machine
Amy Castellanos (Grade Level Chair, 9th Grade)		
Iris Zamora (Grade Level Chair, 10th Grade)		
Julissa Bohannon (Grade Level Chair, 11th Grade)	Monday March 7, 2022	1. Spring Break Tutoring 2. STAAR Plan 3. Possible Retention Parent Meetings 4. TSTEM Capstone Projects
Nadya Martinez (Grade Level Chair, 12th Grade)		
Roxanne Matamoros (Parent Representative)	Monday April 11, 2022	1. Field Lessons Fundraising 2. Family Night 3. Master Schedule 2022-2023 School Year 4. Persistence 5. College Signing Day
	Monday May 9, 2022	1. Graduation 2. EOY LPAC Meetings 3. AP Exams 4. EOY Celebration 5. Culture Camp 6. Summer School Program 7. Registration of New Students

IDEA Public Schools

IDEA College Prep Edinburg

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 299,999.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 89,839.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 29,454.00

TOTAL \$ 5,739,096.00

IDEA Public Schools

IDEA College Prep Edinburg

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	734	100%
At Risk	314	43%
SPED	49	7%
F.A.R.M	610	83%
ELL	292	40%
Male	364	50%
Female	370	50%
Amer. Indian	0	0%
Asian	0	0%
Black	11	1%
White	17	2%
Hispanic	706	96%

IDEA Public Schools

IDEA College Prep Edinburg

Campus Committees					
English Language Arts			Math		
Committee Chair(s):	Julissa Rodriguez		Committee Chair(s):	Sofia Velazquez	
Committee Members:	Judith Rosales	Brianna Ortega	Committee Members:	Nadya Martinez	Hilda Altamirano
	Josephine Soto	Jannett Aguinaga		Marco Romero	Amaris Sanchez
	Oliva Palacios	Victoria Valdez		Antonio Ortega	Maria Gomez
Science			Social Studies		
Committee Chair(s):	Lopa Chakraborty		Committee Chair(s):	Iria Zamora	
Committee Members:	Amanda Munoz	Mylen Arias	Committee Members:	Mark Anzalda	Diana De Jesus
	Jasmine Rodriguez	Kendra Quintanilla		Dominique Lopez	Naomi Orozco
	Nicole Martinez			Amanda Calderon	
Staff Quality, Recruitment, and Retention			Family and Community Involvement		
Committee Chair(s):	Travis Lester		Committee Chair(s):	Sonia Cantu	
Committee Members:	Kimberly Maqueda		Committee Members:	Travis Lester	Aide Gonzalez
	Valeria Del Bosque			Kimberly Maqueda	Erik Humphrey
	Michelle Garza			Valeria Del Bosque	Jennifer Martinez
	Jennifer Martinez			Michelle Garza	Victoria Nava
School Culture and Climate			Special Populations		
Committee Chair(s):	Travis Lester		Committee Chair(s):	Michelle Garza	
Committee Members:	Kimberly Maqueda		Committee Members:	Nicole Guerro	Azucena Trevino
	Valeria Del Bosque			Linda Trevino	Amy Castellanos
	Michelle Garza			Maria Arrambide	Ariadna Rodriguez
	Jennifer Martinez			Samantha Garcia	

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Elsa



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Elsa

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.

IDEA Public Schools

IDEA Academy Elsa

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA Academy Elsa

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Saron Mata -Senior Principal Elsa Herendez - APO Damaris Perez -Senior Senior API Cristal Chapa Reyes -API Nallely Garza -API Monica Garcia -Admin Assist	Chelsea Garcia	Beverly Flores G.T.L RISE Unit Teacher Rosalia Duarte RISE Unit Teacher Melissa Carrion Sp Ed. Teacher Chanel Cruz -Sped Ed. Teacher Yumaira Gomez Cavazos Interventionist Aleyda Villagomez Interventionist
Kindergarten	First Grade	Second Grade
Erica Borrego G.T.L. Teacher Sabrina Garcia -Teacher Anabel Zamarron -Teacher Judith Enriquez -Teacher	Kassandra Loredo G.T.L. Teacher Ulises Rodriguez -Teacher Pamela Juarez -Teacher Victoria Vallejo -Teacher	Olga Morales G.T.L. Teacher Areli Alvarado -Teacher Nicole Perez -Teacher Aaron Benavidez -Teacher Leanne Rodriguez -Teacher
Third Grade	Fourth Grade	Fifth Grade
Nattalie Noriega G.T.L. Teacher Davlyn Rodriguez -Teacher Christi Garcia -Teacher Roxanne Castaneda -Teacher	Anna Garcia G.T.L. Teacher Samyra Perez -Teacher Christopher Din -Teacher Darlena Cantu -Teacher	Nora Rodriguez -Teacher Monica Martinez Hernandez -Teacher
Physical Education	Pre-K	Key
Vanessa Garcia -Coach	Martha Garcia G.T.L. Teacher Zulma Cavazos -Teacher	* - Bilingually Certified Alyeda Villagomez Christi Garcia

IDEA Public Schools IDEA Academy Elsa

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Abril Cantu Dayna Munoz Gabrilla Castillo Jessica Palomares Jessica Palomares Joanna Carranco Maria Segovia Mayra Salinas Miranda Gomez Noelia Garza Paola Barrera Paola Martinez Priscilla Frias Rachel Garcia Wendy Nava	AR- Alyssa Garcia Hot Spot- Jessica Rodriguez	Cynthia Martinez Belinda Hernandez Oscar Garcia Esteban Guzman Jose Basaldua Camilo Camarena Ricardo Quiroz Nancy Lopez Claudia Lerma Belinda Zapata Amy Cmarena Oscar Marin
Facilities Staff	Child Nutrition	Front Office Staff
Rodolfo Reyes Sobeida Rosales Javier Rodriguez Luis Escobedo Omar Amaya Victorina Sarazua	Javier Vargas Nadia Ortiz Elizabeth Rodriguez Santiago Lara Gloria Martinez San Juana Hernandez Miguel Rodriguez Selena Soto	Christina Aguilar Evelyn Deluna Maria Mata Maricela Villarreal Samantha Orozco Maribel Ruiz Angie Palacios -Testing Coordinator

IDEA Public Schools
IDEA Academy Elsa

Tentative Dates

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
8.5.21	Special Pops : Getting to Know , Sped , 504, ELL	TWBAT describe the special program that our students may be in our campus, state roles and responsibilities involving students in this special programs, interact with the binder of critical information of students in special programs to be able to differentiate instruction for them
8.5.21	<i>Grading Policy</i>	TWBAT familiarize with grading policy and yearly procedures to meet all deadlines and effectively communicate student progress to key stakeholders.
8.6.21	<i>BOY Operations Processes</i>	TWBAT get an introduction to the ops team structure and review the tenets that guide the work in operations Define the measures of success used for BOY Internalize the Health/Safety & Clinic Protocols Review BOY Binder
8.6.21	<i>Attendance and Grading Processes</i>	TWBAT review attendance & grading processes for in-person, synchronous or asynchronous instruction Practice how to accurately post attendance in PowerTeacher starting FDOS"
8.6.21	<i>Student Arriva/Dismissal Expectations and Safe Transitions</i>	TWBAT understand first day of school campus procedure for breakfast, duty stations, dismissal, etc. Identify students and transportation rosters and color bracelets.
8.6.21	<i>Standard Response Protocol and Safety Drills</i>	TWBAT internalize the teacher response actions under the Standard Response Protocol Discuss and norm on safety drill procedures utilizing SRP Practice the implementation of safety drills on their campus"
8.6.21	<i>Meal Distribution and Counting Civil Rights</i>	TWBAT get familiarized with meal distribution items, policy and process.

Aug. 2nd	Post Covid Classroom: Creating Psychologically Safe Space for our Students	<p>TWBAT Identify their own emotional responses to returning to in-person learning and Identify pathways to get support</p> <p>Understand COVIDs impact as a trauma on all staff and students</p> <p>Identify trauma-informed strategies to support students in feeling psychologically safe on campus</p> <p>Plan for school-wide and in-class supports for anticipated responses from students</p>
Aug. 2nd	Family Communications	TWBAT internalize the role they play in family engagement throughout the year and the campus expectations specific to the systems they use to communicate with parents.
Aug. 2nd	Introduction to Move This World	TWBAT understand the program implementation on their campus and practice delivering a lesson.
Aug. 2nd	Family Phone Calls	TWBAT learn the campus process for tracking and grouping student/family contact to check in on the family and help ensure they return for the 2021 school year.
Aug. 2nd	State of the School	TWBAT understand the state of the school and will identify the schools priorities and goals, describe IA Elsa pillars and understand the role they play in implementing such, IDEA's MV region current performance and identify 2021-2022 priorities.
8.3.21	First Week of School Culture Camp Presentation	TWBAT understand, design, and role play strong systems & procedures, understand and backwards from campus culture rubric.
8.5.21	Introduction to Core Values	TWBAT meet key weekly deadlines and adhere to all professionalism expectations. Utilize the Staff Handbook and your planner to keep track of it all!
8.6.21	<i>Tech Training : Student Devices and Procedures</i>	<p>TWBAT Implement best practices for using 1:1 student technology on campus.</p> <p>Understand the logistical procedures related to student devices.</p> <p>Access technology resources and support.</p> <p>Practice time with teacher resources included</p>
8.6.21	<i>Tech Training: Instructional Technology Applications</i>	<p>TWBAT meet their campus computer technician, access key staff systems and applications</p> <p>Effectively utilize classroom technology devices (campus specific models projector, doc cam, etc)</p> <p>Utilize the correct process for accessing tech support throughout the year"</p>
8.5.21	<i>Tech Training 1:1 Technology Implementation</i>	<p>TWBAT Set a vision for how student devices and instructional applications can be used to enrich their classroom.</p> <p>Identify the 9 elements of digital citizenship."</p>

8.23.21	Aligning TEKS Instruction usin'g Lowman's guide	TWBAT Understand, analyze and plan for implementation of 1. The content (Excell TEKS, Study Sheet) 2. The Spiral (Review calendar) 3. The framework (organized information, genre anchor chart, & hand motions)
8.3.21	Curriculum Show Off Lesson	TWBAT get familiarized with a curriculum based Exemplar Lesson with specific look fors identified, modeled & practiced
7/27/2021	Classroom systems 101	TWBAT set clear expectations by setting strong classroom systems
7/2/2021	Lesson Planning	TWBAT plan lessons using campus template. TWBAT understand each one of the components of the LP template
Date Session Title/Topic Session Objective(s)		
6-Sep	Illuminate 101 : Teacher Basics	TWBAT navigate through illuminate dashboard to access data, item analysis, student performance etc.
13-Sep	Round 1 Goal Setting	TWBAT Set SMART Goals and create strategies and tactics as a plan to reach them
13-Sep	Advancing on TCP	TWPAT understand TCP placement and rationale on ratings
20-Sep	Lesson Assessments & Exemplars	TWBAT write an aligned lesson assessment and an exemplar response for an upcoming lesson
27-Sep	Prparing to analyze ET data and lead Exit Ticket huddle	TWBAT conduct a student work analysis using exit tickets and reporting point of error
27-Sep	Analyzing Student work to identify Gaps	TWBAT analyze student work to identify procedural and conceptual gaps
4-Oct	RTI Process	TWBAT review process, data documentation, committee meetings, teacher collaboration on accomodations needed for current students
11-Oct	Aggressive Monitoring	TWBAT aggressively monitor the quality of student work by creating a monitoring pathway to see all students and using an exemplar to plan checkpoints
11-Oct	Modifications and Accomodations	TWBAT add accomodations to al lesson plan and create a seating chart that prioritizes support for students needing the modification

Date	Session Title/Topic	Session Objective(s)
18-Oct	Preparing for a Data Conversation	TWBAT identify the common error and underlying gap based on data and will plan when and how to reteach
8-Nov	Habits of Evidence	TWBAT teach students to actively listen, agree, build off, and disagree with each other, and reinforce these habits during class discussion
15-Nov	Break it down	TWBAT use breakdown questions to guide students to fix errors identified during aggressive monitoring
6-Dec	Parent Communication and Winter Persistence Event	TWBAT reflect on current persistence and will create a communication plan for how to improve. Will start by sending scholars a post card as a touch point with parents.
1-Mar	District led PD	TBD
11-Jan	Preparing for Saturday Tutorials	TWBAT to prepare curriculum plan for Saturday School using assessment data
February- March	Campus Responsive PD	Leaders will create PD based on needs of the campus

IDEA Public Schools IDEA Academy Elsa

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Saron Mata (Principal) Cristal Chapa Reyes (API) Damaris Perez (API) Nallely Garza (API) Martha Garcia (GTL) Erica Borrego (GTL) Olga Morales (GTL) Nattalie Noriega (GTL) Kassandra Loreda (GTL) Chelsea Garcia (SS) Yumaira Gomez (GTL) Beverly Flores (GTL) *API (Assistant Principal of Instruction) *GTL (Grade Team Leader- Teacher Position)	July 15-16	Step Forward- Review campus Priorities and action plan
	19-Jul	NSO- Culture Camp Planning
	2-Aug	MTTN GL Mtgs First two weeks
	Every First Monday of the month Beg. AUG- Ending in N	Evaluate- Campus Behavior Protocol PD calendar Engagement Monthly Event
	February 7th	GPTW Review Results and create action plan
	17-Dec	Mid year step back
	29-Oct	Review Interim assesment scores and develop action plan with next steps to improve data
	25-Feb	Review Interim assesment scores and develop action plan with next steps to improve data
	13-May	Review current data and create plan of action for summer persistence , recruitment and teacher retention

IDEA Public Schools

IDEA Academy Elsa

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	573	100%
At Risk	291	51%
SPED	51	9%
F.A.R.M	541	94%
ELL	255	45%
Male	323	56%
Female	250	44%
Amer. Indian	0	0%
Asian	0	0%
Black	0	0%
White	47	8%
Hispanic	526	92%

IDEA Public Schools IDEA Academy Elsa

Campus Committees	
English Language Arts	Math
Committee Chair(s): Krystel Tijerina Committee Members: Nallely Garza Kassandra Loredo Nicole Perez Roxanne Castaneda Joanna Carranco Leanne Rodriguez	Committee Chair(s): Ulises Rodriguez Committee Members: Cristal Reyes Anabel Zamarron Areli Alvarado Sabrina Garcia Yumaira Cantu Davlyn Rodriguez
Science	Social Studies
Committee Chair(s): Chistopher Din Committee Members: Damaris Perez Victoria Vallejo Paola Martinez Martha Garcia Rosalia Duarte Mayra Salinas	Committee Chair(s): Chistopher Din Committee Members: Damaris Perez Victoria Vallejo Paola Martinez Martha Garcia Rosalia Duarte Mayra Salinas
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Nattalie Noregia Committee Members: Gracy Gomez Pamela Juarez Arlene Magallanes Judith Enriguez Aleyda Villagomez Erica Borrego Olga Morales	Committee Chair(s): Beverly Flores Committee Members: Chlesea Garcia Chanel Cruz Dayna Munoz Melissa Carreon Rachel Garcia Zulma Cavazos
School Culture and Climate	Special Populations
Committee Chair(s): Darlena Cantu Committee Members: Saron Mata Alyssa Garcia Aaron Benavidez Noelia Garza Priscilla Frias Vanessa Garcia	Committee Chair(s): Beverly Flores Committee Members: Paola Garcia Rosalia Duarte Joanna Carranco Melissa Carreon Chanel Cruz Yumaira Gomez

IDEA Public Schools

IDEA Elsa Academy

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	"Implement and Supplement district Reading, Curriculum. TEKS unpacking- Lowman Training TEKS aligned supplemental materials- DMR Training and resources	S	ALL	Nallely Garza	8/9-5/26	Resources and materials- Eg. STAAR Master, materials for DMR trainings, Lead4ward resources, Software and hard copies (STAAR aligned resources) Lowman Training (consultant services)	Observations, Teachboost, SWAM (student work analysis meetings), data conversations, Progress towards goals meetings, Observation and follow up teacher meetings, Lesson plan feedback	End of Unit assessments, Final exams and STAAR
1E	"Implement and Supplement district Math curriculum. TEKS unpacking- Lowman Training TEKS aligned supplemental materials- Rock and Roll Math resources Rock and Roll- curriculum - Math supplemental consultant services	S / ST	ALL	Cristal Reyes	8/9-5/27	Resources and materials- Eg. STAAR Master, materials for Rock and Roll trainings, Lead4ward resources, Software and hard copies (STAAR aligned resources) Lowman Training (Professional development) Rock and Roll Math (consulting)	Observations, Teachboost, SWAM (student work analysis meetings), data conversations, Progress towards goals meetings, Observation and follow up teacher meetings, Lesson plan feedback	End of Unit assessments, Final exams and STAAR
1E	"Implement and Supplement district Science curriculum. TEKS unpacking- Lowman Training	S	ALL	Cristal Reyes	8/9-5/28	Resources and materials- Eg. STAAR Master, Lowman trainings and materials. Lead4ward resources, Software and hard copies (STAAR aligned resources) Lowman Training (consultant services)	Observations, Teachboost, SWAM (student work analysis meetings), data conversations, Progress towards goals meetings, Observation and follow up teacher meetings, Lesson plan feedback	End of Unit assessments, Final exams and STAAR

IDEA Public Schools

IDEA College Prep Elsa



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Elsa

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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



Mission Statement

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.



Home of the  Mighty BADGERS!

IDEA Public Schools

IDEA College Prep Elsa

District Goals 2021-2022

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IDEA Public Schools

IDEA College Prep Elsa

Professional Campus Staff 2021-2022

Administrative Staff	Counseling Staff	Elective or Non-Core Teachers	
Tony Garza - Principal	Briseida Alanis - Academic Counselor	Angela Garza - Critical Student Intervention	Josette Juaregui - Sped
Josias Cruz - Assistant Principal of Instruction	Isis Rivera - College Counselor	Stefany Strickland - iLearning Hot Spots	Josuel Martinez - Sped
Gracy Gomez - Assistant Principal of Instrucion	Monique Zapata - College Counselor	Sayde Martinez - AR Zone	Viviana Rendon - MS RISE Sped
Briseida Alanis - Academic Counselot		Maria Celeste Vazquez - Spanish I	Megan Pena - HS RISE Sped
Elsa Hernandez - Assistant Principal of Operations		Isamar Castillo - Spanish II	
Isis Rivera & Monique Zapata - College Counselors		Daniel Ochoa - Music	
Sixth Grade	Seventh Grade	Eighth Grade	
Stephanie Soto	Evelyn Chavez	Maximilliano Cruz	
Amber Saucedo	Natalie Silva	Erica Cazares	
Pedro Reyes	Jose Montoya	Norma Ojeda	
		Jose Echavarria	
Ninth Grade	Tenth Grade	Eleventh Grade	
Israel Trejo	N / A	N / A	
Mark Garza	N / A	N / A	
Morgan Showen	N / A	N / A	
Lizbeth Guzman	N / A	N / A	
Brittney Jasso	N / A	N / A	
	N / A	N / A	
Twelfth Grade	Physical Education	Key	
N / A	Brandie Cavazos Middle School PE	* - Bilingually Certified	
N / A	Luis Lazaro High School PE	Angela Garza - Critical Student Intervention	
N / A		Viviana Rendon - MS RISE Sped	
N / A		Tony Garza - Principal	
N / A			
N / A			

IDEA Public Schools

IDEA College Prep Elsa

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Sayde Martinez - AR Zone Carlos Martinez - RISE Sped Celinda Navarro - RISE Sped Cherie Vallejo - RISE Sped	Tony Garza Josias Cruz Gracy Gomez Monique Zapata Briseida Alanis Isis Rivera Lauryn Flores Veronica Elizondo	Cynthia Martinez Belinda Cortez Oscar Garcia Jose Basaldua Camillo Camarena Ricardo Quiroz Nancy Lopez Claudia Lerma Belinda Zapata Olga Cortez Amy Camarena
Facilities Staff	Child Nutrition	Front Office Staff
Rodolfo Reyes Luis Escobedo Javier Rodriguez Sobeida Rosales Omar Amaya Victorina Sarazua	Javier Vargas Nadia Ortiz Elizabeth Rodriguez Santiago Lara Gloria Martinez San Juana Hernandez Miguel Rodriguez Selena Soto	Elsa Hernandez Maribel Ruiz Christina Villarreal Samantha Orozco Evelyn Deluna Maria Mata Gilbert Guardiola

IDEA Public Schools

IDEA College Prep Elsa

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8.3.21	Special Pops: Getting to know your Sped, 504, EL students	Participants will be aware of their EL, Sped, and 504 students and how best to serve them.
8.10.21	Culture Reflection/Parent Communication	TWBAT reflect on how our culture days have gone on the first two days TWBAT learn skills to effectively communicate with parents
8.17.21	Teacher Radar & Whole class reset	TWBAT articulate how to effectively monitor hot spots in the classroom TWBAT develop skills to when and how to effectively do a whole class reset
8.24.21	Write the Exemplar: Set the bar for Excellence Round 1 Goal Setting	TWBAT articulate how to create and will practice how on creating exemplars with the Criteria for Success indicated. TWBAT set their 5 goals for the school year
8.31.21	Independent Practice	TWBAT articulate the expectations for independent student practice
9.7.21	Monitor Aggressively	TWBAT to learn how to and practice how to Monitor Aggressively for ensure students are learning the content
9.14.21	Pacing & Engaging All students	TWBAT to pace their lessons and engage students that are at different learning levels
9.21.21	Accountable Talk	TWBAT learn skills to hold student accountable. Ex. narrate the positive

Date	Session Title/Topic	Session Objective(s)
9.28.21	Engaging all students Whole Group Check For Understanding	TWBAT develop their skills on: Cold Calling, Turn & Talks, Choral responses and All hands.
10.5.21	Narrate the Positive Individual Student Correction	TWBAT narrate what students do well not what they do wrong, Practice the "I like how **** has ...", The second row is ready to go.. TWBAT learn and implement the skills of Proximity, eye contact, use a non-
10.8.21	KDA/Lesson Planning Data Conversations	TWBAT effectively create KDAs & strong Lesson plans TWBAT hold data conversations with students, parents and managers
10.12.21	Re-teaching 101	TWBAT to give students clear learning / note-taking tasks that foster active learning of mode. Teacher will also be able to Model the thinking that they expect students to follow.
10.26.21	Engag Small Group Work	TWBAT deliver explicit step by step instructions for group work, monitor the visual evidence of group progress and Verbally enforce individual & group accountability
11.9.21	Universal Prompts	TWBAT learn the skills to provide wait time, Pre-Call, Roll back the answer, and ask universal prompts to push student to elaborate
11.16.21	Building Rigor & Literacy	TWBAT to learn of best practices of how to build rigor and literacy in their classroom
1.11.22	MOY LPAC Training	TWBAT articulate their role in the LPAC process and the expectations for a successful LPAC meeting
1.18.22	TELPAS Calibration Training	TWBAT to calibrate successfully in order to become rates for our TELPAS writing samples
2.1.22	STAAR Prep	TWBAT to schedule and prepare for getting our students STAAR ready

Date	Session Title/Topic	Session Objective(s)
2.8.22	Field lesson planning	TWBAT to do final preparations for their grade level Field Lessons
3.22.22	STAAR Procedures	TWBAT to articulate what their role and expectations are for STAAR Testing
3.29.22	STAAR Blizts Trianing	TWBAT Develop their plan on how they will be approaching the final 4 weeks prior to the state assessment (STAAR) or the national AP exam.
4.5.22	STAAR Procedures for 1st Round of Tests	TWBAT articulate their role in testing for STAAR
4.12.22	Mastery Machine Training	TWBAT create and articulate their approach to Mastery Machine for their students and administrators
4.19.22	TEN Day Plan	TWBAT Target at risk students that will benefit from more interventions and will be able to articulate how they will support students.
4.26.22	Keeping Your Students motivated and engaged	TWBAT Develop their plans on how they will keep their students motivated and in engaged on the last few days before STAAR
5.3.22	Testing Logistics	TWBAT articulate their role in testing this week
5.10.22	Testing Logistics	TWBAT articulate their role in testing this week
5.17.22	Summer School Recommendations	TWBAT Evaluate what students will be required or will benefit from attending summer school
5.24.22	End of Year Check out	TWBAT to explain the expectations for EOY Check-Out and

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Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Tony Garza (Principal, Lead Team) Stephanie Soto (Teacher, 6th Grade) Pedro Reyes (Teacher, 7th Grade) Norma Ojeda (Teacher, 8th Grade) Israel Trejo (Teacher, 9th Grade) Viviana Rendon (Teacher, Special Education) Briseida Alanis (Counselor, EL) Michael San Miguel (Parent)	8-Sep-21	1. Introductions 2. Purpose of the SBDM 3. Explain campus goals & initiatives to improve student achievement scores 4. Identify metrics to monitor progress
	10-Nov-21	1. Welcome 2. Review progress towards our goals 3. Identify what has worked and what has not 4. Create a plan to adjust our approach / initiatives
	9-Mar-22	1. Welcome 2. Review progress towards our goals 3. Identify what has worked and what has not 4. Create plan to adjust our plan / initiatives to impact the needed / targetted struggling groups.
	8-Jun-22	1. Welcome 2. Review our final results on all assessments 3. Determine the effectiveness of each of the initiatives 4. Determine what will keep doing for the following year and what we will do away with

IDEA Public Schools

IDEA College Prep Elsa

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	\$ 176,215.00
164	State Compensatory	\$ 2,451,199.00
404	Accelerated Reader/Math	\$ 592,064.00
165	State Bilingual	\$ 81,409.00
411	Technology Allotment	
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 154,854.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 72,262.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 18,903.00

TOTAL \$ 3,546,906.00

IDEA Public Schools

IDEA College Prep Elsa

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	342	100%
At Risk	187	55%
SPED	35	10%
F.A.R.M	314	92%
ELL	126	37%
Male	163	48%
Female	179	52%
Amer. Indian	0	0%
Asian	0	0%
Black	1	0%
White	0	0%
Hispanic	340	99%

IDEA Public Schools

IDEA College Prep Elsa

Campus Committees	
English Language Arts	Math
Committee Chair(s): Angela Garza Committee Members: Amber Saucedo Natalie Silva Erica Cazares Emma Tapia	Committee Chair(s): Josias Cruz Committee Members: Stephanie Soto Rene Garces Amanda Velazquez
Science	Social Studies
Committee Chair(s): Tony Garza Committee Members: Pedro Reyes Jose Echavarria	Committee Chair(s): Norma Ojeda Committee Members: Jose Montoya Megan Pena
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Gracy Gomez Committee Members: Viviana Rendon Angela Garza	Committee Chair(s): Tony Garza Committee Members: Josuel Martinez Josette Jauregui
School Culture and Climate	TELPAS
Committee Chair(s): Josias Cruz Committee Members: Stephanie Soto Norma Ojeda Gracy Gomez	Committee Chair(s): Monique Zapata Committee Members: Maria Celeste Vazques Andrew Diaz

IDEA Public Schools

IDEA College Prep Elsa

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Use of Educational software such as: Study Island, Education galaxy, Sirius STAAR Prep, Brian Pop, Measuring up, Wit & Wisdom online, Imagine Learning, AP and Pre-AP resources	s		Lead Team, Teachers, Co-Teachers	Aug - June	Teacher, Co-teachers, tutors and software	Number of lessons completed and percentile growth.	Growth shown in student achievement
1E	Lead Team Training on instructional look fors	s		District, Principal, VP	June-June	Roadmap, Coaching Academies, District	Certificates of completion, sign-ins	Increase in student achievement
1E	Targetted Professional Develoment	s		District, Content Leaders, Principal,	July - June	Course Collaborations,	Certificates of completion, sign-ins	Implementation of learnings,increase
1E	Lesson Rehearsals	s		Direct Managers	Aug-May	Managers, Teachers, co-	Sign - ins for rehearsals, Calendar	INcrease in student
1E	Wit & Wisdom curriculum	s		District, Principal, VP and Teacher	June - May	W&W resources, and online resources	KDA, Lesson Plans, Lesson observations	Unit assessments, Daily exit tickets,

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	IDEA's Math Curriculum(s)	s		District	Aug-May	AST, Course leaders	IDEA Hub, Curriculum Corner,	Student acheivement on
1E	SPED Training on how to support our Special Needs students	s		District, Lead Team, Special	Aug - May	Sped Department for district, Special	Training sign-ins, Lesson plan for	5% growth by quarter in student
1E	Instructional Interventions outside the classroom	s		Campus Lead Team,	Aug -June	Lead Team, Campus staff,	Sign ins for Tutorials, Saturday	5% growth by quarter in student
1E	Integration of Literacy through Humanities Lessons	s		Humanities Teachers	Aug - June	Content teacher, District assigned	Summer reading lists, ELA novels,	Lesson plans, KDA,
1E	Incorporate more Listening,Speacking, Reading and	s		Teachers, Co-teachers, Tutors	Aug - May	Teacher, Co-teachers, tutors and	Certificates of completion, sign-ins	Lesson plans, KDAs
	Creating of School Traditions			Lead Team, Teachers, Co-Teachers	Aug - May	Campus Culture Rubric	Creation of School traditions	Creating traditions that last

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Frontier



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Frontier

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.

IDEA Public Schools

IDEA Academy Frontier

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Frontier

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Dora Cordova - Principal * Sandra Pando - Assistant Principal * Astrid Borrego - Assistant Principal * Jesus Paz - Assistant Principal * Luis Larrazolo - Assistant Principal of Operations Olga Castillo - Administrative Assistant	Lorena Gonzalez - School Counselor * Miroslava Menchaca-Testing Coordinator Liz Germain - SEL Counselor *	Lydia Hernandez-Interventionist Amanda Borrayo- Interventionist Samantha Williams-SPED Peter Garza-SPED
Kindergarten	First Grade	Second Grade
Nora Dimas * Jasmin Aguilar Oscar Casanova Ruth Martinez Griselda Ramirez	Martha Rangel Marielena Romero Marilyn De La Paz Paloma Hernandez *	Heidi Rojas Diana Gutierrez Claudia Garcia Monique Benitez
Third Grade	Fourth Grade	Fifth Grade
Cassandra Hinojosa Denise Mendiola Zaira Hernandez Jonathan Torres	Criselda Villarreal Rebecca Villarreal Erick Guevarra Cynthia Espinoza	Iris Betancourt Veronica Delgado Hannah Lopez Maria Pacheco
Physical Education	Pre-K	Key
Jaime San Miguel	Francisca Mendoza * Velma Lozano *	* - Bilingually Certified

IDEA Public Schools
IDEA Academy Frontier

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
<u>Pre-K</u> Adriana Torres Gema Vallandingham <u>Kinder</u> Claudia Trevino Ana Cervera Michelle Moncada Alexandra Macias Veronica Maldonado <u>First Grade</u> Marisol Trevino Cesia Ramirez <u>Second Grade</u> Cynthia Cuellar <u>CSI</u> Litsy Cervantes Cristina Hernandez Melissa Cardenas	AR - Monica Gonzalez Fine Arts - Emily Hinojosa HS - Claudia Rivera	Lucy Villa - Transportation Jose Aguilar Sandra Garcia Elio Salinas Santiago Mejia Gloria Martinez Esperanza Benavides Nelly Ayala Daira Gonzalez Marlen Olivares Genoveva Lopez Juan Lozano Francisco Galvan Juan Teran Humberto Vasquez Luis Camacho
Facilities Staff	Child Nutrition	Front Office Staff
Luis Larrazolo (APO) Raul Benavides (Facilities Manager) Marisela Arizpe Teresa Cardenas Maria Rios de Quintero Benito Quintero Ruben Reyna	Silvia Sarmiento (CNS) Jose Arrellano Olga Benitez Gumercinda Bolado Cesar Delgado Rosy Gutierrez Juanita Lopez Carolina Luna Juan Pablo Maria Rodriguez Pablo Moran Alma Rubio Martha Noyola Irene Resendiz	Receptionist - Karen Nevarez Nurse - Valerie Rivera Registrar - Nereida Arguellas SIS - Dolores Pena Business Clerk - Isis Martinez Recruitment Coordinator - Rodrigo Martinez IT - Jesus Trevino 21st Century - Vanessa Beltran

IDEA Public Schools
IDEA Academy Frontier

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
8/2/2021	BOY Professional Development	TWBAT to understand where we are as a campus recognizing our success and areas of growth
8/3/2021	BOY Professional Development	TWBAT apply classroom structures that work. 180 Days of Self Care for Busy Educators guidance through GLT
8/4/2021	BOY Professional Development	TWBAT apply the different campus and procedures to ensure culture consistency and follow through.
8/5/2021	BOY Professional Development	TWBAT analyze grade level special populations and create a sitting chart that prioritizes at risk students
8/6/2021	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
8/7/2021	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.
8/9/2021	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
8/17/2021	Building and Maintaining Relationships with Students	TWBAT develop skills and understanding for building relationships and prioritizing them in the classroom.
8/24/2021	Staff Benefits Update	TWBAT familiarize themselves with updates and changes on Benefits.
8/31/2021	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.
9/7/2021	Exit Ticket Analysis and Adjusting Instruction	TWBAT collect exit ticket data and identify trends to allow for modification of instruction.
9/14/2021	Creating Strategic Student Seating	TWBAT create strategic seating charts based on student performance levels.
9/21/2021	Aggressive Monitoring and Collecting Data	TWBAT create a monitoring lap and aggressive monitoring tool.

Date	Session Title/Topic	Session Objective(s)
9/29/2021	Whom to Monitor	TWBAT identify the order of which they will aggressively monitor students.
10/5/2021	Reteaching and Reanalysis	TWBAT create reteach and retest plans that ensure gaps are closed.
10/12/2021	District Led Professional Development	TWBAT understand the I Do teaching strategy.
10/19/2021	Quarter 1 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
10/26/2021	100% Engagement and Thinking for ELLs	TWBAT implement ELL strategies and practices during class instruction.
11/2/2021	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.
11/9/2021	Campus Responsive PD Option	TBD
11/16/2021	Celebrating Students and Self	TWBAT implement strategies to celebrate students and build motivation in the classroom.
11/30/2021	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.
12/7/2021	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.

Date	Session Title/Topic	Session Objective(s)
12/14/2021	Progress Report Review and Identification of Potential Retentions	TWBAT create lists of potential retentions and a plan to communicate concerns to parents.
1/4/2022	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.
1/11/2022	Team PTGs	TWBAT understand and reflect on campus wide performance for the first semester.
1/18/2022	Quarter 2 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
1/25/2022	Reviewing and Adjusting Grade Level Behavior Plans and Response to Misbehavior	TWBAT reflect on grade level behavior and adjust behavior plans if necessary.
2/1/2022	Campus Responsive PD Option	TBD
2/8/2022	Field Lesson Grade Level Team Meetings	TWBAT prioritize field lesson actions that are still pending.
2/15/2022	STAAR Testing Training	TWBAT have an understanding of state law responsibilities & expectations for STAAR testing & learn to navigate & complete TEA STAAR training modules..
2/22/2022	STAAR Testing Training	TWBAT familiarize themselves with the logistics testing plan.
3/1/2022	District Led Professional Development	TBD

Date	Session Title/Topic	Session Objective(s)
3/8/2022	Campus Responsive PD Option	TBD
3/22/2022	STAAR Success Plans and DI Intervention Plans	TWBAT develop plans to close gaps over the final three months of school.
3/29/2022	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.
4/5/2022	Quarter 3 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
4/12/2022	Quarter 3 Team PTGs	TWBAT understand and reflect on campus wide performance for the first semester.
4/19/2022	Campus Responsive PD Option	TBD
4/26/2022	CNA/SAIP for 2021/2022	TWBAT conduct a wholistic review of the grade level/subject area's successes and setbacks.
5/3/2022	STAAR Testing Training	TWBAT familiarize themselves with the logistics testing plan.
5/10/2022	End of Year Expectations	TWBAT receive and review EOY expectations and check out lists.
5/17/2022	Grades Submission Work Time	TWBAT submit all grades and comments.
5/24/2022	EOY Awards Ceremony and Celebration for Teacher	TWBAT celebrate accomplishments from the year.
5/27/2022	Teacher Work-Day	TWBAT work on classrooms to ensure they are ready for summer custodial work.

IDEA Public Schools

IDEA Academy Frontier

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Dora Cordova, Administration Jesus Paz, Administration	Tuesday, July 13, 2021	1.Culture Planning 2.Team Leader expectations 3.Grade Level Meeting Agendas 4.Discipline Hierarchy 5.Parent Communication
Sandra Pando, Administration Astrid Borrego, Administration Lorena Gonzalez, Administration	Tuesday, August 10, 2021	1.BOY Culture Roll Out 2.Culture Observations and Priority Coaching 3.Curriculum Implementation 4.Teacher Welcome and Investment 5.180 Days of Self-Care for Busy Educators Study 6.BOY PD
Luis Larrazolo, Administration Francisca Mendoza, Pre-K Nora Dimas, Kinder	Tuesday, September 7, 2021	1.Data Tracking 2.Interventions 3.Field Lesson Planning and Tracking 4.Bully Prevention Week 5.Curriculum Implementation
Martha Rangel, 1st Heidi Rojas, 2nd Cassandra Hinojosa, 3rd	Tuesday, October 12, 2021	1.Teacher Morale 2.Data Conversations and Mock STAAR 3.Book Character Parade and Day
Criselda Villarreal, 4th Carlos De La Cerda, 5th Jaime San Miguel, Electives	Tuesday, November 9, 2021	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
Carmen Hernandez, Parent	Tuesday, December 7, 2021	1.Staff Christmas Celebration 2.January PD 3.Culture Reset
	Tuesday, January 11, 2022	1.STAAR Plans 2.Culture
	Tuesday, February 8, 2022	1.Charro Days float 2.Field Lesson Updates
	Tuesday, March 8, 2022	1.Retention Candidates 2.STAAR Support 3.Field Lessons
	Tuesday, April 12, 2022	1.Field Day 2.STAAR Dates 3.Field Lesson Final Agendas 4.Awards Assemblies 5.Electives Celebrations
	Tuesday, May 3, 2022	1.End of Year teacher check list 2.Field Lesson Expectations 3.Staff end of year celebration 4.Inventory

IDEA Public Schools

IDEA Academy Frontier

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	\$297,517
164	State Compensatory	\$4,138,536
404	Accelerated Reader/Math	\$999,625
165	State Bilingual	\$137,449
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$404,853
212	Title I Migrant	
224	IDEA-B Formula	\$62,497
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$91,145

TOTAL \$ 6,131,622.00

IDEA Public Schools IDEA Academy Frontier

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	884	100%
At Risk	672	76%
SPED	32	4%
F.A.R.M	831	94%
ELL	624	71%
Male	426	48%
Female	458	52%
Amer. Indian	1	0%
Asian	0	0%
Black	2	0%
White	3	0%
Hispanic	878	99%

IDEA Public Schools

IDEA Academy Frontier

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Jesus Paz	Committee Chair(s):	Lydia Hernandez
Committee Members:	Paloma Hernandez Monique Benitez Denise Mendiola Rebecca Villarreal Hannah Lopez	Committee Members:	Marilyn De La Paz Heidi Rojas Jonathan Torres Erick Guevarra Veronica Delgado Jasmin Ruiz
Science		Social Studies	
Committee Chair(s):	Astrid Borrego	Committee Chair(s):	Jesus Paz
Committee Members:	Maria Pacheco Oscar Casanova Cynthia Espinoza Griselda Ramirez Jaime San Miguel	Committee Members:	Marielen Romero Claudia Garcia Zaira Hernandez Carlos De la Cerda
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Luis Larrazolo	Committee Chair(s):	Lorena Gonzalez
Committee Members:	Ruth Martinez Cassandra Hinojosa Cesia Ramirez Michelle Moncada Adriana Torres	Committee Members:	Francisca Mendoza Velma Lozano Marisol Trevino Adriana Torres Gema Vallandingham
School Culture and Climate		Special Populations	
Committee Chair(s):	Sandra Pando	Committee Chair(s):	Dora Cordova
Committee Members:	Nora Dimas Cynthia Cuellar Diana Gutierrez Melissa Cardenas Alexandra Macias	Committee Members:	Martha Rangel Amanda Borrayo Iris Betancourt Cristina Hernandez Criselda Villarreal

IDEA Public Schools

[Campus Name]

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
	Class Dojo		All	Grade Level Team Leaders	8/9/2021-5/26/2022	Rewards for student store	Dojo App	Behavioral Referrals, student surveys
	Reading and Math Content Leaders		Staff	Luis Larrazolo Dora Cordova	8/9/2021-5/26/2022	\$5,000	Observations	Campus A Rating Teacher Surveys
	Teacher Charger Bucks		Staff	Sandra Pando	8/9/2021-5/26/2022	\$500	Data Tracker	Great Places to Work Survey, ELA, RenStar, Data
	Teacher Charger Store		Staff	Sandra Pando	8/9/2021-5/26/2022	\$3,000	Inventory List	Great Places to Work Survey
	Pumpkin Fest		Community	Lorena Gonzalez	11/12/2021	\$2,000	Parent Sign in sheet	Parent/Student Survey
	Testing Coordinator		Staff	Dora Cordova	8/2/2021-5/27/2022	\$41,600	Testing Plans	SLL ratings
	Handwriting block in K-2nd		All	Astrid Borrego	8/9/2021-5/26/2022	\$800	Writing portfolio	Writing Portfolio
	Wit & Wisdom K-1st		All	Astrid Borrego	8/9/2021-5/26/2022	\$60,000	Lesson Planning and observations	District Assessments
	Humanities Content 1st-5th		All	Jesus Paz Astrid Borrego	8/9/2021-5/26/2022	\$110,000	Lesson Planning and observations	District Assessments
	Science 1st-4th		All	Jesus Paz	8/9/2021-5/26/2022	\$110,00	Lesson Planning and observations	District Assessments

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
	Kinder Music Program		PK-K	Astrid Borrego	8/2/2021-5/27/2022		Observations	Parent Survey GET
	Charger Store		All	Sandra Pando	8/2/2021-5/27/2022		Class Dojo	Refferals, student surveys
	Grade Level Team Meetings		All	Dora Cordova	8/2/2021-5/27/2022		Teams Document	GET, Great Places to Work Survey
	After School Tutorials and Saturday School		All	Jesus Paz	8/2/2021-5/27/2022		Data Tracker, Lesson Planning	Great Places to Work Survey, ELA, Data
	Royal Reader Celebrations		All	Jesus Paz	8/2/2021-5/27/2022		Data Tracking, Observations	GET, Great Places to Work Survey, Data
	Math Genius Celebration		All	Astrid Borrego	8/2/2021-5/27/2022		Data Tracking, Observations	GET, Great Places to Work Survey, Data
	Content Meetings		All	Coaches	8/2/2021-5/27/2022		Observations, Data tracking	Campus A Rating Teacher Surveys
	Social Emotional Curriculum Second Step		All	Lorena Gonzalez	8/2/2021-5/27/2022		Observations	Parent/Student Survey

IDEA Public Schools

IDEA College Prep Frontier



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Frontier

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/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!

IDEA Public Schools

IDEA College Prep Frontier

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep Frontier

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Yadhira Flores Jessica Hinojosa Carolina Rodriguez Dr. Hermilnda Kaney Elvis Delgado Ana Villanueva Luis Larrazolo	Alma Blanco Elizabeth Germain Humberto Valdez Juan Gracia Marisol Melgoza Special Education Belinda Carreon * Estephany Leal Denise Roiz Alma Estrada Dora Paz Rey Latigo	Adriana Garza Carlos Castellon Teresa Mendez Irma Jimenez Emmely Olvera Joann Alanis Veronica Chevailli Guillermo Pelayo Denise Gomez Kyle Neubauer Jaime Barrera
Sixth Grade	Seventh Grade	Eighth Grade
Cynthia Alaniz Cristian Davila Carmen Jimenez Priscilla Guzman	Cindy Nevarez Mayra Delgado Eduardo Martin Christopher Aguilar	Ana De Leon Ashley Sierra Jacob Soliz Elva Rodriguez *
Ninth Grade	Tenth Grade	Eleventh Grade
Stacy Rodriguez Justin Torres Bianca Arizpe Jose Coronado	Navile Torres Brittany Hernandez Juan Onofre Juan Carlos Hernandez	Stephanie Martin Marissa Gonzalez Samatha Reyes Manuel Rivera
Twelfth Grade	Physical Education	Key
Evelyn Lara Scott Frank Daniela Salazar Carlos Coronado	Alberto Alanis Jesus Figueroa Jose Moreno	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Frontier

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Kevin Guillen	Patricia Casas	
Facilities Staff	Child Nutrition	Front Office Staff
Dolores Pena Nurse Vacancy Nereida Arguelles Isis Martinez Rodrigo Martinez Nora Molar	Sarmiento, Sylvia	Mrs. Nevarez

IDEA Public Schools

2021 - 2022 IDEA Frontier College Prep PD Calendar

FALL SEMESTER				SPRING SEMESTER			
Date	Meeting	Topic	Presenter(s)	Date	Meeting	Topic	Presenter(s)
8/2/2021	BOY Professional Development	Various	FCP Lead Team	1/3/2022	Professional Development	Course Collaboration #3	HQ
8/3/2021	BOY Professional Development	Various	FCP Lead Team	1/10/2022	Faculty Meeting + Grade Team Meeting	Tactical + OTG	GTL
8/4/2021	BOY Professional Development	Various	FCP Lead Team	1/19/2022	Q2 Celebration + Virtual Meetings	RCPUN	All Teachers
8/5/2021	BOY Professional Development	Various	FCP Lead Team	1/24/2022	Faculty Meeting + Grade Team Meeting	Tactical	GTLs
8/6/2021	BOY Professional Development	Various	FCP Lead Team	1/31/2022	Faculty Meeting	Writing Sample Plan Leader Trust Surveys	Blanco
8/7/2021	Teacher Workday (Mandatory 8-3PM)	Classrooms ready for FDOS	FCP Lead Team	2/7/2022	Faculty Meeting	Rater Calibration for Science/Humanities	Blanco + GTLs
8/9/2021	Faculty Meeting + Grade Team Meeting	FDOS + Tactical	GTL	2/14/2022	Professional Development	HQ Curriculum Update	Flores +Lead Team
8/16/2021	Faculty Meeting + Grade Team Meeting	Review Culture Expectations + Attendance Process + Tactical	GTL/GTA	2/21/2022	Faculty Meeting + Grade Team Meeting	Tactical	GTL
8/23/2021	Faculty Meeting + Grade Team Meeting	SPED Training (Know your Students) + Prepare Accommodations Folders	Belinda Carreon + SPED Teachers	2/28/2022	Faculty Meeting + GTL Meeting	Safety Survey + GTL Meeting	Flores +GTL
8/30/2021	Faculty Meeting + Grade Team Meeting	OTG Expectations +Parent Communications Log + ADA Tracker + Tactical	Gracia 10 min Larrazolo 15 min	3/7/2022	Faculty Meeting + Tactical	Announcement + Tactical	Flores + GTLs
9/13/2021	Faculty Meeting + Grade Team Meeting	Tracking IAs, Unit Assessments, PM Goals IB Metrics, Exit Ticket Tracking + Tactical	APIs + GTLS	3/21/2022	Faculty Meeting + Grade Team Meeting	Tactical + OTG	GTLs
9/20/2021	Faculty Meeting + Grade Team Meeting	Review Culture Rubric + Work Time to Prepare Classroom (Tactical)	APIs + GTLS	3/28/2022	Faculty Meeting	STAAR ELA Logistics Overview	Covarrubias + GTLs
9/27/2021	Faculty Meeting + Grade Team Meeting	ACT Vision Roll out + Tactical	CTLs+ Valdez	4/5/2022	Parent Meets + Material Distribution	Report Card Pickup	All Teachers
10/4/2021	Faculty Meeting + Grade Team Meeting	Leader Trust Surveys + PSAT Training (10th/11th)	GTLs + TC	4/11/2022	Faculty Meeting	Logistics Training and Logistics (6-10th +	TC
10/9/2021	Professional Development	Course Collaboration #2	HQ	4/18/2022	Faculty Meeting + Grade Team Meeting	IB/AP Testing Logistics	TC + Coronado
10/19/2021	Q1 Celebration + Report Card Pickup	Q1 State of School; TCP Level Ups; Instructional Shout Outs	Flores + LT + All Teachers	4/25/2022	Grade Team Tacticals	Ceremonies + New Teachers Round 3 SDC	GTLs + E. Delgado
10/25/2021	Faculty PD	Active Shooter Training	Larrazolo	5/2/2022	Faculty Meeting + Grade Team Meeting	Refresher + Refresher for STAAR/EOC	TC + Coronado
11/1/2021	Faculty Meeting + Grade Team Meeting	TBD + Tactical	GTLs	5/9/2022	Faculty Meeting + Grade Team Meeting	Logistics Refresher + OTG Retention Letters	Hinojosa + Coronado + Gracia/Kaney
11/8/2021	Faculty Meeting + Grade Team Meeting	Data Conversation + Tactical	GTLs	5/16/2022	Faculty Meeting + Grade Team Meeting	Check out List + LWOS Expectations	GTLs + Gracia
11/15/2021	Professional Development	Thanksgiving Lunch + Team Builder	Flores	5/23/2022	Faculty Meeting + Grade Team Meeting	Work on EOY Check-out List	Larrazolo +GTLs
11/29/2021	Faculty PD	IB: Role of the Extended Essay Supervisor	IB API	5/27/2022	Teacher Workday (8-4PM)	Paper Plates + Core Values	Flores
12/6/2021	Faculty Meeting + Grade Team Meeting	OTG + Tactical	GTLs				
12/13/2021	Faculty Meeting	Winter Break Operations Check-out List	Larrazolo				

IDEA Public Schools
IDEA College Prep Frontier

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Yadhira Flores, Principal Jessica Hinojosa, PIR Cynthia Alaniz, 6th GTL Christopher Aguilar, 7th GTL Ana De Leon, 8th GTL Justin Torres, 9th GTL Jaime Barrera, 10th GTL Kyle Neubauer, 11th GTL Evelyn Lara, 12th GTL Brittany Hernandez, Humanities Manuel Rivera, Math Ashley Sierra, Science Guillermo Pelayo, ATT Belinda Carreon, Special Education Stephanie Martin, ELA Add Name, Parent Add name, Student	See below.	

BOY PD					
Date	Objective(s)		School Leadership Lever(s)	Pre-work	
23-Jul	CTLWBAT		(1A) Make [content team] data driven decisions	1. Review the following SLLs: 1A, 1B, 1D, 2A, 5E, 5G, 5F, 6E, 7C, 8B (see attached PDFs)	
12:30pm - 4:30pm	Required Attendees: CTLs & CTAs		(5E) Lead effective professional development	Start on BOY Deliverables (workday on July 28, 2021 @8am-12pm.)	
	1	Review 20-21 data & 21-22 campus priorities.	(5F) Build trust and team with and among those you lead	1. Complete Content Goals and Big Picture Objectives	
	2	Review 21-22 IDEA Accelerated Plan	(8B) Organize time and tasks	2. Finalize Semester 1 Scope and Sequence for Content Team meetings.	
	3	Review CTL Driving Goals and Target SLLs		3. Send out calendar invites for operating mechanisms	
	4	Review CTL Scope & Sequence		4. Plan for BOY Content Team Lunch + Team Builder	
	5	Create Content Goals and Big Picture Objectives			
	6	Establish Communication Systems with Content Team & Content Team Admin (send recurring calendar invites, group emails)			

Quarter 1					
Aug. 25	CTLWBAT		(2A) Observe classroom instruction	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
8:00am - 12:00pm	Required Attendees: CTLs & CTAs		(5E) Lead effective professional development	2. Request LPs from your content this week and bring two unpacked KDAs	
	1	Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice.	(5F) Build trust and team with and among those you lead	3. Unpack SLL 2A, 5F, 8B	
	2	Identify/Review the process for Instructional Rounds and practice unpacking objectives			
	3	Conduct content team observations in grades 6-12 and share feedback with your team.			
	4	Create an action plan towards Advanced on SLLs 5F, 8B, 2A			
	5	TBD - Campus Priority Objective			
Sept. 22	CTLWBAT		(1D) Lead student work analysis meetings	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
12:30pm - 4:30pm	Required Attendees: CTLs & CTAs		(2A) Observe classroom instruction	2. For your team's SWAM select one teacher and bring: Lesson Assessment, Student Exemplar, Teacher Exemplar & Rubric/Criteria for Success.	
	1	Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice.	(5E) Lead effective professional development		
	2	Conduct content team observations in grades 6-12 using the Instructional Round tools and share feedback with your team.	5F) Build trust and team with and among those you lead.		
	3	Plan and practice to lead effective student work analysis meetings within your content (Unpack Exemplar)	(8B) Organize time and tasks		
	4	TBD - Campus Priority Objective			

Quarter 2					
Date	Objective(s)		School Leadership Lever(s)	Pre-work	
Oct. 20	CTLWBAT		(2A) Observe classroom instruction	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
8:00am - 12:00pm	Required Attendees: CTLs & CTAs		(5E) Lead effective professional development	For Trust Surveys reflection: have access to hard/soft copy of survey results.	
	1	Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice.	5F) Build trust and team with and among those you lead.	Request LPs from your content this week and bring two unpacked KDAs	
	2	Analyze SLL 5F survey/ rating results and determine next steps.	(8B) Organize time and tasks		
	3	Practice unpacking objectives using the KDA tool.			
	4	Conduct content team observations in grades 6-12 using the unpacked KDA and share feedback with your team.			
	5	TBD - Campus Priority Objective			
17-Nov	CTLWBAT		(1D) Lead student work analysis meetings	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
12:30pm - 4:30pm	Required Attendees: CTLs & CTAs		(2A) Observe classroom instruction	2. For your team's SWAM select one teacher and bring: Lesson Assessment, Student Exemplar, Teacher Exemplar & Rubric/Criteria for Success.	
	1	Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice.	(5E) Lead effective professional development		
	2	Conduct content team observations in grades 6-12 using the Instructional Round tools and share feedback with your team.	5F) Build trust and team with and among those you lead.		
	3	Plan and practice to lead effective student work analysis meetings within your content (Unpack Exemplar)	(8B) Organize time and tasks		

	4	TBD - Campus Priority Objective			
15-Dec	CTLWBAT		(1A) Make [content team] data driven decisions	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
8:00am - 12:00pm	Required Attendees: CTLs & CTAs		(2A) Observe classroom instruction	2. Review Semester exam data and bring unpacked assessments	
	1	Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice.	(8B) Organize time and tasks		
	2	Update Content Data Trackers based on December Semester exams			
	3	Revise BPO and S&S based on S1 data.			
	4	Conduct content team observations in grades 6-12 and share feedback with your team.			

Quarter 3

Date	Objective(s)	School Leadership Lever(s)	Pre-work	
Jan. 19	CTLWBAT	(2A) Observe classroom instruction	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
12:30pm - 4:30pm	Required Attendees: CTLs & CTAs	(5E) Lead effective professional development	2. For your observation bring: two completed KDA Chart for a teacher you will observe.	
	1	Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice.	(5F) Build trust and team with and among those you lead	2. Self-assess on your target SLLs as a GTL by annotating for glows and grows AND select a rating. (1A, 1B, 1D, 2A, 5E, 5G, 5F, 6E, 7C, 8B)
	2	Conduct content team observations in grades 6-12 and share feedback with your team.	(8B) Organize time and tasks	
	3	Create Tutorial Scope and Sequence/Vision for your Content with Driving Goal Focus		
	4	Determine high leverage action steps based on your SLL self-assessment		
	5	TBD - Campus Priority Objective		

Feb. 16	CTLWBAT		(2A) Observe classroom instruction	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
8:00am - 12:00pm	Required Attendees: CTLs & CTAs		(5F) Build trust and team with and among those you lead	2. For your observation bring: two completed KDA Chart for a teacher you will observe.	
	1	Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice.	(8B) Organize time and tasks	3. For your team's SWAM select one teacher and bring: Lesson Assessment, Student Exemplar, Teacher Exemplar & Rubric/Criteria for Success.	
	2	Create an Action Plan towards Proficient on SLL 5F (Strategically plan for building informal relationships amongst teams.)			
	3	Conduct content team observations in grades 6-12 and share feedback with your team.			
	4	Plan and practice to lead effective student work analysis meetings within your content (Unpack Exemplar)			
	5	TBD - Campus Priority Objective			
23-Mar	CTLWBAT		(1A) Make [content team] data driven decisions	1. Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
12:30pm - 4:30pm	Required Attendees: CTLs & CTAs		(2A) Observe classroom instruction	2. For your observation bring: two completed KDA Chart for a teacher you will observe.	
	1	Identify 1-2 key takeaways from the reading and identify 1-2 next steps to put key takeaways into practice.	(5E) Lead effective professional development	3. Review Mock exam data and bring unpacked assessments	
	2	Update Content Data Trackers based on Spring Mock exams	(5F) Build trust and team with and among those you lead		
	3	Reflect on BPO & deliverables. Revise if needed.	(8B) Organize time and tasks		
	4	Conduct content team observations in grades 6-12 and share feedback with your team. Focus on deliverables & anchor charts			

Quarter 4					
Date	Objective(s)		School Leadership Lever(s)	Pre-work	
20-Apr	CTLWBAT		(1D) Lead student work analysis meetings.	1.Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
8:00am - 12:00pm	Required Attendees: CTLs & CTAs		(2A) Observe classroom instruction	For your team's SWAM bring:	
	1	Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice.	(5E) Lead effective professional development		Student Exemplar
	2	Plan and practice to lead effective student work analysis meetings within your content (Unpack Exemplar)	5F) Build trust and team with and among those you lead.		Teacher Exemplar
	3	Conduct content team observations in grades 6-12 and share feedback with your team.	(8B) Organize time and tasks		Rubric
	4	Review Tutorial Scope and Sequence and revise if needed (shift to content tutorials)		For your observation bring: two completed KDA Chart for a teacher you will observe.	
	5	TBD - Campus Priority Objective			
18-May	CTLWBAT		(2A) Observe classroom instruction	1.Read pages ____ in <i>The Art of Coaching Teams</i> by Elena Aguilar and identify one quote that really stood out to you and be ready to share during discussion.	
12:30pm - 4:30pm	Required Attendees: CTLs & CTAs		(5E) Lead effective professional development	For your observation bring: two completed KDA Chart for a teacher you will observe.	
	1	Identify 1-2 key takeaways from the reading and Identify 1-2 next steps to put key takeaways into practice.	(5F) Build trust and team with and among those you lead		
	2	Conduct content team observations in grades 6-12 and share feedback with your team.	(8B) Organize time and tasks		
	3	TBD - Campus Priority Objective			

IDEA Public Schools

IDEA College Prep Frontier

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 356,795.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 74,215.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 39,418.00

TOTAL \$ 5,790,232.00

IDEA Public Schools

IDEA College Prep Frontier

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	750	100%
At Risk	509	68%
SPED	40	5%
F.A.R.M	694	93%
ELL	324	43%
Male	351	47%
Female	399	53%
Amer. Indian	0	0%
Asian	2	0%
Black	0	0%
White	2	0%
Hispanic	746	99%

IDEA Public Schools

IDEA College Prep Frontier

Campus Committees	
English Language Arts	Math
Committee Chair(s): Stephanie Martin Committee Members: Cynthia Alaniz Navile Torres Cindy Nevarez Stacy Rodriguez Ana De Leon Evelyn Lara	Committee Chair(s): Manuel Rivera Committee Members: Pricilla Guzman Jose Coronado Christopher Aguilar JC Hernandez Elva Rodriguez Carlos Coronado
Science	Social Studies
Committee Chair(s): Ashley Sierra Committee Members: Cristian Davila Juan Carlos Onofre Mayra Delgado C. Floyd Bianca Arizpe Daniela Salazar	Committee Chair(s): Brittany Hernandez Committee Members: Carmen Jimenez Justin Torres Eduardo Martin Scott Frank Ana De Leon Marissa Gonzalez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Yadhira Flores Committee Members: Jessica Hinojosa Carolina Rodriguez Elvis Delgado	Committee Chair(s): Alma Blanco Committee Members: Juan Gracia Humberto VALdez N. Tardif
School Culture and Climate	Special Populations
Committee Chair(s): Luis Larazzolo Committee Members: Alma Blanco Nereida Arguelles N. Tardif	Committee Chair(s): Belinda Carreon Committee Members: Estefania Leal Rey Latigo Denise Roiz Alma Estrada Dora Paz

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Harlingen



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Harlingen

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 Harlingen Academy we prepare our scholars for success in college and citizenship. Every scholars that walks through our doors will learn about college and how they are preparing every day to get there. Our scholars learn how to be great citizens by living IDEA 55 and core values every single day. At the Hornets' Hive we value relationships because we know that this work cannot be done alone. Students, teachers, parents, and staff come together towards the same goal of college for all.

To make our vision and mission of 100% college ready a reality we are committed to the following pillars of success.

IDEA Public Schools

IDEA Academy Harlingen

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA Academy Harlingen

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Patricia Rodriguez Elsa De Leon Jennifer Tamez Letty Richardson Luke Lucio	Ellen Morales	Armando Rodriguez Daniela Segura Frank Casarez
Kindergarten	First Grade	Second Grade
Gloria Rodriguez Patricia Salazar Gabriela Guerra* Amanda Villescascas Amy Jacinto Elizabeth Zuniga	Cynthia Morley Michelle Alvarez Aimee Salas Roberto Garcia	Holly Pallikan Jennifer Dominguez Laura Tamayo Lesly Guerra
Third Grade	Fourth Grade	Fifth Grade
Physical Education	SPED	Key
Armando Dominguez	Olivia Arriaga Christina Rodriguez Nina Mohr	* - Bilingually Certified

IDEA Public Schools
IDEA Academy Harlingen

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
8/2/2021	BOY Professional Development	TWBAT to understand where we are as a campus recognizing our success and areas of growth
8/3/2021	BOY Professional Development	TWBAT apply classroom structures that work. 180 Days of Self Care for Busy Educators guidance through GLT
8/4/2021	BOY Professional Development	TWBAT apply the different campus and procedures to ensure culture consistency and follow through.
8/5/2021	BOY Professional Development	TWBAT analyze grade level special populations and create a sitting chart that prioritizes at risk students
8/6/2021	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
8/7/2021	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.
8/9/2021	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
8/17/2021	Building and Maintaining Relationships with Students	TWBAT develop skills and understanding for building relationships and prioritizing them in the classroom.
8/24/2021	Staff Benefits Update	TWBAT familiarize themselves with updates and changes on Benefits.
8/31/2021	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.
9/7/2021	Exit Ticket Analysis and Adjusting Instruction	TWBAT collect exit ticket data and identify trends to allow for modification of instruction.
9/14/2021	Creating Strategic Student Seating	TWBAT create strategic seating charts based on student performance levels.
9/21/2021	Aggressive Monitoring and Collecting Data	TWBAT create a monitoring lap and aggressive monitoring tool.

Date	Session Title/Topic	Session Objective(s)
9/29/2021	Whom to Monitor	TWBAT identify the order of which they will aggressively monitor students.
10/5/2021	Reteaching and Reanalysis	TWBAT create reteach and retest plans that ensure gaps are closed.
10/12/2021	District Led Professional Development	TWBAT understand the I Do teaching strategy.
10/19/2021	Quarter 1 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
10/26/2021	100% Engagement and Thinking for ELLs	TWBAT implement ELL strategies and practices during class instruction.
11/2/2021	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.
11/9/2021	Campus Responsive PD Option	TBD
11/16/2021	Celebrating Students and Self	TWBAT implement strategies to celebrate students and build motivation in the classroom.
11/30/2021	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.
12/7/2021	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.

Date	Session Title/Topic	Session Objective(s)
12/14/2021	Progress Report Review and Identification of Potential Retentions	TWBAT create lists of potential retentions and a plan to communicate concerns to parents.
1/4/2022	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.
1/11/2022	Team PTGs	TWBAT understand and reflect on campus wide performance for the first semester.
1/18/2022	Quarter 2 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
1/25/2022	Reviewing and Adjusting Grade Level Behavior Plans and Response to Misbehavior	TWBAT reflect on grade level behavior and adjust behavior plans if necessary.
2/1/2022	Campus Responsive PD Option	TBD
2/8/2022	Field Lesson Grade Level Team Meetings	TWBAT prioritize field lesson actions that are still pending.
2/15/2022	STAAR Testing Training	TWBAT have an understanding of state law responsibilities & expectations for STAAR testing & learn to navigate & complete TEA STAAR training modules..
2/22/2022	STAAR Testing Training	TWBAT familiarize themselves with the logistics testing plan.
3/1/2022	District Led Professional Development	TBD

Date	Session Title/Topic	Session Objective(s)
3/8/2022	Campus Responsive PD Option	TBD
3/22/2022	STAAR Success Plans and DI Intervention Plans	TWBAT develop plans to close gaps over the final three months of school.
3/29/2022	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.
4/5/2022	Quarter 3 Report Card Pick Up Night	TWBAT deliver Report Cards to parents and allow parents to sign up for conferences if necessary.
4/12/2022	Quarter 3 Team PTGs	TWBAT understand and reflect on campus wide performance for the first semester.
4/19/2022	Campus Responsive PD Option	TBD
4/26/2022	CNA/SAIP for 2021/2022	TWBAT conduct a wholistic review of the grade level/subject area's successes and setbacks.
5/3/2022	STAAR Testing Training	TWBAT familiarize themselves with the logistics testing plan.
5/10/2022	End of Year Expectations	TWBAT receive and review EOY expectations and check out lists.
5/17/2022	Grades Submission Work Time	TWBAT submit all grades and comments.
5/24/2022	EOY Awards Ceremony and Celebration for Teacher	TWBAT celebrate accomplishments from the year.
5/27/2022	Teacher Work-Day	TWBAT work on classrooms to ensure they are ready for summer custodial work.

IDEA Public Schools

IDEA Academy Harlingen

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Amanda Villescascas Amy Jacinto Elizabeth Zuniga Roberto Garcia Aimee Salas Lesly Guerra Frank Casarez		Saul Castillo Liz Rosales Eloy Ruiz Jose Hernandez Jesse Bibian Neal Contreras Alexis Walters
Facilities Staff	Child Nutrition	Front Office Staff
Rey Partida Juan Contreras Anthony Macias Isidro Ramos	Sergio Ramirez Cecilia Nava Betty Rodriguez Juan Muniz Carmen Bernal Delia Vasquez	Christian Torres Erica Ponce Ruby Cruz Jeanette Palomo Eric Hinojosa

IDEA Public Schools
IDEA Academy Harlingen

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Elsa De Leon Jennifer Tamez Luke Lucio Patricia Rodriguez Ellen Morales Holly Pallikan Cynthia Morley Gloria Rodriguez	Tuesday, July 13, 2021	1.Culture Planning 2.Team Leader expectations 3.Grade Level Meeting Agendas 4.Discipline Hierarchy 5.Parent Communication
	Tuesday, August 10, 2021	1. BOY scorecard 2. Instructional walkthroughs
	Tuesday, September 7, 2021	2.Interventions 3.Field Lesson Planning and Tracking 4.Bully Prevention Week
	Tuesday, October 12, 2021	2.Data Conversations and Mock STAAR 3.Book Character Parade and Day
	Tuesday, November 9, 2021	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
	Tuesday, December 7, 2021	1.Staff Christmas Celebration 2.January PD 3.Culture Reset
	Tuesday, January 11, 2022	1.STAAR Plans 2.Culture
	Tuesday, February 8, 2022	1.Charro Days float 2.Field Lesson Updates
	Tuesday, March 8, 2022	1.Retention Candidates 2.STAAR Support 3.Field Lessons
		Tuesday, April 12, 2022
Tuesday, May 3, 2022		1.End of Year teacher check list 2.Field Lesson Expectations 3.Staff end of year celebration 4.Inventory

IDEA Public Schools

IDEA Academy Harlingen

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	\$176,215
164	State Compensatory	\$2,451,199
404	Accelerated Reader/Math	\$592,064
165	State Bilingual	\$81,409
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$127,670
212	Title I Migrant	
224	IDEA-B Formula	\$23,436
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$9,964

TOTAL \$ 3,461,957.00

IDEA Public Schools IDEA Academy Harlingen

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	317	100%
At Risk	95	30%
SPED	12	4%
F.A.R.M	264	83%
ELL	85	27%
Male	166	52%
Female	151	48%
Amer. Indian	0	0%
Asian	0	0%
Black	3	1%
White	41	13%
Hispanic	273	86%

IDEA Public Schools

IDEA Academy Harlingen

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Elsa De Leon	Committee Chair(s):	Jennifer Tamez
Committee Members:	Cynthia Morley Gabriela Guerra	Committee Members:	Jennifer Dominguez Michelle Alvarez Chloe De Leon Patricia Salazar
Science		Social Studies	
Committee Chair(s):	Elsa De Leon	Committee Chair(s):	Elsa De Leon
Committee Members:	Elizabeth Rodriguez Lesly Guerra	Committee Members:	Elizabeth Rodriguez Lesly Guerra
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Patty Rodriguez	Committee Chair(s):	Patty Rodriguez
Committee Members:	Jennifer Tamez Elsa De leon Holly Pallikan Cynthia Morley Gloria Rodriguez Elizabeth Rodriguez	Committee Members:	Ellen Morales Elsa De Leon Jennifer Tamez Holly Pallikan Gloria Rodriguez Cynthia Morley Elizabeth Rodriguez
School Culture and Climate		Special Populations	
Committee Chair(s):	Patty Rodriguez	Committee Chair(s):	Elsa De Leon
Committee Members:	Jennifer Tamez Elsa De leon Holly Pallikan Cynthia Morley Gloria Rodriguez Elizabeth Rodriguez	Committee Members:	Christina Rodriguez Nina Mohr Olivia Arriaga

IDEA Public Schools

IDEA College Prep Harlingen



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Harlingen

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 Harlingen College Prep will become Harlingen's largest producer of college graduates who use their education to make positive change in their communities.

IDEA Public Schools

IDEA College Prep Harlingen

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Harlingen

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Scarlett Tarkington Vasquez	Ellen Morales	Nancy Nerio Veronica Carpio Erica Garza
Sixth Grade	Seventh Grade	Eighth Grade
Carolina Medina Rocio Garza Raymond Hand	Lupita Neyra Irazema Ramos Andrea Candanoza	
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Armando Dominguez	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Harlingen

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Serena Sanchez	Clarissa Ramirez Priscilla Jimenez	Saul Castillo
Facilities Staff	Child Nutrition	Front Office Staff
Reynaldo Partida	Sergio Ramirez	Juanita Ramos

IDEA Public Schools

IDEA College Prep Harlingen

Tentative Staff Development Plan for 2021-2022 School Year

ICP Harlingen Year-Long PD At-A-Glance

Month	Culture/Mandatory	Onward	STAAR/Instruction	Weeks off	# of Tuesdays	Key
August	BOY and TBD	Ch. 1-3	A Campus, Growth Goals	1	5	Kat
September	POP- GBF Practice	Ch. 4	Blueprint and audit	1	4	Ellen
October	POP- GBF Practice	Ch. 5	Lead4ward	1	4	Frank
November	Semester Exams Plan (20 min)	Ch. 6	BWA and UE data	1	4	
December	NONE	Ch. 7	Data Convo's, Game Changer	Winter Break	2	
January	EL STAAR Acc (MOY LPAC)	Ch. 8	Advanced Ts- SGI	1	4	
February	2x2s (30 min)	Ch. 9	Data Huddles	1	4	
March	TELPAS Rating Party	Ch. 10	Joy Calendar (15 min) and STAAR security	1 and SB	4	
April		Ch. 11	NONE	2	4	
May	APRs (30 min)	Ch. 12	NONE	2	4	

IDEA Public Schools

IDEA College Prep Harlingen

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	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 38,349.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 13,671.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 4,250.00

TOTAL \$ 1,706,714.00

IDEA Public Schools

IDEA College Prep Harlingen

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	180	100%
At Risk	109	61%
SPED	20	11%
F.A.R.M	107	59%
ELL	48	27%
Male	91	51%
Female	89	49%
Amer. Indian	0	0%
Asian	1	1%
Black	0	0%
White	9	5%
Hispanic	169	94%

IDEA Public Schools

IDEA College Prep Harlingen

Campus Committees	
English Language Arts	Math
Committee Chair(s): Carolina Hopper Committee Members: Lupita Neyra Nancy Nerio	Committee Chair(s): Rocio Garza Committee Members: Irazema Ramos
Science	Social Studies
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Annual Performance Objective

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- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
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Special Populations

- All
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- ELL-English Language Learners
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IDEA Public Schools

IDEA Academy Los Encinos



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Los Encinos

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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 Los Encinos Academy, our mission is to help all of our students get to and through college through the following 3 principals: 1. At our school, everyone matters and their quality education is at the forefront of everything we do. 2. In Vaqueros we trust-it takes everyone to plan/work together to help our students reach academic success. 3. Our Vaquero students will reach a path to an A through intentional, targeted intervention/acceleration plans. Vaqueros will be Loud & Proud!

IDEA Public Schools

IDEA Academy Los Encinos

District Goals 2021-2022

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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

IDEA Public Schools

IDEA Academy Los Encinos

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Esmeralda Ortiz, Principal Sheila Flores, APO Melinda Pedroza, API Karen Posadas, API Soila Salinas, API Maria Escobedo, Admin Assistant Milagros Esparza, Testing Coordinator	Rebecca Garza, AC	Amaury Cabrera, AR facilitator Noah Salmeron, HS Facilitator Marc Dimas, PE Coach Berenice Puga, Intervention Marlen Martinez, Flex Teacher
Kindergarten	First Grade	Second Grade
Victoria Garcia, Teacher Azeneth Luis, Teacher Jennifer Hernandez, Teacher Veronica Hernandez, Teacher	Alejandra Flores (Teacher) Jaime Jasso (Teacher) Maria Cortinas (Teacher) Jocelyn Torres (Teacher) Xavier Martinez (Teacher)	Jessica Aranda, Teacher Noemi Arjona, Teacher Alexis Rios-Salinas, Teacher Diana Leal, Teacher
Third Grade	Fourth Grade	Fifth Grade
Dyna Sayavedra, Teacher Nelly Yap, Teacher Cecilia Hernandez, Teacher Aslin Cantu, Teacher		
SPED Team	PK Team	Key
Justin Pina, SPED Teacher Adriana Garza, SPED Teacher Gisela Ochoa, RISE Teacher Jenell Salinas, RISE Teacher	Ana Gonzalez Garza, Teacher Amanda Cepeda, Teacher	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Los Encinos

Para-Professional Campus Staff 2021-2022		
Co-Teachers	School Monitors	Transportation
Daniel Cruz/Stephanie Torres (Kinder CT) Rosa Gonzalez/Michelle Ibarra (Kinder CT) Carolina Tamez/Sylvia Vela/Valeria Fuentes (CT) Rocio Rodriguez, CT Amanda Salas, CT Karen Garza, CT Alejandra Hernandez/Vanessa Acevedo, CT Eira Mata/Ivanovna Golinsky Estrada, CT Selina Herrera, PE CT	Maria Valdez Padilla Blanca Sanchez Lopez Aylin Rodriguez Martha Martinez Alanis	Antonio Gamez- Transportation Manager Hector Molina- Assistant Transportation Manager Guillermo Ornelas- Driver Humberto Rodriguez- Driver Cornelio Casados - Driver Rene Rios - Driver Irasema Pecina- Driver Aida Pina- Driver Alejandro Mata-Driver Frank Torres- Mechanic Rosa Prado- Driver Maximiliano Valdez - Driver
Facilities Staff	Child Nutrition	Front Office Staff
Melchor Chavez- Facilities manager Carlos Guajardo - Day Custodian Maria De La Cruz- Night Custodian Rolando Palacios - Night Custodian Laura de Leon - Night Custodian Allan Vasquez- Night Custodian	Yajaira Ramos- CNP Manager Norma Zambrano - CNP Assistant Manager Maryuri Soto- CNP Assistant Manager Maria Cardenas de Rodriguez- FSS Dora Perez- FSS Maria Del Rosario Martinez- FSS Emily De La Rosa- FSS Ninfa Navarro- FSS Paulita Gonzalez- FSS Sara Fonseca- FSS Monica Infante - FSS	Joana Robles- Registrar Annette Martinez- Receptionist Angelica Cardoza- Business clerk Crytal Mendoza- Health aide Gabriela Arteaga - Enrollment Coordinator Tomasa Alanis- SIS Julian Villescas - Campus IT

IDEA Public Schools

IDEA Academy Los Encinos

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/2-8/6, 2021	Staff PD Week Starting Together 21-22	Getting ready for the 21-22 school year
9/14/2021	Getting to know your Students	Focus on SPED/RTI/EL/504 students and focus on how to best support them in the classroom
10/12/2021	Quarter 1 PTG Reflections/Plan	Review Quarter 1 Goals & Plan for Quarter 2
11/15/2021	Pathway to an A Focus Meeting	Team will disaggregate data/revisit the plan for path for A.
12/13/2021	Quarter 2 PTG/New Semester Updates and Plan	Reflect on Q2 results/semester schedule for 2nd Semester
1/21/2021	Parent Communication	Guidelines and best practices to improve parent communication and relationships
2/25/2021	Student Engagement/Tracking	Share best practices to improve student engagement and student tracking for participation in classrooms
3/25/2021	Quarter 3 PTG Reflections/Book Study	Reflection on Q3 results/start book study on team work/mindset

Date	Session Title/Topic	Session Objective(s)
4/18/2021	EOY Assessments	Review timeline/next steps/administration of EOY Assessments for students
5/23/2021	Summer Persistence	Focus on persistence strategies to have ready for student persistence before summer/summer school PD
6/22/2021	Summer School Staff	Reflection on Summer Results/Next steps for August

IDEA Public Schools

IDEA Academy Los Encinos

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Esmeralda Ortiz, Principal Karen Posadas, Melinda Pedroza, Soila Salinas, Assistant Principal of Instruction Rebecca Garza, Academic Counselor Sheila Flores, Assistant Principal of Operations Berenice Puga, PK Team Leader Jennifer Hernandez, Kinder Team Leader Jocelyn Torres, 1st Grade Team Leader Jessica Aranda, 2nd Grade Team Leader Aslin Cantu, 3rd Grade Team Leader Gisela Ochoa, SPED Team Leader	27-Aug-21	Finalize committees/Review CNA/SAIP Plan/ Start of Schoo Year Feedback and Review	
	24-Sep-21	Start of Year Review & Action Plan	
	15-Nov-21	First Semester Review Data/Glows & Grows	
	7-Jan-21	2nd Semester Data/Action Plan Review	
	25-Mar-21	Spring Semester Data Review/Action Plan	
	14-Apr-21	30 Day Plan for STAAR	
	27-May-21	Year Data Review/Action Plan for 22-23	

IDEA Public Schools

IDEA Academy Los Encinos

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	\$ 209, 409
164	State Compensatory	\$ 2, 912, 936
404	Accelerated Reader/Math	\$703, 593
165	State Bilingual	\$96, 745
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$215, 533
212	Title I Migrant	-
224	IDEA-B Formula	\$ 54, 685
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 55, 830

TOTAL \$ -

IDEA Public Schools

IDEA Academy Los Encinos

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	490	100%
At Risk	382	78%
SPED	29	6%
F.A.R.M	0	0%
ELL	376	77%
Male	260	53%
Female	230	47%
Amer. Indian	2	0%
Asian	4	1%
Black	0	0%
White	49	10%
Hispanic	435	89%

IDEA Public Schools

IDEA Academy Los Encinos

Campus Committees	
English Language Arts	Math
Committee Chair(s): Melinda Pedroza Committee Members: Alejandra Flores Noemi Arjona Nelly Yap Berenice Puga Jennifer Hernandez	Committee Chair(s): Karen Posadas Committee Members: Azeneth Luis Maria Cortinas Jessica Aranda Aslin Cantu Cecilia Hernandez
Science	Social Studies
Committee Chair(s): Soila Salinas Committee Members: Alejandra Hernandez Selina Herrera Amanda Salas Amaury Cabrera Rosa Gonzalez	Committee Chair(s): Karen Posadas Committee Members: Eira Mata Karen Garza Noah Salmeron Stephanie Torres Michelle Ibarra
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Soila Salinas Committee Members: Amanda Cepeda Veronica Hernandez Jocelyn Torres Diana Leal Dyna Sayavedra	Committee Chair(s): Rebecca Garza Committee Members: Ana Gonzalez Garza Victoria Garcia Jaime Jasso Marlen Martinez Marc Dimas
School Culture and Climate	Special Populations
Committee Chair(s): Esmeralda Ortiz Committee Members: Gisela Ochoa Vanessa Acevedo Ivanovana Golinsky Estrada Daniel Cruz Rebecca Garza	Committee Chair(s): Gisela Ochoa Committee Members: Jenell Salinas Justin Pina Adriana Garza Jessica Aranda Nelly Yap

IDEA Public Schools

IDEA College Prep Los Encinos



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Los Encinos

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 Los Encinos sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subjects is our recipe for success

IDEA Public Schools

IDEA College Prep Los Encinos

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Los Encinos

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Raj Desai- Principal Michael Garcia- Assistant Principal of Instruction Sheila Flores- Assistant Principal of Operation Macario Hidrogo- Administrative Assistant	Juan Carlos Garcia- Student Success Advisor Jaqueline Torres- Social Worker	Victoria Castro Crystal Sierra- Rise Teacher Gabriela Sanchez- Sped Teacher Alejandra Guerra- Sped Teacher
Sixth Grade	Seventh Grade	Eighth Grade
Vanessa Avendano- ELA David Coddington- Math Manuel Vera- Life science Manuel Vera- Earth Science Heriberto Garcia- AR facilitator	Michael Garcia- Math Jessica Garcia- ELA Victoria Requenez- Texas History Meagan Ford	Angelica Flores- Reading Lidia Beltran- Spanish Arlene Cantu- Algebra 1 Armando Elizondo- US History Cassandra Garcia- Biology
Ninth Grade	Tenth Grade	Eleventh Grade
N/A	N/A	N/A
Twelfth Grade	Physical Education	Key
N/A	Moses Stokes	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Los Encinos

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Tiffany Vera	Jesus Gonzalez Heriberto Garcia School Monitor Maria Valdez Padilla Blanca Sanchez Lopez Aylin Rodriguez Marth Martinez Alanis	Antonio Gamez- Transportation Manager Hector Molina- Assistant Transportation Manager Guillermo Ornelas- Driver Humberto Rodriguez- Driver Cornelio Casadas- Driver Rene Rios- Driver Irasme Peccina- Driver Aida Pina- Dirver Alejandro Mata- Driver Frank Torres- Mechanic Rosa Prado- Driver Maximiliano Valdez- Driver
Facilities Staff	Child Nutrition	Front Office Staff
Melchor Chavez- Facilities manager Carlos Guajardo- Day Custodian Maria De La Cruz- Night Custodian Rolando Palacios- Night Custodian Laura De Leon- Night Custodian Allan Vasquez- Night Custodian	Yajaira Ramos- CNP Manager Norma Zombrano- CNP ASsistant Manager Maryuri Soto- CNP Assistant Manager Maria Casdenas De Rodriguez- FSS Dora Perez- Fss Maria Del Rosario Martinez- FSS Emily De La Rosa- FSS Ninfa Navarro- FSS Paulita Gonzalez- FSS Sara Fonseca- FSS Monica Infante- FSS	Joana Robles- SIS/Registrar Annette Martinez- Receptionist Angelica Cardoza- Business clerk Crytal Mendoza- Health aide Julian Vellestas- Campus IT Gabriela Arteaga- Enrollment Coordinator

IDEA Public Schools
IDEA College Prep Los Encinos

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
	New Team & Family Welcome Event	
July 26-30, 2021	New Teacher Institute: Culture & Content	Get Better Faster - Management Trajectory
August 2-5, 2021	Grading Policy at IDEA	TWBAT to learn about grading policies to be able to apply on their gradebooks
August 2-5, 2021	Illuminate Training	TWBAT to learn how to create and use reports to review data
August 2-5, 2021	IEP Training / Internalization	TWBAT to read and internalize IEP's to ensure all sped students receive appropriate accommodations
August 2-5, 2021	Goal setting	TWBAT set their 5 goals that will drive their instruction and actions
August 16, 2021	TCP	TWBAT internalize the levels of TCP
August 30, 2021	Accountable Talk	TWBAT learn about the benefits of accountable talk and will practice its implementation to apply in the classroom
September, 2021	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
November 1, 2021	Aggressive Monitoring: Seating Charts and pathways	TWBAT to understand the importance of strategic seating charts to have affective pathways to provide with feedback.
November 8, 2021	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.
Novemeber 15,	Winter Festival Logistics	TWBAT learn about logistics and planning for this annual family event.
November 29, 2021	Semester Exam Logistics	TWBAT about logistics of giving the SE that will prepare them for state exam to avoid any irregularities.
December 6, 2021	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 13, 2021	Create tutorial and remediation groups	TWBAT to work together to create tutorial and remediation needs based on most recent data
January 10, 2022	Trackers for mastery based in SE data	TWBAT to learn how to create trackers based in standards on SE.
January 10, 2022	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, 2022	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 24, 2022	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 31, 2022	2X2 Training	TWBAT to learn the second part of the SDC cycle and how this will impact their development and growth at IDEA
February 7, 2022	TELPAS Basic Training and TELPAS Calibration	TWBAT to receive and complete the basic training for TWBAT and calibration
February 14, 2022	TELPAS Verifying and finalizing	TWBAT verify and finalize TELPAS
June 12, 2021	Step back	TWBAT to have a PTG and work as a group to determine course of action for identified areas of concern
February 28, 2022	Mock Exam Logistics	TWBAT about logistics of giving the Mock that will prepare them for state exam to avoid any irregularities.
March 8, 2022	Tracking towards mastery based in mock exam data and A rating	TWBAT to learn how to create trackers based in standards on Mock and 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
March 8, 2022	Reteaching plan based in mock exam data	TWBAT to work on the detailed reteaching plan for identified gaps in Mock exam data
March 21, 2022	Meeting to discuss tracker, advancement, and	TWBAT meet and present their trackers and engage in mini OCS
March 28, 2022	STAAR Exam Logistics	TWBAT meet and present their trackers and engage in mini OCS
May 23, 2022	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

IDEA Public Schools

IDEA College Prep Los Encinos

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Raj Desai (Principal, Administration)	Aug-20	Parent committee Culture
Brett Stidham (Principal In Residence, Administration)	15-Sep	Student culture camp Tracking of student behavior
Eva Cerda (Assistant Principal of Instruction, Administration)	12-Oct	Halloween dress up Parent communication
Sheila Flores(APO, Administration)	2-Nov	Thanks giving Luncheon Team Builder
Juan Carlos Garcia(AC, Administration)	20-Dec	Adopt a Vaquero Logistics Roster
Vanessa Avendano (GTL, Teacher)	12-Jan	Culture Reset Tracking
Michael Garcia(GTL, Teacher)	13-Feb	Transition to in person push Parent survey
Manuel Vera (Teacher)	5-Mar	SPring Break ADA In person follow up Parent contact
Michael Garcia(GTL, Teacher)	April	Summer School Rosters Events

IDEA Public Schools

IDEA College Prep Los Encinos

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	\$ 132,366.34
164	State Compensatory	\$ 1,841,249.38
404	Accelerated Reader/Math	\$ 444,736.76
165	State Bilingual	\$ 61,151.64
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 116,019.06
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 31,248.35
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 30,186.35

TOTAL \$ 2,656,957.88

IDEA Public Schools

IDEA College Prep Los Encinos

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	251	100%
At Risk	211	84%
SPED	16	6%
F.A.R.M	239	95%
ELL	208	83%
Male	126	50%
Female	125	50%
Amer. Indian	0	0%
Asian	0	0%
Black	0	0%
White	24	10%
Hispanic	227	90%

IDEA Public Schools

IDEA College Prep Los Encinos

Campus Committees	
English Language Arts	Math
Committee Chair(s): Eva Cerda Committee Members: Vanessa Avendano Jessica Garcia	Committee Chair(s): Brett Stidham Committee Members: Michael Garcia David Coddington
Science	Social Studies
Committee Chair(s): Raj Desai Committee Members: Manuel Vera	Committee Chair(s): Raj Desai Committee Members: Victoria Requenez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Raj Desai Committee Members: Moses Stokes Eva Cerda Brett Stidham Vanessa Avendano David Coddinton	Committee Chair(s): Juan Carlos Garcia Committee Members: Raj Desai Vanessa Avendano Michael Garcia
School Culture and Climate	Special Populations
Committee Chair(s): Raj Desai Committee Members: Brett Stidham Eva Cerda Michael Garcia Vanessa Avendano	Committee Chair(s): Raj Desai Committee Members: Crystal Sierra Gabriela Sanchez Alejandra Guerra

Annual Performance Objective

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%
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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
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- 3A. % of students with low socio-economic status: 80%
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Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy McAllen



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy McAllen

DISTRICT MISSION

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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.

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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 provide students with a high quality education while also preparing them to become emotionally intelligent individuals prepared to compete on a global platform.

IDEA Public Schools

IDEA Academy McAllen

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA Academy McAllen

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Darlene Espinoza, Principal Rebecca Ornelas, Principal in Residence Ashley Francis, Assistant Principal of Operations Claudia Villarreal, Assistant Principal of Instruction Darcy Ahlman, Assistant Principal of Instruction Ana Flores, Assistant Principal of Instruction Lilia Troncoso, Student Success Advisor	Eleana Diaz, School Counselor	(see para professional tab)
Kindergarten	First Grade	Second Grade
Montse Hinojosa Latasha Aguayo Ana Karen Salinas Araceli Pena	Velma Cantu Mona Garcia Ruby Gonzalez Irma Gonzalez	Ana De Leon Tricia Alaniz Sandra Rocha Angela Salinas
Third Grade	Fourth Grade	Fifth Grade
Paola Alanis Nesby Garcia Luis De Luna Jesus Garza Melinda Perez	Erika Briseno Karen Salinas Martha Jarvis Stephanie Arjona Lorena Noriega Jayme Cantu	Margaret Aleman Rodolfo Rodriguez Valeria Contreras Keila Cantu Ricardo Albertos
Physical Education	Pre-K	Key
Desiree Martinez, Lead Coach (Teacher)	Ana Paula Cantu Jaqueline De Luna	* - Bilingually Certified

IDEA Public Schools

IDEA Academy McAllen

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Valerie Guerrero Debanny Gonzalez Viridiana Barrera America Avila Delia Camargo Juliana Ramon Elizabeth Villarreal Claudia Mendoza Noe Hernandez Belinda Villarreal Nicholas Garcia, Coach (Co-Teacher) Javier Hernandez, Music	Jazmin Gutierrez Abdiel Caballero	Ezekiel Mata Wendon Wilcox Luis Garza Juan Salinas Juan Jose Rodriguez Veronica Avalos Josue Ayala Lydia Elizondo Raul Elizondo Jose Luis Ramos Jose Robledo Javier Diaz Victor Flores Mario Hinojosa Ramiro Pena
Facilities Staff	Child Nutrition	Front Office Staff
Adolfo Longoria Carlos Martinez Robert Espinoza Jose Castro Frankie Miller Cristina Chavez	Angeles Diaz Norma Villarreal Marcia Pena Florencia Valera Graciela Cantu Martha Briseno Graciela Rodriguez Israel Valera Odilia Flores Laura Valdez Angelina Lerma Rudy Barreiro Guadalupe Farias Osvaldo Sanchez Aide Martinez	Sarah Hernandez Abigail Sanchez Maricela Sanchez Carolina Rodriguez Iris Garza Justin Marques Micheal Flores

IDEA Public Schools
IDEA Academy McAllen

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective
August	Goal Setting	<ul style="list-style-type: none"> Prepare for Round 1 of staff development cycle Explain the relationship between classroom goals and Teacher Career Pathway
	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.
November	Closing the Achievement Gap Night	
	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 Revisit	<ul style="list-style-type: none"> Review important pieces of culture to ensure lessons are delivered
	Report Card Night	
February	TELPAS Training	Staff will review TELPAS expectations for submission
	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	Staff will an opportunity to review expectations for STAAR assessments
	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.
	Report Card Night	
April	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	

IDEA Public Schools

IDEA Academy McAllen

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	\$286,452
164	State Compensatory	\$3,984,623
404	Accelerated Reader/Math	\$962,449
165	State Bilingual	\$132,337
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$364,077
212	Title I Migrant	
224	IDEA-B Formula	\$62,497
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$85,723

TOTAL \$ 5,878,158.00

IDEA Public Schools

IDEA Academy McAllen

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	945	100%
At Risk	660	70%
SPED	32	3%
F.A.R.M	750	79%
ELL	589	62%
Male	479	51%
Female	466	49%
Amer. Indian	0	0%
Asian	20	2%
Black	10	1%
White	38	4%
Hispanic	877	93%

IDEA Public Schools

IDEA Academy McAllen

Campus Committees	
English Language Arts	Math
Committee Chair(s): Claudia Villarreal Committee Members: Kathy Aleman Cathy Vargas Stephanie Arjona Ana Karen Salinas Lorena Noriega	Committee Chair(s): Darcy Ahlman Committee Members: Melinda Perez Tricia Alaniz Rudy Rodriguez Erika Briseno Ana De Leon
Science	Social Studies
Committee Chair(s): Valeria Contreras Committee Members: Ana Paula Cantu	Committee Chair(s): Keila Cantu Committee Members: Jesus Garza Luis De Luna Karen Salinas
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Rebecca Ornelas Committee Members: Darlene Espinoza	Committee Chair(s): Eleana Diaz Committee Members: Ashley Francis
School Culture and Climate	Special Populations
Committee Chair(s): Ana Flores Committee Members: Tasha Aguayo Velma Cantu Paola Alanis	Committee Chair(s): Liz Troncoso Committee Members: Jackie De Luna

IDEA Public Schools

IDEA McAllen Academy

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Leader in Me Training	Yes	Yes	Lighthouse Committee: Claudia, Liz, Ana, Eleana	Aug-May	Leader in Me curriculum	Consultant assessments/teacher observations	Quarterly visits
1E	IXL Programming	Yes	Yes	Claudia Villarreal	Aug-May	Computers, IXL technology	Daily observations, student progress	Quarterly benchmarks, weekly progress reports
1E	Study Island Programming	Yes	Yes	Rebecca Ornelas	Aug-May	Computers, Study Island programming	Daily observations, student progress	Quarterly benchmarks, weekly progress reports
1E	Joel Stockton Math Consultancy	Yes	Yes	Darcy Ahlman, API, Joel Stockton	Aug-May	Curriculum,	Consultant assessments/teacher observations	Consultant assessments/teacher observations

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Quarterly Celebrations for meeting elective goals	Yes	Yes	Student Success Advisor	Aug-May	Funds for celebratory event	Student and teacher feedback, parent feedback	Student and parent surveys
2C	Tigerville	Yes	Yes	Student Success Advisor	Sep-May	Extra duty pay for teachers participating and supporting	Student and teacher feedback, parent feedback	Student and parent surveys
2C	Student Council	Yes	Yes	Student Success Advisor	Sep-May	Extra duty pay for teachers participating and supporting	Student and teacher feedback, parent feedback	Student and parent surveys
2C	National Honor Society	Yes	Yes	Student Success Advisor	Sep-May	Extra duty pay for teachers participating and supporting	Student and teacher feedback, parent feedback	Student and parent surveys
2C	UIL	Yes	Yes	Student Success Advisor	Oct-May	Extra duty pay for teachers participating and supporting	Student and teacher feedback, parent feedback	Student and parent surveys

IDEA Public Schools

IDEA College Prep McAllen



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep McAllen

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 underserved communities for success in college and citizenship. IDEA McAllen College Prep is a world class campus with a strong record of results achieved through Success by Design for every student, teacher and leader

Vision

IDEA McAllen College Preparatory aims to change to the future of the students it serves by ensuring they enter a top tier college and obtain their degree. We will provide them a world class education that includes a focus on 3 components that we know makes a student successful post high school graduation. Not only are the students held to mastering these components, our teachers, leaders, and parents will also be held accountable to supporting these 3 initiatives:

- High Rigor Coursework and Advancement
- Culture of Achievement for All
- World Citizen Perspective

IDEA Public Schools

IDEA College Prep McAllen

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep McAllen

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Ashley Francis Leticia Silva Rene Molina Esmeralda Hernandez Liz Villarreal Roberto Garza	Eleana Diaz Ricardo Benitez Melinda Villarreal Marco Castillo	Leslie Flores David Gonzalez Cynthia Mercado Allan Ortiz Jennifer Killebrew-Menchaca Edgar Rodriguez Edna Escobedo Hocabeth Gomez Jesus Diaz De Leon Lomeli Caleb Swaringen Myriam Garza Luz Guitierrez Andrea Lozano Marisol Patino Kayla Guerra Aleyda Tijerina Maria Isabel Davila Guadalupe Cordero Ramiro Vielma
Sixth Grade	Seventh Grade	Eighth Grade
Reynaldo Martinez Roxanna Escobedo Natasha Villarreal	DeAna Valdez Laura Gonzalez Evelyn Camacho	Cristina Del Toro Melissa Vera Dulce Colunga Diana Chavez
Ninth Grade	Tenth Grade	Eleventh Grade
Christine Hinojosa Nadina Barreiro Antonio Herrera Sarah Perez	Irfan Rana Tomas Cantu Carlos Enriquez Arturo Leon Victoria Barrera	Mariela Cedillo Alma Alanis-Nieto Jonathan Godinez Paez Marisol Patino Gabriel Guerrero
Twelfth Grade	Physical Education	Key
Gabriel Reichman Eric Strom Ariel Torres Christopher Stubbs	Roy Arce Marco Cantu	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep McAllen

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
		Ezequiel Mata Mario Hinojosa Victor Flores Wendon Wilcox Juan Salinas Luis Garza Joe Robledo Ramiro Pena Veronica A Juan Jose Rodriguez Josue Ayala Javier Diaz Lydia Elizondo Raul Elizondo Luis Ramos
Facilities Staff	Child Nutrition	Front Office Staff
Adolfo Longoria Carlos Martinez Cristina Chavez Roberto Espinoza Frankie Miller Jose Castro	Norma Villarreal Angelis Diaz Araceli Avila Graciela Rodriguez Graciela Cantu Obilia Flores Ruby Barreiro Guadalupe Farris Martha Briseno Osvaldo Sanchez Israel Valera Flor Varela Laura Valdez Marcia Pena Edi Martinez Angelina Lerma	Maricela Sanchez Iris Garza Abigail Sanchez Sarah Hernandez

IDEA Public Schools
IDEA College Prep McAllen

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8.5 - 8.9	Behavior Management: Needs based approach - Student needs before adult needs	Teachers will be well versed in the behavior management strategies taught in the book "Lost at school" Teachers will be able to address all behavior concerns while still building positive relationships with students
8.5 - 8.9	Effective Objectives and Exit Tickets	Teachers will be able to name the characteristics of an effective objective and be able to create exit tickets to test mastery of that objective
8.5 - 8.9	Culture at IDEA McAllen	Teachers will be able to create, rehearse and practice upholding systems and procedures that ensure culture is maintained, with the realization that students have been away from school for a year and a half.
October	Quality Work	Teachers will be able to describe the attributes of quality work by subject and create exemplars
September	Data Analysis Training	Teachers will be able to create a data analysis document that lists the TEKS/Obj of strength/weakness and create a plan for addressing weak areas
August	TEKS and Prioritization Training	Teachers will be able to list their readiness and supporting standards, and use this information to prioritize time given to certain teaching standards
September	Teach Like a Champion Best Practices	Teachers will be able to show proficiency on multiple TLAC best practices and receive feedback/practice on those that they need support with.
October	Closing the Gap using Data	Teachers will be able to use the data analysis template they create a plan for systematically closing the gap!

Date	Session Title/Topic	Session Objective(s)
November	Independent Practice Priority	Teacher will be able to balance INM with independent practice while still increasing the amount of time students have to grapple with the material.
December	Effective Study Guides	Teachers will be able to design and create effective study guides for 100% of students to use for preparing for December testing
January	Revisiting Culture	Teachers will review the criteria for strong IDEA culture, decide which parts need to be addressed by grade level and create a plan for rolling out culture lessons.
February	Higher Level Thinking through Effective Questioning and CFUs	Teachers will be able to distinguish between think/stretch questions and checks for understandings and use both to increase the thinking level in their classes
March	Testing Security and Protocol Training - AP/IB/STAAR	Teachers will be able to describe the dos and don'ts for testing in April and May
April	Summer Persistence Strategy Plan	Teachers will support the school by completing several tasks that will keep students invested in our school while away on summer.

IDEA Public Schools

IDEA College Prep McAllen

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Roberto Garza - Principal - Campus Leticia Silva - API - IB Rene Molina - API - AP	October	Student culture and clubs and programs for student inclusion
Esmeralda Hernandez - API - Middle School Eleana Diaz - Student support Ashley Francis - APO - Operations TBD - Parent Leader - Parents	November	Mock Testing strategies and preparation for parents and students
Christopher Stubbs - GTL - 12th Grade Team Edgar Rodriguez - GTL - 11th Grade Team Tomas Cantu - GTL - 10th Grade Team	December	Priorities for returning from the break
Nadina Barriero - GTL - 9th Grade Team Diana Chavez - GTL - 8th Grade Team Laura Gonzalez - GTL - 7th Grade Team	January	TBD
Evelyn Camacho - GTL - 6th Grade Team Isabel Davila - SPED Lead - SPED Marco Cantu - Athletic Dir - Athletics/Sports	February	TBD
	March	TBD
	April	TBD
	May	TBD

IDEA Public Schools

IDEA College Prep McAllen

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	
211	Title I Regular	\$314,562
212	Title I Migrant	
224	IDEA-B Formula	\$60,544
255	Title II, Part A, Classroom Size Red./Eisenhower	\$-
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$49,676

TOTAL \$ 5,744,586.00

IDEA Public Schools

IDEA College Prep McAllen

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	822	100%
At Risk	418	51%
SPED	31	4%
F.A.R.M	648	79%
ELL	441	54%
Male	389	47%
Female	433	53%
Amer. Indian	0	0%
Asian	12	1%
Black	1	0%
White	25	3%
Hispanic	783	95%

IDEA Public Schools

IDEA College Prep McAllen

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Victoria Barrera	Committee Chair(s):	Gabriel Reichman
Committee Members:	Natasha Villarreal Melissa Vera Mariela Cedillo	Committee Members:	Roxanna Escobedo Cristina Del Toro Irfan Rana
	Laura Gonzalez Antonio Herrera Eric Strom		Deana Valdez Sarah Perez Gabriel Guerrero
Science		Social Studies	
Committee Chair(s):	Arturo Leon	Committee Chair(s):	Christopher Stubbs
Committee Members:	Evelyn Camacho Cristine Hinojosa Alma Alaniz	Committee Members:	Rey Martinez Carlos Enriquez Diana Chavez
	Dulce Colunga Ariel Torres		Nadina Barreiro Tomas Cantu Jonathan Godinez
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Liz Villarreal	Committee Chair(s):	Eleana Diaz
Committee Members:	Roberto Garza Leticia Silva GTLs	Committee Members:	Liz Villarreal Roberto Garza GTLs
	Ashley Francis Esmeralda Hernandez		
School Culture and Climate		Special Populations	
Committee Chair(s):	Roberto Garza	Committee Chair(s):	GTLs
Committee Members:	Roberto Garza Leticia Silva GTLs	Committee Members:	Ramiro Vielma Isabel Davila Guadalupe Cordero
	Ashley Francis Esmeralda Hernandez		

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Mission



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Mission

DISTRICT MISSION

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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.

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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 Academy Mission is committed to ensuring all students have the academic, social, emotional, and leadership skills to be successful and college and beyond.

IDEA Public Schools

IDEA Academy Mission

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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

IDEA Public Schools

IDEA Academy Mission

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Pre-Kinder
Anne "Kristine" Fuentes Sara McCormick Stephanie Puente Tania Morales (shared position) Christina Cavazos-Escamilla (shared position) Maria Charles	Christian Menendez	Alessandra Trevino Nereyda Hinojosa
Kindergarten	First Grade	Second Grade
Brenda Alanis Rebecca Salinas Diana Alvarado Shelby Gonzales	Elisa Casas Elsica Zuniga Natasha Ojeda Alma Marquez Tomika Salinas	Aidin Lopez Marely Garza Martha Manjarrez Christina Olivarez Kelly Rae Chapa
Third Grade	Fourth Grade	Fifth Grade
Valeria Guerra Osmara Perez Rebeca Wilhelmsson Victoria Perez	Ruben Mesa Thomas Garcia Stephanie Cazares Monica Sanchez Maria Gonzalez	Betsy Honojosa Nayla Villanueva Andrea Salinas Samantha Flores
Physical Education	AC RISE	Key
Hugh Flavin (teacher)	Karen Ramos	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Mission

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jose Villegas Michael Rodriguez Lydia Flores Diana Judith Salinas Maribel Cortez Karla Aguirre Lisette Echeverria Edgar Ayala Tomika Gonzales Salina Lopez Karen Cantu Valeria Bautista	Lilibeth Salinas Amanda Aguilar Marisol	Maria Lopez, Manager Cristela Estrada Pedro Banca Jose Carrizales Olga Casillas Oneida Casillas Dora Elizondo Jose Alonzo Gonzalez Juan Gonzalez Gloria Iglesias Eduardo Lara Guadalupe Lara Juan Martinez
		Carlos Moran Juan Reyes Jose Vallejo Jose Miramontes Rosalinda Ybarra Maisa Moreno Diana Sierra Tomasita Cardenas Emmanuel Diaz Manuel Ortiz
Facilities Staff	Child Nutrition	Front Office Staff
Ricardo Morales, Manager Armando Mendoza Gilbert Magallan Jorge Morneo Blanca Magallan Maria Elizabet Garza Ada Gomez	Cesar Rodriguez, Manager Maria Alanis, Assistant Manager Maria Diaz Sylvia Rodriguez Flor Gonzalez Elena Abrego Carmen Olvera Beatriz Cantu Elva Gonzalez Melchor Quintero Angie Gonzalez Nora Ponce Maria Garibaldi Ernestina Dominguez Sandra Zamora Blanca Fernandez	Narda Guajardo, Administrative Assistant Nancy Reyna, Receptionist Blanca Castro, Business Clerk Claudia Oliver, SIS Elizabet Venegas, Registrar Adriana Montoya, Health Aide Eder Torres, IT

IDEA Public Schools

IDEA Academy Mission

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
17-Aug	GET Row Focus	2B- 100% of Mission Teachers will unpack 2B Relationship & Classroom Climate by getting into groups and summarizing how to be at least at proficient.
24-Aug	Campus PD	Building Strong and Lasting Relationships with Adults and Children
31-Aug	Content Teams	Content teams will review classroom look fors by contents.
7-Sep	Other	PWI- Staff will know who their senior student is and the scope of the year.
14-Sep	GET Row Focus	2C- 100% of Mission Teachers will unpack 2C Culture of Achievement by getting into groups and writing down how to be at least at proficient.
21-Sep	Campus PD	Crucial Conversations
28-Sep	Content Teams	Content teams will go over Lesson Plans (strengths and grows)
5-Oct	Other	Active Monitoring and Tracking

Date	Session Title/Topic	Session Objective(s)
12-Oct	GET Row Focus	3B- 100% of Mission Teachers will unpack 3B Unpacking Unit Plan by getting into groups and writing down how to be at least at proficient.
19-Oct	Campus PD	Time and Tasks
26-Oct	Content Teams	Active Monitoring and Tracking
2-Nov	Other	PWI Activity
9-Nov	GET Row Focus	3B- 100% of Mission Teachers will unpack 3B Unpacking Unit Plan by getting into groups and writing down how to be at least at proficient.
16-Nov	Campus PD	Exit Tickets: School will norm on ET
30-Nov	Content Teams	Effective Content Benchmark Reviews
7-Dec	GET Row Focus	3C- 100% of Mission Teachers will unpack 3C Planning Lesson Vision by getting into groups and writing down how to be at least at proficient. OR 3D- 100% of Mission Teachers will Plan for the Lesson Cycle by getting into groups and writing down how to be at least at proficient. OR
14-Dec	Campus PD	STAFF Christmas Get Together
4-Jan	Content Teams	Writing Initiative: School will implement writing techniques in all subjects

Date	Session Title/Topic	Session Objective(s)
11-Jan	Other	RENSTAAR
18-Jan	GET Row Focus	4B- 100% of Mission Teachers will unpack 4B Student Practice by getting into groups and writing down how to be at least at proficient. OR
25-Jan	Campus PD	Team Builder
1-Feb	Content Teams	Mastery Machine
8-Feb	Other	PWI Activity
15-Feb	GET Row Focus	4C- 100% of Mission Teachers will Unpack 4C Monitor Student Learning by getting into groups and writing down how to be at least at proficient.
22-Feb	Campus PD	
8-Mar	Content Teams	STAAR PREP
22-Mar	Other	PWI Activity
29-Mar	GET Row Focus	4D- 100% of Mission Teachers will unpack 4D Respond to Gaps in Student Learning by getting into groups and writing down how to be at least at proficient.

IDEA Public Schools

IDEA Academy Mission

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Nancy Reyna, Receptionist Maria Charles, PIR Anaid Stephens, API Robert Richardson, AP Cal. Teacher Samantha Alday, 6th Math Teacher Norma Saenz, College Counselor William Azucena, Spanish I Teacher Aidin Perez, ELA Teacher Roxana Celedon, DCC Christian Menendez, AC Josephine Taveras, AC Alejandra Sanchez, Parent Karina Balderas, Parent Parent Esmeralda Orozco, Parent Sadie's 4th Grade Mom	Aug. 30th	Kick Off Meeting Setting Norms & Expectations Stamping Communication Protocol
	Sept. 20th	Reading for Fun Initiative Establishing Saturday School Criteria Fall Sports
	Oct. 25th	Fall Evening Feast Event Winter Break Joy Planning
	Nov. 15th	Winter Break Joy Planning Return from Break Welcome Event (Teachers & Students)
	Dec. 2nd	Elf on a Shelf Calendar Outline
	Jan. 17th	Field Lesson Fund Rasier Planning
	Feb. 21st	STEM Night
	March 21st	STAAR Pep Rally Planning
	April 11th	EOY Celebrations

IDEA Public Schools

IDEA Academy Mission

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	\$308,582
164	State Compensatory	\$4,292,448
404	Accelerated Reader/Math	\$1,036,801
165	State Bilingual	\$142,561
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$417,960
212	Title I Migrant	
224	IDEA-B Formula	\$58,591
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$82,207

TOTAL \$ 6,339,150.00

IDEA Public Schools IDEA Academy Mission

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	900	100%
At Risk	612	68%
SPED	30	3%
F.A.R.M	863	96%
ELL	563	63%
Male	440	49%
Female	460	51%
Amer. Indian	0	0%
Asian	2	0%
Black	3	0%
White	23	3%
Hispanic	872	97%

IDEA Public Schools

IDEA Academy Mission

Campus Committees	
English Language Arts	Math
Committee Chair(s): Aidin Perez Committee Members: Betsy Hinojosa Stephanie Casarez Monica Sanchez Victoria Perez Susana Alanis	Committee Chair(s): Nayla Villanueva Committee Members: Ruben Mesa Elisa Casas Veronica Ozuna Natasha Ojeda Valeria Guerra Elsica Zuniga Martha Manjarrez Alma Guerrero Marely Garza
Science	Social Studies
Committee Chair(s): Andrea Salinas Committee Members: Thomas Garcia Osmara Perez Nelly Rodriguez	Committee Chair(s): Julissa Guajardo Committee Members: Thomas Garcia Nelly Rodriguez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Kristine Fuentes Committee Members:	Committee Chair(s): Christian Menendez Committee Members:
School Culture and Climate	Special Populations
Committee Chair(s): Committee Members:	Committee Chair(s): Karen Ramos Committee Members: Rebeca Wilhelmsson Samantha Flores

IDEA Public Schools

IDEA College Prep Mission



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Mission

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 to have the academic, social, and leadership skills necessary to thrive in college and life thereafter.

IDEA Public Schools

IDEA College Prep Mission

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Mission

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Christina Cavazos-Escamilla (shared) Martin Contreras, Principal in Residence Christopher Gomez, Assistant Principal Annaid Stephens, Assistant Principal Fabiola Cantu, Assistant Principal Tania Morales, Assistant Principal of Operations (s	Roxanna Celedon, Director of College Counseling Norma Saenz, College Counselor Claudia Pena, College Counselor Josephine Taveras, School Counselor	Marla Salinas, Interventionist Kimberly Allen, Technology Applications/Keyboard, 6th grade Soraya Cepeda, Spanish for 8th grade Hector Morales, Art for 8th grade Martha Ochoa, BIMS William Azucena-Spanish Kassie Saenz-RTTC-1/2 Bertha Alicia Perez-Spanish 2 & AP Language Liliana Viera- Art for 9th-12th Grade Jalyssa Garza- ACT Prep/TSI/RTTC 3 Norma Romo, AP Spanish
Sixth Grade	Seventh Grade	Eighth Grade
Eric Alaniz, World Cultures Alonso Doria, Science Samantha Alday- Almanza, Math Sonia Soliz, Reading	Anna Botello, Pre-Algebra Crystal Urbina, English Language Arts Paul Diaz, English Language Arts Walter Colon Cartegena, Science Robert Weston, Texas History	Vacancy for 8th Biology Amanda Munoz, Reading Luis Zuniga, Algebra 1 Louis Wilhelmsson, US History
Ninth Grade	Tenth Grade	Eleventh Grade
Brailin Paulino, English I Andy Nguyen-Pre AP Chemistry Melissa M. Olivares-Geometry Luis Ornelas-AP Human Geography	Alejandro Villa-Social Studies/Psycology George Coronado-Algebra II Rogelio Guerra-AP Chemistry Karen Sosa-English II Cesar Lozano- Pre AP Computer Science	John Liss- US History Jessica Shanken- AP Language Oscar Guerrero-AP Physics Robert Richardson-Pre Cal, AP Cal
Twelfth Grade	Physical Education	Special Education
Karen Prewitt, AP Statistics Diana Garza, AP Biology Jacob Sargeant, AP Government and Economics Rebecca Reyes, AP Literature	Nathan Henderson, PE teacher	Anna Ramirez, Special Education teacher Emelia Herebia, Special Educaton teacher Keyla R. Villarreal- SPED Teacher Christina Mercado, RISE Vacancy for RISE

IDEA Public Schools
IDEA College Prep Mission

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Monitors	Transportation
Mark Saenz, PE Gabriela Navejar, SPED Damian Del Castillo, SPED Abraham Avila Diaz, SPED Eleazar Mejia Jr, SPED	Lilibeth Salinas Amanda Aguilar Marisol	Maria Lopez, Manager Cristela Estrada Pedro Banca Jose Carrizales Olga Casillas Oneida Casillas Dora Elizondo Jose Alonzo Gonzalez Juan Gonzalez Gloria Iglesias Eduardo Lara Guadalupe Lara Juan Martinez Carlos Moran Juan Reyes Jose Vallejo Jose Miramontes Rosalinda Ybarra Maisa Moreno Diana Sierra Tomasita Cardenas Emmanuel Diaz Manuel Ortiz
Facilities Staff	Child Nutrition	Front Office Staff
Ricardo Morales, Manager Armando Mendoza Gilbert Magallan Jorge Morneo Blanca Magallan Maria Elizabet Garza Ada Gomez	Cesar Rodriguez, Manager Maria Alanis, Assistant Manager Maria Diaz Sylvia Rodriguez Flor Gonzalez Elena Abrego Carmen Olvera Beatriz Cantu Elva Gonzalez Melchor Quintero Angie Gonzalez Nora Ponce Maria Garibaldi Ernestina Dominguez Sandra Zamora Blanca Fernandez	Narda Guajardo, Administrative Assistant Nancy Reyna, Receptionist Blanca Castro, Business Clerk Claudia Oliver, SIS Elizabet Venegas, Registrar Adriana Montoya, Health Aide Eder Torres, IT

IDEA Public Schools

IDEA College Prep Mission

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
17-Aug	GET Row Focus	2B- 100% of Mission Teachers will unpack 2B Relationship & Classroom Climate by getting into groups and summarizing how to be at least at proficient.
24-Aug	Campus PD	Building Strong and Lasting Relationships with Adults and Children
31-Aug	Content Teams	Content teams will review classroom look fors by contents.
7-Sep	Other	PWI- Staff will know who their senior student is and the scope of the year.
14-Sep	GET Row Focus	2C- 100% of Mission Teachers will unpack 2C Culture of Achievement by getting into groups and writing down how to be at least at proficient.
21-Sep	Campus PD	Crucial Conversations
28-Sep	Content Teams	Content teams will go over Lesson Plans (strengths and grows)
5-Oct	Other	RTI and 504 Information

Date	Session Title/Topic	Session Objective(s)
12-Oct	GET Row Focus	3B- 100% of Mission Teachers will unpack 3B Unpacking Unit Plan by getting into groups and writing down how to be at least at proficient.
19-Oct	Campus PD	Time and Tasks
26-Oct	Content Teams	Active Monitoring and Tracking
2-Nov	Other	PWI Activity
9-Nov	GET Row Focus	3B- 100% of Mission Teachers will unpack 3B Unpacking Unit Plan by getting into groups and writing down how to be at least at proficient.
16-Nov	Campus PD	Exit Tickets: School will norm on ET
30-Nov	Content Teams	Effective Content Benchmark Reviews
7-Dec	GET Row Focus	3C- 100% of Mission Teachers will unpack 3C Planning Lesson Vision by getting into groups and writing down how to be at least at proficient. OR 3D- 100% of Mission Teachers will Plan for the Lesson Cycle by getting into groups and writing down how to be at least at proficient. OR
14-Dec	Campus PD	STAFF Christmas Get Together
4-Jan	Content Teams	Writing Initiative: School will implement writing techniques in all subjects

Date	Session Title/Topic	Session Objective(s)
11-Jan	Other	RENSTAAR
18-Jan	GET Row Focus	4B- 100% of Mission Teachers will unpack 4B Student Practice by getting into groups and writing down how to be at least at proficient. OR
25-Jan	Campus PD	Team Builder
1-Feb	Content Teams	Mastery Machine
8-Feb	Other	PWI Activity
15-Feb	GET Row Focus	4C- 100% of Mission Teachers will Unpack 4C Monitor Student Learning by getting into groups and writing down how to be at least at proficient.
22-Feb	Campus PD	Re-Teach: Guided Discourse/ Modeling
8-Mar	Content Teams	STAAR PREP
22-Mar	Other	PWI Activity
29-Mar	GET Row Focus	4D- 100% of Mission Teachers will unpack 4D Respond to Gaps in Student Learning by getting into groups and writing down how to be at least at proficient.

IDEA Public Schools

IDEA College Prep Mission

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Nancy Reyna, Receptionist Maria Charles, PIR Anaid Stephens, API Robert Richardson, AP Cal. Teacher Samantha Alday, 6th Math Teacher Norma Saenz, College Counselor William Azucena, Spanish I Teacher Aidin Perez, ELA Teacher Roxana Celedon, DCC Christian Menendez, AC Josephine Taveras, AC Alejandra Sanchez, Parent Karina Balderas, Parent Parent Esmeralda Orozco, Parent Sadie's 4th Grade Mom	Aug. 30th	Kick Off Meeting Setting Norms & Expectations Stamping Communication Protocol
	Sept. 20th	Reading for Fun Initiative Establishing Saturday School Criteria Fall Sports
	Oct. 25th	Fall Evening Feast Event Winter Break Joy Planning
	Nov. 15th	Winter Break Joy Planning Return from Break Welcome Event (Teachers & Students)
	Dec. 2nd	Elf on a Shelf Calendar Outline
	Jan. 17th	Field Lesson Fund Rasier Planning
	Feb. 21st	STEM Night
	March 21st	STAAR Pep Rally Planning
	April 11th	EOY Celebrations

IDEA Public Schools

IDEA College Prep Mission

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 376,698.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 113,275.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 53,779.00

TOTAL \$ 5,863,556.00

IDEA Public Schools

IDEA College Prep Mission

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	793	100%
At Risk	499	63%
SPED	58	7%
F.A.R.M	776	98%
ELL	459	58%
Male	403	51%
Female	390	49%
Amer. Indian	0	0%
Asian	3	0%
Black	1	0%
White	9	1%
Hispanic	779	98%

IDEA Public Schools

IDEA College Prep Mission

Campus Committees	
English Language Arts	Math
Committee Chair(s): Rebecca Reyes Committee Members: Sonia Soliz Jessica Shanken Crystal Urbina Kassie Saenz Paul Diaz Bertha Perez Brailin Paulino Norma Romo Karen Sosa Jalyssa Garza	Committee Chair(s): Karen Prewitt Committee Members: Samantha Alday Robert Richardson Anna Botello Luis Zuniga Melissa Olivares George Coronado
Science	Social Studies
Committee Chair(s): Rogelio Guerra Committee Members: Alonso Doria Walter Colon Andy Nguyen Oscar Guerrero Diana Garza	Committee Chair(s): Louis Wilhelmsson Committee Members: Eric Alaniz John Liss Robert Weston Alejandro Villa Luis Ornelas Jacob Sargeant
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): CCE Committee Members: Christopher Gomez Norma Saenz Anaid Stephens Claudia Pena Fabiola Cantu Josephine Taveras Tania Morales Maria Charles Roxanna Celedon	Committee Chair(s): Christian Menendez Committee Members: Josephine Taveras
School Culture and Climate	Special Populations
Committee Chair(s): CCE Committee Members: Christopher Gomez Norma Saenz Anaid Stephens Claudia Pena Fabiola Cantu Josephine Taveras Tania Morales Maria Charles Roxanna Celedon	Committee Chair(s): Ana Ramirez Committee Members: Emelia Herebia Cristina Mercado Keyla Villarreal Karen Ramos Marla Salinas

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy North Mission



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy North Mission

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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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

Ensure that IA North Mission reaches its fullest potential by being a well-rounded school with rigorous academics, enrichment programs, life skills, and strong campus culture. IA North Mission will send the highest number of students to our College Prep in preparation to the road to and through college.

IDEA Public Schools

IDEA Academy North Mission

District Goals 2021-2022

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%
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PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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- 2C. Student Persistence: 90%
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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

IDEA Public Schools

IDEA Academy North Mission

Professional Campus Staff 2021-2022

Administrative Staff	Counseling Staff	Pre-Kinder
Adriana Villarreal, Principal Norma Mendoza, PIR Irma Martinez, APO Ernestina Quintanilla, API Rosa Rodriguez, API Melanie Perez, API	Jesus Rodriguez	Mariella Becerra Yaritza Mata
Kindergarten	First Grade	Second Grade
Veronica Flores Luz Cortes Ashley Garza Jackelyn Cisneros	Tania Guerrero Cecilia Zuniga Gilbert Garza Yuliana Flores Arlene Garza	Lusyl Benoit Marcela Mireles Julissa Martinez Alva Gomez Iliana Sosa
Third Grade	Fourth Grade	Fifth Grade
Daniela Martinez Casara Cruz Alexis Barrios Karen Cantu	Kasey Struzyk Kassandra Cantu Sergio DeLeon Victor Guajardo	Kristy Guerra Karina Vergara Jesus Islas Prisma Beltran
Physical Education	AC RISE	Key
Alfredo Ramirez	Roy Martinez Claudia Huitron	* - Bilingually Certified

IDEA Public Schools
IDEA Academy North Mission

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Lorissa Barrera megan Sanchez Monica de leon Lensy Cantu	Leticia Bec et Yadira Alvarez Indira Vasquez	Ray Martinez, Manager
Facilities Staff	Child Nutrition	Front Office Staff
Josisa Lopez Anai Gonzalez	Vicente Reyes Maria Alanis, Assistant Manager Maria Diaz Sylvia Rodriguez	Samantha Hernandez, Administrative Assistant Dahlia Garza, Receptionist Mary Garza, Business Clerk Eimy Escamilla, SIS Nicole Garza, Registrar Nelissa Flores, Health Aide Josh Bushman, IT

IDEA Public Schools
IDEA Academy North Mission

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
17-Aug	GET Row Focus	2B- 100% of Mission Teachers will unpack 2B Relationship & Classroom Climate by getting into groups and summarizing how to be at least at proficient.
24-Aug	Campus PD	Building Strong and Lasting Relationships with Adults and Children
31-Aug	Content Teams	Content teams will review classroom look fors by contents.
7-Sep	Other	PWI- Staff will know who their senior student is and the scope of the year.
14-Sep	GET Row Focus	2C- 100% of Mission Teachers will unpack 2C Culture of Achievement by getting into groups and writing down how to be at least at proficient.
21-Sep	Campus PD	Crucial Conversations
28-Sep	Content Teams	Content teams will go over Lesson Plans (strengths and grows)
5-Oct	Other	Active Monitoring and Tracking

Date	PD Focus (API Time, Coaching, Staff Meetings)	GET Focus
9-Aug	Culture Camp Expectations and INMA systems	Guidepost 2: Culture & Climate
16-Aug	Lesson Plan Feedback Checklist & Field Guide Tutorial	3C: Planning Lesson Vision and 3D: Planning for Lesson Cycle
23-Aug	Know/Show Charts (SIOP PK-K & STAAR Alignment 1 st -5 th)	3A: Content Knowledge and Pedagogy/3B: Unpacking Unit Plan
30-Aug	Team Data Huddle/OCS on Acct. Tracker	1A: Smart Goals & 5B: Tracking
7-Sep	Student Trackers / Agendas in Classroom	5B: Tracking
13-Sep	Aggressive Monitoring Refresher PD	4C: Monitor Student Learning
20-Sep	Aggressive Monitoring Follow-up	4C: Monitor Student Learning
27-Sep	OCS- Digging Deeper	4D: Responding to gap in Student Learning Outcomes
4-Oct	Leveraging Learning Programs	4B: Student Practice/4E: Literacy
12-Oct	Vertical Alignment Strategy Meeting	1B: Investing Students &1C: Stakeholders
18-Oct	HOTS Questions	4A: Instructional Clarity
25-Oct	Writing in all Contents SIOP	4A: Instructional Clarity
1-Nov	Guided Discourse v. Modeling	5D: Remediation and Re-Teaching
8-Nov	Guided Discourse v. Modeling	5D: Remediation and Re-Teaching
15-Nov	IEP Implementation/Linguistic Accommodations	5E: Modifications and Accommodations
29-Nov	Tracking Special Populations	5E: Modifications and Accommodations
6-Dec	70/30 Model of Instruction	4B: Student Practice
13-Dec	Semester Exam Analysis and Conversations	5A: Assessment Data
20-Dec	Reteach Calendars/Backwards Plans	Guidepost 6 – Core Values & 5A: Assessment Data Follow-Up
5-Jan	TBD	5C: Feedback and Grading
10-Jan	ELL Focus: Listening, Speaking	3C: Planning Lesson Vision and 3D: Planning for Lesson Cycle
17-Jan	ELL Focus: Listening, Speaking	4A: Instructional Clarity
24-Jan	ELL Focus: Reading, Writing	4C: Monitor Student Learning
31-Jan	ELL Focus: Reading, Writing	4D: Responding to gap in Student Learning Outcomes
7-Feb	Calibration on PLD's for TELPAS	5E: Modifications and Accommodations
14-Feb	Mastery Machine PD & Expectations	4B: Student Practice
21-Feb	STAAR Success Unit Implementation/Intervention Tracker	2C: Culture of Achievement
28-Feb	Reteach Calendar	5D: Remediation and Re-teaching
7-Mar	Tutorial Plans	5D: Remediation and Re-teaching

Date	Session Title/Topic	Session Objective(s)
12-Oct	GET Row Focus	3B- 100% of Mission Teachers will unpack 3B Unpacking Unit Plan by getting into groups and writing down how to be at least at proficient.
19-Oct	Campus PD	Time and Tasks
26-Oct	Content Teams	Active Monitoring and Tracking
2-Nov	Other	PWI Activity
9-Nov	GET Row Focus	3B- 100% of Mission Teachers will unpack 3B Unpacking Unit Plan by getting into groups and writing down how to be at least at proficient.
16-Nov	Campus PD	Exit Tickets: School will norm on ET
30-Nov	Content Teams	Effective Content Benchmark Reviews
7-Dec	GET Row Focus	3C- 100% of Mission Teachers will unpack 3C Planning Lesson Vision by getting into groups and writing down how to be at least at proficient. OR 3D- 100% of Mission Teachers will Plan for the Lesson Cycle by getting into groups and writing down how to be at least at proficient. OR
14-Dec	Campus PD	STAFF Christmas Get Together
4-Jan	Content Teams	Writing Initiative: School will implement writing techniques in all subjects

14-Mar	Parent Conferences	1C: Investing Stakeholders (Struggling Students)
28-Mar	Parent Conferences	1C: Investing Stakeholders (Struggling Students)
4-Apr	Parent Conferences 5 th Grade STAAR April 5-8	1C: Investing Stakeholders (Struggling Students)
11-Apr	Parent Conferences	1C: Investing Stakeholders (Struggling Students)
18-Apr	Transform Tutorial Sessions: Joy Factor	1B: Investing Students
25-Apr	Transform Classroom: Joy Factor (Review)	1B: Investing Students
2-May	No Staff Meeting- Teacher Appreciation Week	
10-May	STAAR WEEK	
16-May	How to Complete your APRs	Guidepost 6 – Core Values & 5A: Assessment Data Follow-Up 5C: Grading
23-May	EOY Teacher Checklist	

Date	Session Title/Topic	Session Objective(s)
11-Jan	Other	RENSTAAR
18-Jan	GET Row Focus	4B- 100% of Mission Teachers will unpack 4B Student Practice by getting into groups and writing down how to be at least at proficient. OR
25-Jan	Campus PD	Team Builder
1-Feb	Content Teams	Mastery Machine
8-Feb	Other	PWI Activity
15-Feb	GET Row Focus	4C- 100% of Mission Teachers will Unpack 4C Monitor Student Learning by getting into groups and writing down how to be at least at proficient.
22-Feb	Campus PD	
8-Mar	Content Teams	STAAR PREP
22-Mar	Other	PWI Activity
29-Mar	GET Row Focus	4D- 100% of Mission Teachers will unpack 4D Respond to Gaps in Student Learning by getting into groups and writing down how to be at least at proficient.

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

Date	PD Focus (API Time, Coaching, Staff Meetings)	GET Focus
9-Aug	Culture Camp Expectations and INMA systems	Guidepost 2: Culture & Climate
16-Aug	Lesson Plan Feedback Checklist & Field Guide Tutorial	3C: Planning Lesson Vision and 3D: Planning for Lesson Cycle
23-Aug	Know/Show Charts (SIOP PK-K & STAAR Alignment 1 st -5 th)	3A: Content Knowledge and Pedagogy/3B: Unpacking
30-Aug	Team Data Huddle/OCS on Acct. Tracker	1A: Smart Goals & 5B: Tracking
7-Sep	Student Trackers / Agendas in Classroom	5B: Tracking
13-Sep	Aggressive Monitoring Refresher PD	4C: Monitor Student Learning
20-Sep	Aggressive Monitoring Follow-up	4C: Monitor Student Learning
27-Sep	OCS- Digging Deeper	4D: Responding to gap in Student Learning Outcomes
4-Oct	Leveraging Learning Programs	4B: Student Practice/4E: Literacy
12-Oct	Vertical Alignment Strategy Meeting	1B: Investing Students & 1C: Stakeholders
18-Oct	HOTS Questions	4A: Instructional Clarity
25-Oct	Writing in all Contents SIOP	4A: Instructional Clarity
1-Nov	Guided Discourse v. Modeling	5D: Remediation and Re-Teaching
8-Nov	Guided Discourse v. Modeling	5D: Remediation and Re-Teaching
15-Nov	IEP Implementation/ Linguistic Accommodations	5E: Modifications and Accommodations
29-Nov	Tracking Special Populations	5E: Modifications and Accommodations
6-Dec	70/30 Model of Instruction	4B: Student Practice
13-Dec	Semester Exam Analysis and Conversations	5A: Assessment Data

20-Dec	Reteach Calendars/Back wards Plans	Guidepost 6 – Core Values & 5A: Assessment Data Follow- Up
5-Jan	TBD	5C: Feedback and Grading
10-Jan	ELL Focus: Listening, Speaking	3C: Planning Lesson Vision and 3D: Planning for Lesson Cycle
17-Jan	ELL Focus: Listening, Speaking	4A: Instructional Clarity
24-Jan	ELL Focus: Reading, Writing	4C: Monitor Student Learning
31-Jan	ELL Focus: Reading, Writing	4D: Responding to gap in Student Learning Outcomes
7-Feb	Calibration on PLD's for TELPAS	5E: Modifications and Accommodati ons
14-Feb	Mastery Machine PD & Expectations	4B: Student Practice
21-Feb	STAAR Success Unit Implementation/ ntervention Tracker	2C: Culture of Achievement
28-Feb	Reteach Calendar	5D: Remediation and Re- teaching
7-Mar	Tutorial Plans	5D: Remediation and Re- teaching
14-Mar	Parent Conferences	1C: Investing Stakeholders (Struggling Students)
28-Mar	Parent Conferences	1C: Investing Stakeholders (Struggling Students)
4-Apr	Parent Conferences 5 th Grade STAAR April 5-8	1C: Investing Stakeholders (Struggling Students)
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2-May	No Staff Meeting- Teacher Appreciation Week	
10-May	STAAR WEEK	
16-May	How to Complete your APRs	Guidepost 6 – Core Values & 5A: Assessment Data Follow- Up 5C: Grading
23-May	EOY Teacher Checklist	

IDEA Public Schools
IDEA Academy North Mission

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Karina Vergara Daniela Martinez Kristy Guerra Megan Sanchez Prisma Beltran Euinice Solis	Aug. 30th	Kick Off Meeting Setting Norms & Expectations Stamping Communication Protocol
	Sept. 20th	Reading for Fun Initiative Establishing Saturday School Criteria Fall Sports
	Oct. 25th	Fall Evening Feast Event Winter Break Joy Planning
	Nov. 15th	Winter Break Joy Planning Return from Break Welcome Event (Teachers & Students)
	Dec. 2nd	Elf on a Shelf Calendar Outline
	Jan. 17th	Field Lesson Fund Rasier Planning
	Feb. 21st	STEM Night
	March 21st	STAAR Pep Rally Planning
	April 11th	EOY Celebrations

IDEA Public Schools

IDEA Academy North Mission

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	\$308,582
164	State Compensatory	\$4,292,448
404	Accelerated Reader/Math	\$1,036,801
165	State Bilingual	\$142,561
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$436,892
212	Title I Migrant	
224	IDEA-B Formula	\$124,993
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$77,664

TOTAL \$ 6,419,941.00

IDEA Public Schools

IDEA Academy North Mission

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	953	100%
At Risk	598	63%
SPED	64	7%
F.A.R.M	900	94%
ELL	530	56%
Male	476	50%
Female	477	50%
Amer. Indian	0	0%
Asian	4	0%
Black	4	0%
White	25	3%
Hispanic	920	97%

IDEA Public Schools

IDEA Academy North Mission

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Kasey Strusyk	Committee Chair(s):	Victor Guarjardo
Committee Members:	Daniela Martinez Kristy Guerra	Committee Members:	Jose Ramon Cecilia Zuniga Jesus Islas Gilbert Garza Karen Cantu Iliana Sosa Kassandra Cantu Alva Gomez Marcelino Ruiz
Science		Social Studies	
Committee Chair(s):	Rebecca Zamora	Committee Chair(s):	Karina Vergara
Committee Members:	Megan Sanchez Prisma Beltran Eunice Solis	Committee Members:	Karla Muniz Megan Sanchez
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Samantha Hernandez	Committee Chair(s):	Jesus Rodriguez
Committee Members:	Jesus Rodriguez	Committee Members:	Lusyl Benoit
School Culture and Climate		Special Populations	
Committee Chair(s):	Ernestina Quintanilla	Committee Chair(s):	Liliana Contreras
Committee Members:	Rosa Rodriguez	Committee Members:	Roy Martinez Karina Martinez Claudia Huitron

IDEA Public Schools

IA North Mission

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	IXL and Galaxy for Alignment	No	ALL, EL	APIS	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Diana Ramirez for STAAR alignment	No	ALL, EL	APIS	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Science in all grade levels with new Curriculum Amplify Science	No	ALL, EL	A. Villarreal	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Wit & Wisdom, grammar, and Being a Writer in all grade levels	No	ALL, EL	R. rodriguez	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Humanities in all grade levels with new Insights curriculum	No	ALL, EL	everyone	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Conduct a book study with lead team on effective questioning	No	ALL, EL	A. Villarreal	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Tight loop coaching with leaders	No	ALL, EL	A. Villarreal	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Revised check in docs, instructional round yearly plan	No	ALL, EL	A. Villarreal	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Revised culture rubric and morning meeting with new core values	No	ALL, EL	A. Villarreal	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Revised behavior system	No	ALL, EL	A. Villarreal	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	New core values	No	ALL, EL	J. Rodriguez	9-Aug	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Provide ongoing RTI Staff Development for all staff.	Y	ALL, EL, SPED	Quintanilla	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Incorporate the RTI process with all students.	Y	ALL, EL, SPED	Quintanilla	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Utilize <i>United Streaming and Brain Pop</i> for various supplemental web based lessons.	Y	ALL, EL, SPED		Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Incorporate <i>Hotspot</i> in grade K	Y	ALL, EL, SPED	Quin	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Continue with monthly parent and student events.	Y	ALL, EL, SPED	J. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Student Warrior store and teacher warrior store	Y	ALL, EL, SPED	J. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Behavior Celebrations/ Culture Hours	Y	ALL, EL, SPED	J. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Follow all operating mechanisms	Y	ALL, EL, SPED	A.Villarreal	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Wit & wisdom & eureka math	Y	ALL, EL, SPED	Melanie	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Implement Summer School with 3rd and 4th grade classrooms.	Y	ALL, EL, SPED	R. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	One to one technology with students	Y	ALL, EL, SPED	I. Martinez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Imagine learning in all grade levels.	Y	ALL, EL, SPED	Indy Vasquez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Implement Ruler System	Y	ALL, EL, SPED	J. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	Development of a student council	Y	ALL, EL, SPED	J. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA
	PTO	Y	ALL, EL, SPED	J. Rodriguez	Beg. of year	District Curriculum, District Resources	Trackers, Observations, Teachboost	Exit tickets, EOM. IA

IDEA Public Schools

IDEA College Prep North Mission



2021-2022 Student Achievement Improvement Plan



IDEA Public Schools

IDEA College Prep North Mission

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.

IDEA Public Schools

IDEA College Prep North Mission

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep North Mission

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
David Wagner - Principal Lisa Salinas - Assistant Principal of Instruction Rita Caltabiano-Carrillo - Assistant Principal of Instruction Javier Lopez - Assistant Principal of Instruction Irma Martinez - Assistant Principal of Operations	Estefania Abrego – Director of College Counseling Arianna Diaz - College Counselor Michelle Gallegos - College Counselor Sylvia Camacho – Social & Emotional Counselor Rosa Diana Garcia - Academic Counselor	Jose Garcia – Special Education Teacher Jessica Valdez – 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 Ytzel Hinojosa – RISE Teacher Aleida Barrios - Spanish 1/2 Alexander Hernandez - AP Computer Science Principles Israel Davila - AP Psychology & TSI Lorraine Lara - RTTC 3 & ACT Jeremiah Foster - RTTC 1 & 2 Eric Ochoa - AP Art Drawing & 2D Studio Art Celso Medrano - Art 1 & 2 Nick Saldana - AP Spanish Language & Spanish 3 Carolina Trevino - AP Spanish Literature & Spanish 2 Efren Suarez - AP Stats & AP CS A Elizabeth Solis - Special Education Teacher
Sixth Grade	Seventh Grade	Eighth Grade
Elizabeth Carcedo - ELA Jesus Gonzalez – Math Ernesto Cantu -Science Isai Cabrera – History	Elaine Reyna - ELA Victor Del Toro - Pre-Algebra Ernesto Cantu -Science Isai Cabrera – History	Hernan Vela Rios – Algebra 1 Samantha Munoz – ELA Rosa Magana – US History Jaqueline Becerra – Biology
Ninth Grade	Tenth Grade	Eleventh Grade
Karyna Saucedo – Pre-AP English 1/ELA Alberto Luis - Geometry Joel Morales - Pre-AP Chemistry Ramiro Carcedo- AP Human Geo.	Carlos Avila– Pre-AP English 2/ELA Jorge Velasquez – Algebra 2 Richard Hernandez - Physics Cynthia Gonzalez- AP World History	Aaron Moreno- – Pre-Calculus Adrian Diaz – AP Biology Roberto Gonzalez – AP English Lang. Jesus Mendiola – AP US History
Twelfth Grade	Physical Education	Key
Haley Needham - AP English Literature Yelitza Garcia - AP Environmental Science Gabriel Galvan - AP Gov.'t and AP Economics Julio Tobias - AP Calculus & AP Stats	David Irizarry - High School Mara Guerra - Middle School	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep North Mission

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
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 Bianca Mendez – RISE Co-Teacher	NA	Transportation Manager – Raymundo Garza
Facilities Staff	Child Nutrition	Front Office Staff
Facilities Manager – Josiah Lopez	CNP Manager – Vicente Reyes	Business Clerk - Maria Perez Receptionist - Dahlia Garza Registrar - Eimy Escamilla SIS Coordinator – Alan Villanueva Health Aide – Nelissa Flores Nicole Gomez - Enrollment Coordinator Josh Burnham - Technician Erica Rivera - Administrative Assistant

IDEA Public Schools
IDEA College Prep North Mission

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July 26th - July 30, 2021	New Teacher Institute Culture Items – Day 1 & 2 Content Planning – Day 3 - 5	<ul style="list-style-type: none"> • Explain their campus's approach to teaching culture at the beginning of the year. • Learn and practice teaching two campus-wide procedures. Teachers will be able to...
August 2 - 7, 2021	Beginning of Year PD	<p>All new & returning staff members will build trust amongst each other through an online platform or abiding by safety protocols. 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.</p> <p>HOW: Share draft list of norms & settle on year's expectations for all meetings/interactions moving forward (GTLM, CLM, etc.) Dave presents 20-21 data (focus on Enrollment and Persistence) along with the goals & priorities for the year and any initiatives for 21-22 school year.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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. Staff will be able to finalize each parent's choice for the upcoming school year, either in person or online learning.</p>
		<p>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. Staff will be able to finalize each parent's choice for the upcoming school year, either in person or online learning.</p> <p>Participants will be able to:</p> <ul style="list-style-type: none"> - 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. <p>Staff will begin the process for classroom sanitation, safety requirements, screener preparation, COVID reporting, front office, teacher daily operations.</p> <p>Staff will finalize their Meet The Teacher presentations for online platforms and practice their session with their Grade Team members.</p>

		<p>Staff will understand the process to submit attendance (especially when communication happens outside of TEAMS) and grading policy/expectations.</p> <p>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.</p> <p>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.</p> <p>Participants will articulate and practice serving meals in their classrooms, both for breakfast and lunch.</p> <p>Staff will begin to build strong relationships with families throughout their virtual event with parents and students.</p> <p>- take attendance of each family</p> <p>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.</p> <p>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.</p>
		<p>Participants will be able to plan and practice delivering culture camp lessons.</p> <p>Participants will be able to plan and practice delivering culture camp lessons.</p> <p>Participants will be able to plan and practice delivering culture camp lessons.</p> <p>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.</p> <p>Staff will begin to build strong relationships with families throughout their virtual event with parents and students.</p> <p>- take attendance of each family</p> <p>Staff will begin to build strong relationships with families and build excitement to start the school year, whether virtually or in-person</p>
		<p>Will include intro to facilities team, health services & tech support, BOY Ops, Crisis Management. Introduction should happen earlier in the week though.</p> <p>All new & returning staff members will build trust amongst each other through an online platform or abiding by safety protocols.</p>
20-Aug-21	Annual Compliance Courses	<p>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.</p>
10-Aug-21	Illuminate Training	<p>StaffWBAT navigate Illuminate and run reports to prepare for Data Conversations</p>

Date	Session Title/Topic	Session Objective(s)
17-Aug-21	Introduction to Teachboost & Round 1 Goal Setting	Staff WBAT internalize and review a teachboost rating from their direct manager & begin the goal setting process on Cornerstone
24-Aug-21	Texas Incentive Allotment	TBD from HQ
31-Aug-21	Whole Group PD	StaffWBAT build comradery with each other & self assess on Humble - Hungry - People Smart Mentality
7-Sep-21	GTM (with Lead Team Present) – Crucial/Difficult Conversations & Field Lesson Plans/Meetings	Goal Setting night with families
14-Sep-21	CM (Content Leader Driven with Lesson Planning and Objective-Assessment & Exemplar Response – Anchor Charts)	
21-Sep-21	PD Whole School (Focus on Culture Rubric and Teacher Moves on GBF)	
28-Sep-21	Staff Home-Visits (Persistence and ADA updates)	
5-Oct-21	GTM Grade Team Meetings	
12-Oct-21	CTM Content Team Meetings	
19-Oct-21	Whole Group PD	

Date	Session Title/Topic	Session Objective(s)
26-Oct-21	Whole Group PD	Staff Home-Visits (Persistence and ADA updates)
2-Nov-21	GTM Grade Team Meetings	Goal Setting Nights for Semester Exams
9-Nov-21	CTM Content Team Meetings	Strong Review Guides for Semester Exams
16-Nov-21	New Family Visits	Turkey Deliveries to build connections with new families
30-Nov-21	Whole Group PD	Preparing for Data Conversations with managers for Semester Exams
7-Dec-21	GTM Grade Team Meetings	Goal Setting Nights for 2nd Semester
14-Dec-21	CTM Content Team Meetings	Semester Exam Analysis
4-Jan-22	Whole Group PD	GPTW Survey and changes from Pulse Checks Rationale for COVID changes
11-Jan-22	Whole Group PD	The Ideal Team Player COVID protocols GPTW Survey and rationale
1/18/2022	GTM Grade Team Meetings	Catalyst Rosters + Intervention Plans + Culture Changes
1/25/2022	Family Visits	Report Card Night - Family Outreach
2/1/2022	CTM Content Team Meetings	tracking student participation
2/8/2022	Whole Group PD	Testing Plans for Mock Exams Make up STAAR/EOC training The Ideal Team Player - Book Study
2/15/2022	GTM Grade Team Meetings	Catalyst Rosters + Intervention Plans + Culture Changes
2/22/2022	Whole Group PD	TELPAS Book Study Update
3/1/2022	CTM Content Team Meetings	tracking student participation
3/8/2022	Whole Group PD	Mock Exams Updates Grade Team of Month and EOM
3/22/2022	GTM Grade Team Meetings	Tutoring Updates from Mock Culture Revisions
3/29/2022	Whole Group PD	Awards Ceremonies and plans Book Study - Culture Code
4/5/2022	CTM Content Team Meetings	tracking student participation
4/12/2022	Whole Group PD	Awards Ceremonies and plans Book Study - Culture Code EOY Checkout Process
4/19/2022	GTM Grade Team Meetings	Awards Ceremonies Planning
4/26/2022	Whole Group PD	EOY Checkout Process
5/3/2022	CTM Content Team Meetings	Exams, Grading, Trends, CNA/SAIP for Content Teams

IDEA Public Schools

IDEA College Prep North Mission

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
David Wagner (Principal, Administration)	Monday September 20, 2021	<ol style="list-style-type: none"> 1. Field Lesson Trip 2. Culture 3. Circles with students 4. 21st Century Clubs
Rita Caltabiano-Carrillo Assistant Principal of Instruction	Monday November 1, 2021	<ol style="list-style-type: none"> 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
Irma Martinez (Assistant Principal of Operations – Administration)		
Rosa “Diana” Garcia (Academic Counselor – Counseling)	Monday, January 10, 2022	<ol style="list-style-type: none"> 1. Red Ribbon Week 2. Blood drive 3. Data Review for IA2 4. Budget Preview 5. Data Review from Mock Exams
Caitlin Hinojosa (Hotspot Co-Teacher, GTL 6th)		
Cassandra Saenz (MS Interventionist, GTL 7th)	Monday, March 28, 2022	<ol style="list-style-type: none"> 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
Sam Salto (8th ELA, GTL 8th)		
Joel Morales (Chemistry Teacher, GTL 9th)		
Lorraine Lara (RTTC Teacher, GTL 11th)		
Cynthia Gonzalez (AP World Hist., GTL 10th)		
Haley Needham (AP English Lit., GTL 12th)		
Betty Rodriguez & Mrs. Ortiz (Parent Representatives)		
N/A (Community Representative)		

IDEA Public Schools

IDEA College Prep North Mission

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	\$	283,993.00
164	State Compensatory	\$	3,950,421.00
404	Accelerated Reader/Math	\$	954,188.00
165	State Bilingual	\$	131,202.00
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School		
211	Title I Regular	\$	320,387.00
212	Title I Migrant		
224	IDEA-B Formula	\$	115,228.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology		
263	Title III, Bilingual	\$	48,796.00

TOTAL \$ 5,804,215.00

IDEA Public Schools

IDEA College Prep North Mission

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	699	100%
At Risk	422	60%
SPED	60	9%
F.A.R.M	659	94%
ELL	420	60%
Male	349	50%
Female	350	50%
Amer. Indian	0	0%
Asian	5	1%
Black	1	0%
White	15	2%
Hispanic	677	97%

IDEA Public Schools

IDEA College Prep North Mission

Campus Committees			
English Language Arts		Math	
Committee Chair(s): Blanca Leal Committee Members: Haley Needham, Roberto Gonzalez, Carlos Avila, Karyna Saucedo, Samantha Salto, Elaine Reyna	Committee Chair(s): Martha Mares Committee Members: Efren Suarez , Julio Tobias, Aaron Moreno, Jorge Velasquez, Alberto Luis, Hernan Vela	Committee Chair(s): Victor Del Toro Committee Members: Jesus Gonzalez, Rita Caltabiano-Carrillo, Dave Wagner	
Science		Social Studies	
Committee Chair(s): Richard Hernandez Committee Members: Yelitza Garcia, Adrian Diaz, Joel Morales, Jaqueline Becerra, Ernesto Cantu, Rita Caltabiano-Carrillo	Committee Chair(s): Isai Cabrera Committee Members: Rosa Magana, Ramiro Carcedo, Cynthia Gonzalez, Jesus Mendiola, Gabriel Galvan		
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s): Dave Wagner Committee Members: Rita Caltabiano-Carrillo, Lisa Salinas, Javier Lopez, Estefania Abrego, Richard Hernandez, Isai Cabrera	Committee Chair(s): Rosa Diana Garcia Committee Members: Caitlin Hinojosa, Cassandra Saenz, Samantha Salto, Joel Morales, Cynthia Gonzalez, Lorraine Lara	Committee Chair(s): Martha Mares, Blanca Leal Committee Members: Cynthia Rik Garza, Martika Cortez	Committee Chair(s): Haley Needham Committee Members: Rita Caltabiano-Carrillo, Sylvia Camacho
School Culture and Climate		Special Populations	
Committee Chair(s): Sylvia Camacho Committee Members: Rosa Diana Garcia, Estefania Abrego, Dave Wagner, Javier Lopez, Lisa Salinas, Rita Caltabiano-Carrillo	Committee Chair(s): Michelle Gallegos Committee Members: Arianna Diaz, All Grade Team Leaders	Committee Chair(s): Cynthia Rik Garza Committee Members: Jose Garcia , Jessica Valdez, Elizabeth Solis, Javier Lopez, Martika Cortez, Ytzal Hinojosa	Committee Chair(s): Dave Wagner

IDEA Public Schools

IDEA College Prep North Mission

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	After School Program - Add more non-athletic extra-curricular activities for students (4H possibly, UIL academics, etc.)	O	All	Nelissa Flores	Sept. 1st - May 2022	Both	Persistence Tracking	Persistence Goal
2A	The IDEAL Team Player Book Study	O	All	Dave Wagner	Aug. 2021 - Aug. 2022	Materials	Staff Retention Tracking	Assessment/Staff Retention/GPTW
2C	Circles in Homeroom time every Friday	O	All	SSA - Sylvia Camacho	Aug. 2021 - Aug. 2022	Both	Persistence Tracking	Persistence Goal
2A/1E	Professional Development Practice Sessions	S/E	All	Rita CC, Javier Lopez	Aug. 2021 - Aug. 2022	Both	STAAR/EOC tracking	STAAR/EOC Goal
1E	Pre-teach with SPED teachers & Content Mastery	S/E	SE	Javier Lopez	Aug. 2021 - Aug. 2022	Both	Feedback + SPED tracking	SPED scores
1A/1I	Adding RTTC & ACT Teacher	A	All	Estefania Abrego	Aug. 2021 - Aug. 2022	Both	ACT Tracking	ACT scores
1D	AP Environmental Science, AP Calculus, AP Computer Science A)	AP	All	Estefania Abrego	Aug. 2021 - Aug. 2022	Both	AP tracking	AP Goal

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Utilize Move This World Curriculum for Social and Emotional Learning.	O	All	SSA - Sylvia Camacho	Aug. 2021 - Aug. 2022	Both	Observation Feedback Tracker	Persistence Goal
2C	Town Halls with Students	O	All	SSA - Sylvia Camacho & Rosa Diana Garcia	Aug. 2021 - Aug. 2022	Human	Persistence Tracking	Persistence Goal

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Owassa



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Owassa

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:

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.

IDEA Public Schools

IDEA Academy Owassa

District Goals 2021-2022

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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- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools
IDEA Academy Owassa

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Pre-Kinder
Cyndi Vazquez Rigoberto Rodriguez Claudia Sosa * Janie Alejo * Lydia Gonzalez	Aidee Villareal	Gabriela Herrera Elizabeth Quinonez Keyla Reyna Dalia Mancera
Kindergarten	First Grade	Second Grade
Crystal Canales Dulce Resendez Alyssa Pope Alexis Garza	Jessica Hernandez Sarahi Amaya Marissa Requenez Alexis Rodriguez	Kassandra Tafolla Sam Barranco Arijanna Suzich Meliza Caballero Anna Zuniga
Third Grade	Fourth Grade	Fifth Grade
Antonio Reyna Desiree Galvan Jessica Salazar Dariel Garcia	Amanda Villa Kayla Monroe Vianey Salinas Amairany Torres	NA
Elective or Non-Core Teachers	SpED/Intervention	Key
Adrian Castro	Diana Brown Irvin Pena Denora Mercado Heidi De Leon Vanessa Villarreal	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Owassa

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Keyla Reyna Dalia Mancera Marisol Contreras Natalia Melendez Victoria Rodriguez Isabel Castillo Silvia Zapata Daniel Sepulveda Franchesca Hernandez Jazmine Cadena Kaela Guzman Mercedes Garcia Yadira Villarreal Saira Lozano	Cassandra Perez Samantha Cantu	Luis Garcia Javier Perez Dora Guerrero Felix Rodriguez Rogelio Elizondo Rogelio Sandoval Edwin Ortiz
Facilities Staff	Child Nutrition	Front Office Staff
Nataniel Pacheco Maria Cortinas Rosendo Perez Sonia Sandoval Luis Campos Guadalupe Elizabet Robles Cuellar	Yessenia Hernandez Romelia Trevino Leticia Belmares Maria Garcia Amalia Narvaes Sonia Luevano Baldomero Briseno Carmen Escamilla Susana Gonzalez	Alyssa Villarreal Jude Ybarra Jazmin Cadena Roze Oliva Mayra Martinez

IDEA Public Schools

IDEA Academy Owassa

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/17/2021	TEKS Binder Overview	TWBAT get familiaried with TEKS binder content and learn how to implement consistently in their lessons
8/31/2021	Backwards Plan to BWA/Mid-Module/EOM	TWBAT plan accordingly to incorporate strategies and skills needed to master EOM/MM/BWA
9/14/2021	Exit Tracker Alignment/Exit Ticket Tracker	TWBAT make proper alignment to curriculum to be able to track and identify gaps and misconceptions
9/28/2021	RTI/Special Pops Tracking and Data Collection	TWBAT identify their EL,SPED,RTI students in their classroom and know how to make proper notes and annotations for RTI tiers
10/12/2021	Data Analysis/Illuminate/SWAM	TWBAT analyze their data through Illuminate and be able to use students data to drive instruction
10/26/2021	Re-Teach Plan after BWA/EOM	TWBAT look over data to adjust lesson plans and be able to teach target skills needed to master objectives
11/9/2021	Norming Essays (using 4th grade example) (TELPAS Alignment)	TWBAT norm across grade levels to be able to effectively grade essays
11/30/2021	Data Conversation	API's will hold conversations to discuss the growths and glows on EOM

Date	Session Title/Topic	Session Objective(s)
January	Positive Tone	Leaders will provide training on investing students through positive feedback.
February	Active Monitoring	Leaders will model active monitoring to ensure all students are following teacher directions.
March	Naming Your Lap	Leaders will model how to name your lap to ensure that all students know the expectation and are putting their best effort into daily lesson.
April	Investing All Stakeholders	Communication to all parents of how students are doing and if they will be required to attend summers school.
May	Investing parents in summer school	Practice scripting of how the converstaion should be to convince parents that the students would benefit form summer school program.

IDEA Public Schools
IDEA Academy Owassa

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Cyndi Vasquez (P) Lydia Gonzalez (APO) Rigoberto Rodriguez (API) Claudia Sosa (API) Janie Alejo (API) Aidee Villarreal (SSA) Vacant (TC)	Monday August 2, 2021	1.GTLs leadership Roles and Responsibilities 2.2021-2022 Driving goals and School Priorities 3.Master Calendar 4.Behavior Plans and LiveSchool points
	Monday September 6, 2021	1.Student Culture 2.Persistence Events and Attendance Strategies 3.Bronc Night
	Monday October 4, 2021	1.Persistence Events 2.Red Ribbon Week 3.Bully Prevention Month 4.Mini Teacher Appreciation Week 5.Boo Staff Activity
	Monday November 1, 2021	1.Culture Evaluations of Grade Levels 2.Family Thanksgiving Luncheon 3.PTGs 4.2x2s 5.Bronc Night
	Monday December 6, 2021	1.Adopt an Angel 2.Christmas celebration for students & staff 3.Literacy Night
	Monday January 10, 2022	1.Student Persistence/ ADA Plans 2.PTGs 3.Saff/ Student Culture Evaluations 4.Month of Love 5.Family Valentines Dance
	Monday February 7, 2020	1.Valentines Dance 2.Persistence and ADA strategies 3.Bronc Night 4.2020 Teacher positions
	Monday March 21, 2022	1.Persistence and ADA strategies 2.TELPAS Evaluations 3.Bronc Night
	Monday April 11, 2022	1.EOY celebrations 2.Field Day w/ Dad 3.Royal Reader Club AR 4.Parent Satisfaction

IDEA Public Schools

IDEA Academy Owassa

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	\$253,258
164	State Compensatory	\$3,522,886
404	Accelerated Reader/Math	\$850,920
165	State Bilingual	\$117,002
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$274,756
212	Title I Migrant	
224	IDEA-B Formula	\$50,779
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$41,030

TOTAL \$ 5,110,631.00

IDEA Public Schools IDEA Academy Owassa

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment		100%
At Risk		#DIV/0!
SPED		5%
F.A.R.M		99%
ELL		47%
Male		52%
Female		48%
Amer. Indian		0%
Asian		0%
Black		0%
White		3%
Hispanic	41	7%

IDEA Public Schools

IDEA Academy Owassa

Campus Committees					
English Language Arts			Math		
Committee Chair(s):	Claudia Sosa		Committee Chair(s):	Rigoberto Rodriguez	
Committee Members:	Jessica Salzar	Elizabeth Quinionez	Committee Members:	Antonio Reyna	Adrian Castro
	Sarahi Amaya	Amanda Villa		Vianey Salinas	Kassandra Tafolla
	Alyssa Pope	Anna Zuniga		Alexis Rodriguez	Alexis Garza
	Kayla Monroe	Samantha Cantu		Hot Spot	Marisol Contreras
	A. Gonzalez				
Science			Social Studies		
Committee Chair(s):	Crystal Canales		Committee Chair(s):	Crystal Canales	
Committee Members:	Samuel Barranco	Marissa Requenez	Committee Members:	Samuel Barranco	Marissa Requenez
	Amairany Torres	Desiree Galvan		Amairany Torres	Desiree Galvan
	Keyla Reyna	Isabel Castillo		Keyla Reyna	Isabel Castillo
	Natalia Melendez			Natalia Melendez	
Staff Quality, Recruitment, and Retention			Family and Community Involvement		
Committee Chair(s):	C. Vasquez		Committee Chair(s):	Aidee Villarreal	
Committee Members:	Claudia Sosa	Rigoberto Rodriguez	Committee Members:	Tiffany Rivera	Gabriela Herrera
	Janie Alejo	Aidee Villarreal		Meliza Caballero	Arijana Suzich
	Lydia Gonzalez			Kaela Guzman	Dulce Resendiz
				Daniel Sepulveda	Jazmine Cadena
School Culture and Climate			Special Populations		
Committee Chair(s):	Janie Alejo		Committee Chair(s):	Denora Mercado	
Committee Members:	Crystal Cananels	Jessica Hernandez	Committee Members:	Diana Brown	Heidi DeLeon
	Dariel Garcia	Franchesca Hernandez		Vanessa Villarreal	Irvin Pena
	Dalia Mancera	Victoria Rodriguez		Yadira Villarreal	Mercedes Garcia
	Sylvia Zapata				

IDEA Public Schools

Owassa Academy

Campus SAIP Initiatives

English Language Arts New Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Celebrate Royal readers and word masters with pin/keychains/shirt as they meet goal.	O	All	Teachers	Aug.-June	Books/computers	Class Tracker	
	invest stakeholders with resources (storylineonline.net) district website and hold all students/parents accountable from the start of the year	O	All	Teachers	Aug.-June	One-Pager	Sign in Sheets/Parent Letters	
	Lesson Plan Feedback Sessions	O	All	Lead Team	Aug.-June	Lesson Scripts	Teachboost	
	Individualized student trackers by content	O	All	Teachers	Aug.-June	Binder/Agenda	Trackers	
	computer to assist with fluency (Amira)	RR/D/S	All	Teachers	Aug.-June	Computer	Class Trackers	
	incorporating letter identification name into morning meeting	D	All	Teachers	Aug.-June	Morning Meeting Scope & Sequence	Class Trackers	
	creating small groups and allocate time to pull out students for intervention based on needs	S/D/RR	All	Teachers	Aug.-June	Intervention content via the hub	Class Trackers	
	incorporate writing skills starting in Pre-K to help with penmanship (daily writing prompts)	O	All	Teachers	Aug.-June	Journals	Daily Writing Prompts	
	Friday short passage assessment (2-4)	S/RR	All	Teachers	Aug.-June	TEKS Short Passages	Assesment	
	having chapter book class sets	O	All	Teachers	Aug.-June	Book Sets	Sign out sheet of books	
	teacher can track the gaps from the beginning of the school year (2-4)	O	All	Teachers	Aug.-June	Agenda	Class Trackers	

English Language Arts Existing Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Pull out teachers for data conversations after each End of modules 2nd-4th	O	All	Teachers/Lead team manager	August-May	conversation template, student data	Data coversation template	Principal observation
	Conduct 30 minute practice sessions 2x a week	O	ALL	Teachers/Lead team	August-May	Computer, RMT TE	Scope and Sequence	
	After school tutoring for groups below grade level or not at Meets K-4th (implement into schedule if possible to run into after school)	D, RR, S	ALL	Teachers	Jan-May	Daily assignemnts	Worksheets/lesson plans	
	Backwards plan for the school year using each group's starting points	D, RR, S,	ALL	Lead Team	June-Aug	student enrollements by grade level	Powerschool roster	
	Doing 3x30s with groups that were below lesson 84 to help with fluency	O	All	Teachers	August-may	RMT textbook	DI online data.	
	Daily checkout with students that need extra support with fluency	O	All	Teachers	August-may	RMT textbook	Dailies form on DI online	
	sending a list of suggested books with AR # to increase student participation	O	All	Teachers	August-Jan	W&W ; BAW,	One pager of novels	
	incorporating teks stem questions in the wit and wisdom program	O	ALL	Teachers	Aug-May	Addendom	TEKS binder	
	Pre-k students having access to the porgram "Epic" to increase students reading/fluency	O	All PK	Lead team	August	Epic, daily expectations	Weekly tracker	
	using flipgrid to have students record their	O	All	Teachers/Lead team	August-May	Computer, program	recording	
	teacher collaboration based on student's needs to give extra support to those students as a whole grade level	S, D, RR	All	Teachers	Aug-May	STudent data, accomidations, best practices	Agenda of focus	
	after dibels analyzing data and then adding those skills throughout the year helped increase DIBELS scores	D	All	teachers	Aug-Dec	Student data, resources for ELA	BOY, MOY, EOY DIBELS scores	
	creating visuals/trackers to hold students accountable for their word count	O	All	students/teachers	Aug-May	for students and in cl	Visible	

Campus SAIP Initiatives

Math New Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Content planning time.	O	All	Lead Team	August-June	Conference Time	Year long PD Calendar	
	Use student trackers	O	All	Teachers	August-June	Planners/Binders	Classroom Observations	
	Small group intervention.	S	All	Teachers	August-June		Tutoring plans	
	Mastery Machine	S	All	Teachers	August-June	Posters	Classroom Tracker	
	Afterschool tutoring	S/D	AR	Teachers	August-June		Submit Schedule	
	Seating Charts based on performance	O	AR	Teachers	August-June	Clipboards	Teacher Tracker	
	Lap pathway	O	All	Teachers	August-June	Clipboards	Teacher Tracker	
	Pre-Assessing	O	All	Teachers	August-June	Assesment	Teacher Tracker	

Math Existing Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Lesson Plan Feedback Sessions	O	All	Teachers/Lead team	August-June	lesson plan rubric/lesson plans	Lesson plan	
	Content Teachers Assigning TEKS for Hybrid Spaces	O	All	Teachers	August-June	Drembox, Student data, illuminate	Lesson plans	
	Unpack Module Material 2 weeks in advance	O	All	Teachers	August-June	Eureka Modules, Scope and Sequence, Addendum,	Lesson plan template for Unpacking	
	Hot Spot weekly reports	O	All	Hotspot Facilitator	August-June	Clever, Dreambox	Hot spot tracker	
	Parent Academies Eureka	O	All	Teachers	August-June	Parent onepager, greatminds,	PPT on Eureka	
	Sending video links of lesson to students who have medical leave of absence.	O	All	Teachers of record	August-June	recordings, IW for the day	Video recordings	
	Use Exit Ticket Data	O	All	Teachers	August-June	daily ET,	student data, do now	
	Pre-Assessing (Benchmarks)	O	All	Teachers	August-June	Assessments, illuminate, Scantrons, grading rubric/AK	Data Trackers	

Campus SAIP Initiatives

Staff Quality, Recruitment, and Retention New Initiatives

Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
Reward teachers/co-teachers for Perfect attendance (Quarterly)	O	Instructional staff	Lead Team	August-June	Frontline, Academic Calendar	Sign in sheet, Calendar Invites (morning rounds)	
Daily greetings to all staff	O	All Staff	Lead Team	August-June	NA	Excel with teacher name and note to keep track of whom and what	Quarterly Surveys
Positive notes once a month	O	Instructional staff	Lead Team	August-June	Note cards, blank picture cards		

Staff Quality, Recruitment, and Retention Existing Initiatives

Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
Recruitment: Continue with teacher references for new hires.	O	All	All staff	August-June	Email communication/Staff meeting item	Running record of teacher and their referrals	
Staff Quality-Continue to coach and develop our own Co-teachers into teaching positions	O	All	Lead team/Grade Team Leaders	August-June	Lesson plans/scripts/next steps implementation receipts, practice sessions	Lesson plans/scripts/completed next steps implementation receipts	
Retention: Continue to recognize and celebrate teachers (jean passes, perfect attendance, random acts of appreciation, weekly shout ous, recognition through Rowdy Round ups) Continue w/ temperature checks at least one every semester	O	All	Lead Team	August-June	Frontline, GPTW survery, DIO, Illuminate, PowerSchool	Data of student achievement, data of teacher absences,	

Campus SAIP Initiatives

Family and Community Involvement New Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Grade level family engagement	O	All students/parents	Lead Team and Grade Team Leader	Every month; August-May	Parent involvement- Teachers will create the type of activity,	Monthly activities listed by grade level with one pager of operation	
	21st century calendar with activities of the month	O	All students/parents	Lead Team and Grade Team Leader	Every month; August-May	21st century coordinator's, Academic Calendar	Flyers/Calendars	
	Ask parents to volunteer a skill they can share at your center/classroom and teach the students.	O	All parents	Lead Team and Grade Team Leader	August- Jan	As needed	Parent provided resources/materials	

Family and Community Involvement Existing Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Class Dojo Points Parade (behavior)	O	All	Homeroom Teacher	Daily	Class Dojo App / Prizes	GRPI/one pager/flyer	
	Remind App for Parent/school/teacher communication	O	All	Homeroom/any elective teacher/schoolwide	Daily	Remind App	Parent Call Log	
	Continue to create opportunities for parents to know each other	O	All	Schoolwide	Monthly	Parent Involvements - ex. ABC dinner, Christmas Around the World/ Fall Festival/ Etc.	Sign in Sheets,	
	Parent Academies	O	Parents	Lead Team/Grade Levels	Monthly	Any information that needs to be conveyed in all content areas.	Sign in Sheets,	
	Servant leadership	O	All	Individual Grade Levels	Monthly	Ideas to help the community and to create leaders.	Permission slips, flyers	

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Campus SAIP Initiatives

School Culture and Climate New Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Consistent celebrating student achievement(meeting goals)	O	All	Teachers	August-June	illuminate, data tracker, AR, hotspot data	Teacher/student game	
	Student Behavior Plans	O	All	Teachers	August-June	Behavior Plan Protocol	Behavior Plan Docs	
	IDEA 55 (Focus on one per week)	O	All	Teachers	August-June	IDEA Scope and Sequence	Culture scope and sequence	
	Lessons Plans (new core values to use on culture week)	O	All	Teachers	August-June	Core Value Scope & Sequence	Teacher Lesson Plans	

School Culture and Climate Existing Initiatives

	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Culture Camp Week (Beginning & Middle Year)	O	All new to IDEA Students	Lead Team and Instructional Staff	July-August	culture camp resources	Flyers, PPT, student work	
	Welcome To IDEA	O	All new to IDEA Students	Lead Team and Instructional Staff	July-August	PTT with WTI	Flyers, PPT	
	Pre K Camps	O	All New Pre-K students	Lead Team and Instructional Staff	July-August	Culture camp resouces	Flyers, PPT, student work	
	Bronc Cards /Student Binders	O	All Students	Lead Team and Instructional Staff	August-May	Bronc Card, stamp, teacher signatures	Bronc card	
	Commitment to Safety, Excellence, and Achievent	O	All staff and students	Lead Team and Instructional Staff	August-May	Anchor charts	student's and teacher's signature	
	Rowdy Round Ups	O	All staff and students	Lead Team and Instructional Staff	August-May	Team, speaker, posters, PPT, student of the week, shoutouts	PPT	
	Parent Academies	O						

IDEA Public Schools

IDEA College Prep Owassa



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Owassa

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. 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 the next generation of Bronc leaders will embody the values of reflection, honor, perseverance, and unity.

IDEA Public Schools

IDEA College Prep Owassa

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Owassa

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Stevie Luera (Principal) Braulio Barranco (Assistant Principal of Instrucion) Brenda Rodriguez (Assistant Principal of Instruction)	Julissa Rodriguez (Academic Advisor) James Martinez (College Counselor)	Glory Pruneda (Imagine Math) Noe Villa (AR Hotspot Facilitator) Geneses Lopez (Imagine Math) Christopher Barbarena (Imagine Math)
Sixth Grade	Seventh Grade	Eighth Grade
Ruben Martinez (Grade Team Leader / Math) Karen Longoria (ELA) Cassandra Jasso (6th/7th Science) Charlene Gutierrez (PE)	Viviana Martinez (Grade Team Leader / Math) Teresa Gomez (ELA) Jaquiline Mireles (6th/7th Humanities)	Jorge Ceballos (Grade Team Leader / Algebra) Amber Garza (ELA) Jonathan Escamilla (History) Briana Martinez (Science) Patricia Rugerio Spanish
Ninth Grade	Rise / CSI Team	Eleventh Grade
Nadia Rosas (Grade Team Leader / Spanish) Hilda Rodriguez (ELA) Alma Provencio (AP - Geography) Jessica Adame (Geometry) Nour Alanbari. (Ap - Biology) Oscar Sarmiento (PE) Tiffany Rivera (Art)	Marioly Castaneda (Rise Teacher) Rebecca Ramos (SPED) Erika Castillo (CSI Interventionist) Melissa Estorga (CSI Interventionist) Melissa Tan - Cantu (SPED / CSI Interventionist)	
Twelfth Grade	Physical Education	Key
		* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Owassa

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Geneses Lopez Glory Pruneda Christopher Barbarena Noe Villa Arnold Guerrero Kassandra Leija Oscar Gonzalez Josue Gonzalez (Tutor)		Luis Charger (Transportation Manager) Javier Perez Hernandez (Assisntant Manager) Frank Torres Felix Rodriguez Rogelio Elizondo Rogelio Zandoval Arturo Lopez Edwin Ortiz Dora Guerrero
Facilities Staff	Child Nutrition	Front Office Staff
Nathaniel Pacheco (Facilities Manager) Melena Cortina Lupita Robles Sonia Sandoval Rosendo Perez Luis Garcia	Yesenia Hernandez (CNP Manager) Romelia Trevino Leticia Belmares Maria Garcia Amalia Narvaez Sonia Luevano Baldomero Briseno Carmen Escamilla Susana Gonzalez	Jazmin Ibarra (Business Clerk) Mayra Martinez (Nurse) Monze Gonzalez (Enrollment Coordinator) Alyssa Villareal (Receptionist) (SIS Coordinator) (Registrar)

IDEA Public Schools
IDEA College Prep Owassa

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/2/2021	Developing essential routines and procedures	TWBAT develop and practice procedures that will lead there classrooms to effective first instruction.
9/2/2021	Developing Effective Lesson Plans	TWBAT create lesson plans that will lead to better student outcomes.
10/2/2021	Making an Exemplar to the most ideal response	TWBAT create the most ideal and rigourous response that they expect from there students when they are monitoring them.
11/2/2021	Agressive Monitoring: Create and implement a monitoring path way	TWBAT create a seating chart and a path way that is most effective for there individual classes where all students will recieve the time and feedback needed.
12/2/2021	Agressive Monitoring: Monitoring the quality of student work	TWBAT use exemplar created and perfected, to monitos student work to the highest rigor and standard.
1/2/2022	Agressive Monitoring: Pen in Hand	TWBAT mark up student work using previously agreed marking that will queue the students to correct there work with minimal intervention.
2/2/2022	Whole class reset	TWBAT reset the entire classroom because of the holiday slide. Teacher will be able to reestablis their authority in the classrooms with all the students.
3/2/2022	Respond to Student Learning Needs	TWBAT work with lead team and coach to ensure that all students are recieving proper interventions

Date	Session Title/Topic	Session Objective(s)
4/2/2022	Build and continue the momentum	TWBAT use the momemtum that has been being built that will allow for most effective reviews in which will lead to results.
5/5/2022	Keeping students engaged after STAAR	TWBAT to share and gather resources that will allow them to continue the learning even after the state exams have passed.

IDEA Public Schools

IDEA College Prep Owassa

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Stevie Luera (Principal) Braulio Barranco (Asst. Principal of Instruction) Brenda Rodriguez (Asst. Principal of Instruction) Julissa Rodriguez (Academic Advisor) James Martinez (College Counsoler) Ruben Martinez (6th Grade Team Leader) Viviana Martinez (7th Grade Team Leader) Jorge Ceballos (8th Grade Team Leader) Nadia Rosas (9th Grade Team Leader)	August 9th, 2021	Data Driven Instrucion
	September 9th, 2021	Setting Culture Vision Rolling out Vission and assigning responsibilities.
	October 9th, 2021	Monitor and Maintain Culture
	November 9th, 2021	Teaching and Reteaching to Mastery based on DATA
	December 9th, 2021	Leading Data Meetings
	January 9th, 2022	Staff and Student Culture Reset
	February 9th , 2022	Identifying the Right Action Steps : Highest Leverage next steps
	March 9th, 2022	Analysing Data from benchamarks, and teaching and reteaching to mastery
	April 9th, 2022	Targeted Reviews

IDEA Public Schools

IDEA College Prep Owassa

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	\$ 176,215.00
164	State Compensatory	\$ 2,451,199.00
404	Accelerated Reader/Math	\$ 592,064.00
165	State Bilingual	\$ 81,409.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 143,203.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 46,873.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 27,402.00

TOTAL \$ 3,518,365.00

IDEA Public Schools

IDEA College Prep Owassa

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	310	100%
At Risk		0%
SPED	24	8%
F.A.R.M	296	95%
ELL	186	60%
Male	145	47%
Female	165	53%
Amer. Indian	0	0%
Asian	4	1%
Black	1	0%
White	26	8%
Hispanic	277	89%

IDEA Public Schools

IDEA College Prep Owassa

Campus Committees	
English Language Arts	Math
Committee Chair(s): Brenda Rodriguez Committee Members: Karen Longoria Teresa Gomez Amber Garza Hilda Rodriguez	Committee Chair(s): Braulio Barranco Committee Members: Ruben Martinez Viviana Martinez Jorge Ceballos Jessica Adame
Science	Social Studies
Committee Chair(s): Braulio Barranco Committee Members: Kassandra Jasso Bryana Martinez Nour Alanbari Alma Provencio	Committee Chair(s): Brenda Rodriguez Committee Members: Jaqueline Mireles Jonathan Escamilla
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Lydia Gonzalez / Stevie Luera Committee Members: Nydia M. Gonzalez Alyssa villareal Jude Ybarra Rebecca Ramos Julissa Rodriguez	Committee Chair(s): Julissa Rodriguez Committee Members: Braulio Barranco Stevie Luera Brenda Gonzalez All Staff Members
School Culture and Climate	Special Populations
Committee Chair(s): Stevie Luera / Braulio Barranco Committee Members: Julissa Rodriguez Lydia Gonzalez Brenda Gonzalez	Committee Chair(s): Stevie Luera Committee Members:

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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PRIORITY #2: Build a Strong & Sustainable Organization

- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- d
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
- 2D. Operating Income: \$101M
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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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Palmview



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Palmview

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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 Academy Palmview, we prepare all students for success in college and citizenship. Our scholars understand and embrace the journey to and through college. Our staff, families and the Palmview community are invested in our scholars' success and embrace the college going identity as they support our scholars in their journey. We are true to our Team and Family core value because we care about our scholars, staff, families, and community. At IDEA Academy Palmview, scholars receive the highest quality academic education and enrich their learning through hands on activities and real-world learning through an agricultural focus. We understand that the experiences and relationships they build at IDEA Academy Palmview will impact their contributions to their community and beyond. We are aggies because we "Know the way", "Go the way" and "Show the way". To be true to our vision, we will operate each year with three pillars of commitment.

IDEA Public Schools

IDEA Academy Palmview

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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

IDEA Public Schools

IDEA Academy Palmview

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Marisol Flores-Principal Diana Iverson-Assistant Principal of Instruction Ana Chapa-Assistant Principal of Instruction Carolina Castillo-Assistant Principal of Operations Melanie Cantu- Academic Advisor		Maribel Mariscal Feliz Trecino
Kindergarten	First Grade	Second Grade
Astrid Gonzalez Yessica Garcia Alejandra Ballesteros Victoria Vela	Marisol Martinez Valerie Alaniz Patricia Gonzalez Valeria Montes	*Melanie Garza Carla Ramos-Leija Sorsha Salinas *Elena Alonzo
Third Grade	Fourth Grade	Fifth Grade
Janis Salinas Jessica Alanis Stacey Cantu Brittany Sanchez	NA	NA
Physical Education	Special Education	Key
	Cinthya Avalos Martinez Melinda Ochoa Lizeth Leal *Yessica Resendez	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Palmview

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Cristy Gonzalez Keith Uribe Stephanie Zapata Alejandra Salazar	Maribel Mariscal Felix Trevino	Melina Ortiz Rodolfo Rodriguez
Facilities Staff	Child Nutrition	Front Office Staff
Jose Trejo Dina Foster Guillermo Cortinas Rosa Moreno Juan Marquez	Yajaira Castro	Nerieda Cuellar Gabriela Gonzalez Tanya Garza Daniela Quijano Griselda Pena Yolanda Olivarez

IDEA Public Schools
IDEA Academy Palmview

Date	Topic	Objective
BOY PD		
August	Goal Setting	<ul style="list-style-type: none"> Prepare for Round 1 of staff development cycle Explain the relationship between classroom goals and Teacher Career Pathway
	3B: Upack unit up	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	Teachers will discuss different causes for student behavior and create a plan with empathy
	Campus Collaboration Teams-Eureka/Wit and Wisdom	Staff will review student work and curriculum in order to collaborate and improve student results
	Training based on Instructional Rounds Data	Teachers will be provided low inference data and a PD to address challenges.
October	Campus Based PD based on the most recent student data	Campus Based PD based on the most recent student data
	Student Emotional Intelligence	Mood Meter/Friday Academic Block Revisit
	Campus Collaboration Teams-Eureka/Wit and Wisdom	Staff will review student work and curriculum in order to collaborate and improve student results.
	Curriculum-Course Collaboration	Opportunity to vertically align with peers and review persistence data.
Persistence		
Closing the Achievement Gap Night		
November	Training based on Instructional Rounds Data	Teachers will be provided low inference data and a PD to address challenges.
	Campus Based PD based on the most recent student data	Campus Based PD based on the most recent student data
December	Campus Committee Meetings	Staff will review student work and curriculum in order to collaborate and improve student results.
	Student Emotional Intelligence	Revisit Mood Meter/Share observation data
January	Curriculum-Course Collaboration	Opportunity to vertically align with peers and review persistence data.
	Persistence	
	2x2 conversations-Staff Development Cycle	Teachers will learn what to expect from these conversations and logistical details
	Culture Review and Revist	Review important pieces of culture to ensure lessons are delivered
	Report Card Night	
February	TELPAS Training	Staff will review TELPAS expectations for submission
	Campus Curriculum Planning Meetings	Staff will review student work and curriculum in order to collaborate and improve student results.
	Curriculum-Course Collaboration	Opportunity to vertically align with peers and review persistence data.
Persistence		
March	Campus Committee Meetings	Staff will review student work and curriculum in order to collaborate and improve student results.
	Curriculum-Course Collaboration	Opportunity to vertically align with peers and review persistence data.
	Persistence	
	STAAR Training	Staff will an opportunity to review expectations for STAAR assessments
	Annual Performance Review-Staff Development Cycle	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	
	Campus Collaboration Meetings	Staff will review student work and curriculum in order to collaborate and improve student results.
	STAAR Training	
May	Campus Committee Meetings	Staff will review student work and curriculum in order to collaborate and improve student results.
	End of Year Procedures/Summer School Plan	

IDEA Public Schools IDEA Academy Palmview

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
M. Flores, principal C. Castillo, APO G. Chapa, API D. Iverson, API M. Cantu, SSA Belinda Garza, Parent Janis Salinas, teacher	August	1. BOY scorecard 2. Instructional walkthroughs 2. SDC Goal setting
	September	1. Tracking 2. Intervention 3. Culture followup 4. Aggressive Monitoring 5. Curriculum
	October	1. Student/Teacher Morale boosting activities 2. Data Conversations 3. DI regroup (DIBELS)
	November	1. Book Fair 2. Intervention reset 3. Winter ADA incentives 4. Staff/student Christmas Celebration
	December	1. January PD 2. Culture Reset
	January	1. STAAR Plans 2. Culture
	February	2. Field Lesson 3. PTG meetins with at risk students
	March	1. STAAR plan 2. EOY awards
	April	1. Field Lessons 2. STAAR
	May	2. Staff/student end of year celebration 3. Summer School

IDEA Public Schools

IDEA Academy Palmview

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	\$176,215
164	State Compensatory	\$2,451,199
404	Accelerated Reader/Math	\$592,064
165	State Bilingual	\$81,409
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$155,339
212	Title I Migrant	
224	IDEA-B Formula	\$42,966
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$27,256

TOTAL \$ 3,526,448.00

IDEA Public Schools

IDEA Academy Palmview

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	348	100%
At Risk	196	56%
SPED	22	6%
F.A.R.M	321	92%
ELL	189	54%
Male	184	53%
Female	164	47%
Amer. Indian	1	0%
Asian	0	0%
Black	0	0%
White	23	7%
Hispanic	323	93%

IDEA Public Schools

IDEA Academy Palmview

Campus Committees	
English Language Arts	Math
Committee Chair(s): Jessica Alanis Committee Members: Astrid Gonzalez ALe Salazar Carla Ramos Leija	Committee Chair(s): Janis Salinas Committee Members: ALe Ballesteros Lizeth Leal Deyra Pecina
Science	Social Studies
Committee Chair(s): Brittany Sanchez Committee Members: Yessica Garcia Felix Trevino Maricela Valdez	Committee Chair(s): Diana Iverson Committee Members: Christina Hernandez Erin Calvillo Sorsha Salinas
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Marisol Martinez Committee Members: Paricia Gonzalez Valeria Montes Cinthya Alvalos	Committee Chair(s): Melanie Cantu Committee Members: Cristy Gonzalez Melinda Ochoa
School Culture and Climate	Special Populations
Committee Chair(s): Melanie Garza Committee Members: Keith Uribe Yessica Resendez	Committee Chair(s): Gaby Chapa Committee Members: Victoria Vela Valerie Alaniz

IDEA Public Schools

IDEA College Prep Palmview



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Palmview

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 Palmview College Prep strives to ensure 100% of students reach their full potential of being “the one” to be prepared for success in college and citizenship. We are guided by three pillars that we instill in our scholars everyday: we have a choice in the pathway of our lives, engage and partner with our community, and become the change we want to see.

IDEA Public Schools

IDEA College Prep Palmview

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Palmview

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Deirdre Medina- Principal Carolina Castillo- APO Eunice Canales- API Eva Cerda- PIR	Jessica Garcia- SSA	Sidney Lee- Agriculture Investigating Careers/Prof Delilah Garcia- Intervention/CSI Olga Garcia- SPED/CSI
Sixth Grade	Seventh Grade	Eighth Grade
Juan Delgado- Math Jeanne Herrin- ELA Katherine Villarreal- Hybrid Science Carolina Cobos- RISE teacher	Luis Hilario- Math Veronica Vasquez- ELA Jennifer Williams- Hybrid Humanities	
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Cassandra Cortez- Athletic Coordinator/PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Palmview

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Ashley Falcon- Intervention Co-teacher Yessenia Garcia- RISE Co-teacher (BU) Erick Mariscal- RISE Co-teacher (BU) Pending Hire- RISE Co-teacher	Tiffani Teplicek- AR/HS	Melina Ortiz-Transportation Manager Silvia Reyes- Assistant Transportation Manager Julie Galvez-SPED Driver Marcelino Ornelas-Bus Driver Rudy Alvarez- Bus Driver Raul de Leon- Bus Driver
Facilities Staff	Child Nutrition	Front Office Staff
Jose Trejo-Facilities Manager Guillermo Cortinas Dina Foster Rosa Moreno	Stephanie Buentello-CNP Manager Maria Salazar-Assistant CNP Manager Adriana Castaneda Perez Araceli Garcia Maria Alvarez Silvia Carranza De Velazuez Maria Garza Yolanda Garza Elvia Montalvo Rosalinda Reyes	Gabriela Gonzalez-Receptionist Maly Tellez-Health Aid Tanya Garza-SIS Coordinator Nereida Cuellar-Registrar Daniela Quijano-Business Clerk Alejandra Salazar-Enrollment Coordinator

IDEA Public Schools
IDEA College Prep Palmview

Tentative Staff Development Plan for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
BOY	Brain Breakfast: Purpose, Rationale, Protocol, Planning, and Practice	TWBAT plan and practice the implementation of Brain Breakfast for the FWOS. Purpose: Time in HR for students to practice foundational skills in RMHS. Rationale: NTI students and student coming off of virtual learning have been identified as having gaps in RMHS. This is the time to fill them and make them routine.
	Grading Policy at IDEA	TWBAT read and evaluate their personal philosophy compared to "The Case Against Zeros." TWBAT to learn about grading policies to be able to apply on their
	Advancing on TCP Teacher Goal Setting	TWBAT set their 5 goals that will drive their instruction and actions
	IEP Training / Internalization	TWBAT to read and internalize IEP's to ensure all sped students receive appropriate accommodations
	ELA and Math Differentiation: 3A Unpacking Resources and Lead4ward Guides	TWBAT further unpack standards by utilizing Lead4ward Field Guides to apply in the creation of lesson plans
	Accountable Talk Habits of Discussion	TWBAT learn about the benefits of accountable talk and will practice its implementation to apply in the classroom. TWBAT learn about how to build upon accountable talk practices using Habits of Discussion.
	Project RESSPECT	TWBAT implement redirection, specific praise, and corrective behavior using Project RESSPECT.
	KickBoard	TWBAT set up their KickBoard accounts as part of our Behavior Management System.
	Leading communication procedures Child abuse and bullying	TWBAT to learn signs of child abuse and how to properly report to ensure child's safety
	Mastery Tracking	TWBAT to learn how to create a tracker to track mastery per TEK/Standard. TWBAT track mastery for each BWA/UE starting BOY.
	Round 1: Goal Setting	TWBAT set their 5 driving goals for the year including strategies and tactics.
	Aggie Community Circle: Monday- Project RESSPECT initial teach Tuesday- SEL lesson Wednesday- WOW Wednesday Assembly	TWBAT articulate the purpose of Aggie Community Circle including the rationale and use of each day.
	Culture Rubric and Rounds	TWBAT self-evaluate their understanding of the rubic and self-rate. TWBAT explain the purpose of Culture Rounds and set the FWOS goal as a grade team.

Date	Session Title/Topic	Session Objective(s)
Semester 1	Illuminate Training	TWBAT to learn how to create and use reports to review data
	Individual student trackers towards A rating	TWBAT learn the importance of individually tracking for growth goals and how to present it to students and keep them accountable to upkeep them
	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
	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
	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
	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
	Aggressive Monitoring: Seating Charts and pathways	TWBAT to understand the importance of strategic seating charts to have affective pathways to provide with feedback.
	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.
	Semester Exam Logistics	TWBAT about logistics of giving the SE that will prepare them for state exam to avoid any irregularities.
	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.
	Create tutorial and remediation groups	TWBAT to work together to create tutorial and remediation needs based on most recent data
	Trackers for mastery based in SE data	TWBAT to learn how to create trackers based in standards on SE.

Date	Session Title/Topic	Session Objective(s)
Semester 2	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
	TELPAS training	TWBAT to learn about TELPAS and how we will assess our students for proper placement in the program if they need support
	Round 2: 2X2 Training	TWBAT to learn the second part of the SDC cycle and how this will impact their development and growth at IDEA
	TELPAS Basic Training and TELPAS Calibration	TWBAT to receive and complete the basic training for TWBAT and calibration
	TEPAS Verifying and finalizing	TWBAT verify and finalize TELPAS
	Step back	TWBAT to have a PTG and work as a group to determine course of action for identified areas of concern
	Mock Exam Logistics	TWBAT about logistics of giving the Mock that will prepare them for state exam to avoid any irregularities.
	Tracking towards mastery based in mock exam data	TWBAT to learn how to create trackers based in standards on Mock
	Reteaching plan based in mock exam data	TWBAT to work on the detailed reteaching plan for identified gaps in Mock exam data
	Trackers towards the A	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
	Meeting to discuss tracker, advancement, and possible course of action	TWBAT meet and present their trackers and engage in mini OCS
	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
	CNA/SAIP	PLC meeting to share feedback and planning initiatives for next year.

IDEA Public Schools
IDEA College Prep Palmview

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Administrative: Deirdre Medina –Principal Carolina Castillo- APO Sylvia Perez-AA Eva Cerda- PIR Eunice Canales-API Jessica Garcia-SSA Teachers: Juan Delgado-GTL 6th Grade Jennifer Williams- GTL 7th Grade Parent: Corina Salinas Roberto Rodriguez Idina Salinas Rodriguez Agriculture/CTE Committee: Deirdre Medina- Prncpal Eunce Canales- Campus CTE Point Person Mary Gonzalez- District CTE Director Sidney Lee- Committee Member & Teacher Kathernie Wolfe-Villarreal- Committee Member & Teacher Maria Elena Sulemana- Committee Memeber Issac Suleana- Hildalgo County Hilda Salinas- Hildalgo County Rick Morgana- TX A&M Representative Bobby Leadbetter-iCEVOnline Representative Hernan Caldermero- District CNP Farm Director	Strategy Meetings in September	Independence Day Pan Dulce w/Abuelos Campus Safety Month Family Events IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in October	Columbus Day - Halloween - Bullying Prevention Month - Boss's Day - Red Ribbon Week - Family Event - Q1 Awards IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in November	Fall Festival - Thanksgiving Luncheon (Parents and Staff) - Veteran's Day - Food Drive - Family Event IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in December	Christmas Programming - Adopt an Aggie - Super Recruitment - Toy Drive - Book Fair - Family Event IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in January	MLK Day - Q2 Awards Assembly 100th Day IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in February	Special Olympics - Valentine's Day/ Gram - Super Recruitment - Black History Month - President's Day - Flag Day - Lottery IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in March	Dr. Suess' Day - Q3 Awards - Spring Break Incentives (ADA) - Health Fair - Spring Fling - Family Event IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in April	Autism Awareness month - Family Event - Earth Day - Easter IDEA Palmview Ag Program Committee Meeting
	Strategy Meetings in May	Field Lesson Memorial Day EOY Awards Teacher Appreciation Week Family Event Cino de Mayo Mother's Day Field Day IDEA Palmview Ag Program Committee Meeting

IDEA Public Schools

IDEA College Prep Palmview

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	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 33,495.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 21,483.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 6,301.00

TOTAL \$ 1,711,723.00

IDEA Public Schools

IDEA College Prep Palmview

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	74	100%
At Risk	46	62%
SPED	11	15%
F.A.R.M	73	99%
ELL	46	62%
Male	34	46%
Female	40	54%
Amer. Indian	0	0%
Asian	0	0%
Black	0	2%
White	5	7%
Hispanic	67	91%

IDEA Public Schools
IDEA College Prep Palmview

Campus Committees	
English Language Arts/Social Studies	Math
Committee Chair(s): Eva Cerda Committee Members: Eunice Canales Jennifer Williams Jeanne Herrin Veronica Vasquez Delilah Garcia Olga Garcia Deirdre Medina	Committee Chair(s): Deirdre Medina Committee Members: Juan Delgado Luis Hilario Christian Hernandez Derek Gonzalez Ashley Falcon
Science	Social Studies
Committee Chair(s): Eunice Canales Committee Members: Katherine Villarreal Sidney Lee Deirdre Medina	Committee Chair(s): Combined with ELA Committee Members:
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Deirdre Medina Committee Members: Carolina Castillo Eunice Canales Jessica Garcia Juan Delgado Jennifer Williams	Committee Chair(s): Jessica Garcia Committee Members: Carolina Castillo Eunice Canales Deirdre Medina Juan Delgado Jennifer Williams Parent Volunteer-TBD
School Culture and Climate	Special Populations
Committee Chair(s): Jessica Garcia Committee Members: Carolina Castillo Eunice Canales Jessica Garcia Juan Delgado Jennifer Williams Parent Volunteer-TBD	Committee Chair(s): Olga Garcia Committee Members: Delilah Garcia Ashley Facon Deirdre Medina Parent Volunteer-TBD Eunice Canales Carolina Cobos Yessenia Garcia Erik Mariscal
Agriculture & CTE Program Committee	
Committee Chair(s): Deirdre Medina Eunice Canales Committee Members: Agriculture/CTE Committee: Deirdre Medina- Prncpal Eunice Canales- Campus CTE Point Person Mary Gonzalez- District CTE Director Sidney Lee- Committee Member & Teacher Kathernie Wolfe-Villarreal- Committee Member & Teacher Maria Elena Sulemana- Committee Memeber Issac Suleana- Hildalgo County Hilda Salinas- Hildalgo County Rick Morgana- TX A&M Representative Bobby Leadbetter-ICEVOnline Representative Hernan Caldermero- District CNP Farm Director	

IDEA Public Schools

IDEA College Prep Palmview

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Brain Breakfast	S, ST, RR	ALL	Instructional LT	Aug 9-May 26	All teachers	Culture Rounds +MOY and EOY	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	High Expectations for all	S, DR, ST, RR	ALL	Principal	Aug 9-May 26	All staff	Culture & Instructional	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Lesson Planning- focus on Teacher/Student	S	ALL	Instructional LT	Aug 9-May 26	All teachers	Lesson Plan Feedback,	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Behavior Flow Chart	DR	ALL	SSA	Aug 9-May 26	SSA +All teachers	Culture Rounds +Kickboard	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Kickboard Implementation	DR	ALL	SSA	Aug 9-May 26	SSA +All teachers/\$5,000	Culture Rounds +Kickboard,	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Mastery/Growth tracking: Individual growth goals trackers were provided	S, ST, RR	ALL	Instructional LT	Aug 9-May 26	Instructional Leaders + Teacher/	Instructional Rounds, SWAM	TeachBoost, 2X2 Rating, APR, EOY
1E, 2A, 2B, 2C	Staff meetings are used for differentiated PD around culture and	O	ALL	Instructional LT	Aug 9-May 26	Instructional Leaders + Teacher/	Faculty Meeting Agenda and	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Operating Mechanisms for communication- parents	O	ALL	SSA	Aug 9-May 26	Instructional Leaders + Teacher/	Family Survey	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Scoreboarding, WIG meetings, Monthly Stepback/PTG	S, ST, RR	ALL	Principal	Aug 9-May 26	Instructional Leaders + Teacher/	Tactical document +Instructional	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	S1 vs S2 instructional rounds	S, ST, RR	ALL	Principal	Aug 9-May 26	Instructional Leaders + Teacher/	Instructional Rounds,	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Planner usage	S, ST, RR	ALL	Teachers	Aug 9-May 26	SSA + All teachers and students/	Culture & Instructional	TeachBoost, 2X2 Rating, APR, EOY

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E, 2B, 2C	Aggie Community Circle	S, ST, RR	ALL	SSA	Aug 9-May 26	SSA +All teachers/\$5,000	Culture & Instructional	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Communication through TEAMS	O	ALL	Teachers	Aug 9-May 26	All Staff	TEAMS platform and Culture &	TeachBoost, 2X2 Rating, APR, EOY
1E, 2A, 2B, 2C	Campus Information Storage using TEAMS	O	ALL	Principal	Aug 9-May 26	All Staff	TEAMS platform and Culture &	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Exemplars	S, ST, RR	ALL	Instructional LT	Aug 9-May 26	Instructional Leaders + Teacher/	Lesson Plan Feedback,	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	ADA Matrix	O	ALL	SSA	Aug 9-May 26	All staff/ \$10,000	ADA Reports and PowerSchool	TeachBoost, 2X2 Rating, APR, EOY
1E, 2B, 2C	Exit tickets, assessments, and end of modules were used to identify learning gaps	S, ST, RR	ALL	Instructional LT	Aug 9-May 26	Instructional Leaders + Teacher/ \$1,000	Culture & Instructional Rounds, TeachBoost	TeachBoost, 2X2 Rating, APR, EOY Assessment

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Pharr



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Pharr

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CAMPUS MISSION

Every student every day.

IDEA Public Schools

IDEA Pharr

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IDEA Public Schools

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Professional Campus Staff 2021-2022		
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Sonia Aguilar Principal Gerardo Garza Assistant Principal Kelly Rodriguez Assistant Principal Brianda Martinez Assistant Principal Annia Nuno Assistant Principal of operations	Brenda Garcia counselor	Narcedalia Briseno Wendy Garcia Ana Rios Erika Ortiz
Kindergarten	First Grade	Second Grade
Nydia Guerrero Abigail Amador Samantha Martinez Gladys Mejia	David Loreda Georgina Gonzalez Ana Jamie Claudia Beltran	Raul Reyes Yasmine Lopez Jocelyn Garcia Abraham Garcia
Third Grade	Fourth Grade	Fifth Grade
Priscilla Vazquez Karla Flores Isabel Carcedo Erika Davila	Celia Morquecho Emanuele Rodriguez Monica Trevino Alda Yzagure	Jorge Rodriguez Karina Molina Erika Salinas Vianey Zarate
Physical Education	Key	
Eduardo Garza	* - Bilingually Certified	

IDEA Public Schools

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Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Larissa Martinez Alexandra Garza Itzayana Verdeja Christina Zarate Julissa Avaloz Mariela Cavazos Crystal Cortez Guillermo Gracida Cecilia Chavez	Patricia Garza Howard West	Ernesto Campos Anita Mendoza Maria L. Flores Edmundo Sanchez Elizabeth Martinez Jose Ramirez Lorena Uelman Luis Garza Pedro Gonzalez Moises Moreno Mario Molina Lauro Martinez Eleazar Ramirez Oscar Rodriguez Jose Sandoval Jose Capetillo
Facilities Staff	Child Nutrition	Front Office Staff
Alan Hermosillo Rosy Campos Esmeralda Vazquez Sergio Delgado Veronica Duenas San Juanita Hernandez	Orlando Uriel Medellin Andrea Vera Lilia Canales Estela Castillo Sandra Cantu Blanca Garza Erika Garcia Martha Gonzalez Veronica Rodriguez Ivy Monforte Karla Suchil Inndira Zamora Deidamia Gaspar Pedro Aguilar Rosemary Calderon Sonia Lopez de Garcia Maria Rios Kastula Zamora Roman Moreno	Iliana Gutierrez Victoria Medrano Cinthya Moreno Claudia Beattie Angelica Gonzalez Mayra Duran Francisco Guerra
MONITORS		
Maria Aleman Laura Osorio de Camacho Veronica Ramirez Yazmin Capetillo Jessica Olivarez Blanca Zamora de Padron		

IDEA Public Schools

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Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
Aug 8 to Aug 6	Beginning of the year staff Development/ Goal setting	TWBAT Have a strong start from day 1
16-Aug	Lesson planning	TWBAT identify and apply different parts to lesson plans for student practice
13-Sep	Analysis of Lesson plans/Connection to objectives	TWBAT practice applying the strategies in their lesson plans/readiness and support
4-Oct	100% engagement and thinking for ELLs	TWBAT to utilize strategies that will ensure engagement of all students
4-Nov	Exemplar trackers	TWBAT revisit smart goals and share best trackers in maintaining student mastery track
4-Dec	Get Power Rows (where are we)	TWBAT use examples of classroom instruction to develop a shared understanding of what excellent
January	Unpacking Assessments	TWBAT use test items after exams to identify Know and Do and create exemplar responses for question
February	Staff Development Cycle 2x2	TWBAT use GET Rows or management skills and provide evidence and choose two STRENGTH

Date	Session Title/Topic	Session Objective(s)
March	First administration testing/Telpas/ Quarter 3 Data	TWBAT review and task items , Review TELPAS students and individual goals and create
April	STAAR test administration Training	TWBAT explain role in test administration and and security and Sign TEA Test adm
May	Staff Development Cycle APRs/ EOY check out	TWBAT APR : Explain purpose of APR and effectively navigate form in cornerstone
	/.	

IDEA Public Schools

IDEA Pharr

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	\$286,452
164	State Compensatory	\$3,984,623
404	Accelerated Reader/Math	\$962,449
165	State Bilingual	\$132,337
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$391,261
212	Title I Migrant	
224	IDEA-B Formula	\$27,342
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$107,411

TOTAL \$ 5,891,875.00

IDEA Public Schools

IDEA Pharr

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment		100%
At Risk		88%
SPED		1.63%%
F.A.R.M		57%
ELL		85.68%%
Male		#DIV/0!
Female		#DIV/0!
Amer. Indian		0%
Asian		0%
Black		0%
White		0%
Hispanic		100%

IDEA Public Schools

IDEA Pharr

Campus Committees

English Language Arts		Math	
Committee Chair(s): Brianda Martinez Committee Members: Joceline Garcia, Priscilla Vazquez, Celia Morquecho, Jorge Rodriguez	Committee Chair(s): Gerardo Garza Committee Members: Raul Reyes , Karla Flores , Monica Trevino, Erika Salinas		
Science		Social Studies	
Committee Chair(s): Kelly Rodriguez Committee Members: Claudia Beltran, Erika Davila, Karina Molina, Abraham Garcia, Alda Izaguirre	Committee Chair(s): Kelly Rodriguez Committee Members: Claudia Beltran, Erika Davila, Karina Molina, Abraham Garcia, Alda Izaguirre		
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s): Sonia Aguilar Committee Members: Brianda Martinez, Gerardo Garza, Kelly Rodriguez, Brenda Garcia, Annia Nuno	Committee Chair(s): Brenda Garcia Committee Members: Annia Nuno, Jessica Marquez, Grisel Luna, Nydia Gurrero, David Loreda		
School Culture and Climate		Special Populations	
Committee Chair(s): Sonia Aguilar Committee Members: Raul Reyes, Priscilla Vazquez, Celia Morquecho, Jorge Rodriguez	Committee Chair(s): Gerardo Garza Committee Members: Wendy Garcia , Edna Cantu, erika ortiz, narcedalia Briseno		

IDEA Public Schools

IDEA College Prep Pharr



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Pharr

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 is dedicated to sending 100% of students to and through college through achievement in a rigorous college preparatory education, a focus on joy, and a celebration of the ganas of our community.

IDEA Public Schools

IDEA College Prep Pharr

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Pharr

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Fernando Salinas, Principal Nathalie Farias, API Melissa Villarreal, API Christina Marnell, API	Priscilla Trjo, DCC San Juanita Ruiz, CC Luzie Espinosa, CC Carla Olivarez, AC	Andrew Martinez, Engineering Principles Teacher Samantha Hernandez, Intervention Teacher Marina Moreno, Intervention Teacher Ana Villarreal, RTTC I & II Clarissa Blanco, AP Psychology Mary Vidaurri, RTTC III Denise Ysasi, AP Studio Art Aida Martinez, RTTC IV Bianca Avila, AP Comp. Science Sylvia Hinojosa, SpEd * Ruben Cavazos, SpEd
Sixth Grade	Seventh Grade	Eighth Grade
Javier Martinez, ELA Cinthia Calvo, MATH Myrna Lopez, Science	Kassandra Mendoza, ELA Brandi Valdez, MATH Mariah West, Social Studies	Jehely Barrera, ELA Eleuterio Moreno, Algebra I Hector Rodriguez, Science Dwight Gregory, Social Studies Ania Nuno, AP Spanish
Ninth Grade	Tenth Grade	Eleventh Grade
Juanita Pena, Eng I Jennifer Castillo, Geometry Rolando Trejo, Biology Alexandra San Miguel, AP Human Geo Sinai Lopez, AP Spanish	Jannelly Tijerina, Eng II Gaspar Quintero, Algebra II Susana Arguelles, Chemistry Stephen Ramirez, AP World History Jennifer Gutierrez, AP Spanish	Alizandra Alonzo, AP English Language Carlos Garza, Calculus Pre AP * Abdel Othman, AP Physics Evelyn Leal, AP US History
Twelfth Grade	Physical Education	Key
Milam Smith, AP Eng Lit Daniel Loreda, AP Calculus/ AP Stats Olivia DeHoyos, AP Biology Michelle Vega, AP Government/ Economics	Martha Lopez Joseph Trevino	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Pharr

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Maria West, AR Zone Co-Teacher Matthew Ramirez, Interventionist Co-Teacher		Ernesto Campos Jose Sandoval Oscar Rodriguez Lauro Martinez Ismael Duarte Mario Lozano Edmundo Sanchez Moises Moreno Lorena Uelman Ricardo Rodriguez Joe Ramirez Peter Gonzalez Anita Mendoza Jose Rodriguez Luis Garza
Facilities Staff	Child Nutrition	Front Office Staff
Jose Hermosillo, FM Rosie Campos Veroniva Duenas Sergio Delgado Esmeralda Martinez San Juanita Aranda	Orlando Medellin, CNP Manager Andrea Vera Lilia Canales Inndira Zamora Martha Gonzalez Estela Castillo Veronica Rodriguez Erika Garcia Deidamia Gaspar Ivy Montaforte Blanca Garza Sandra Cantu	Soraida Hernandez, AA Victoria Medrano, BC Cynthia Moreno, SIS Claudia Beattie, Registrar Angelica Gonzalez, SEC Rose Oliva, COS Iliana Olivarez, Receptionist Mayra Duran, Health Aide

IDEA Public Schools

IDEA College Prep Pharr

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/16/2021	Teacher Goal Setting	TWBAT articulate their plans for getting to proficient on GET 1.C and how to have Goal Setting Conversations with students
8/23/2021	GET Scope and Sequence	TWBAT understand the GET power rows and scope and sequence for instructional coaching
8/30/2021	Campus systems and procedures	TWBAT practice campus culture expectations around the First 5 Minutes, Morning Meeting, Entrance and Exit Procedures
9/7/2021	Weekly data meetings	TWBAT learn how to analyze weekly data and break down standards
9/13/2021	Aggressive monitoring	TWBAT to use aggressive monitoring techniques during independent practice
9/20/2021	Culture rubric reflection	TWBAT reflect on elements of strong academic culture and describe their classroom on the culture of achievement.
9/27/2021	Quarter 1 Progress toward goals	TWBAT utilize IA 1 data to measure progress towards goals and create an action plan to close gaps.
10/4/2021	Tracking towards mastery	TWBAT analyze student and teacher tracking systems and create action plans based on data.

Date	Session Title/Topic	Session Objective(s)
10/12/2021	Student practice: Targeted feedback	TWBAT describe systems to give effective feedback to students during practice daily.
10/18/2021	Reteach structures: Guided discourse and modeling	TWBAT practice teacher modeling and guided discourse as a means to reteach
10/25/2021	Accountable talk	TWBAT describe systems for accountable talk and implement strategies into upcoming lesson plan.
11/1/2021	Remediation and reteaching	TBWAT identify methods to provide remediation to struggling students
11/8/2021	GET 2C	TWBAT self rate on GET 2C and identify strategies to increase rating on classroom environment
11/15/2021	Supporting Special Pops	TWBAT identify special populations and evaluate the strength of supports
11/29/2021	RTI Process	TWBAT articulate the process for RTI and the 3 tier approach for struggling students
12/6/2021	Accountable talk Part 2	TWBAT follow up from PD and assess strengths and opportunities.
12/13/2021	GET 4A	TWBAT self rate on GET 4A and plan strategies for increasing student practice
1/10/2021	Semester 1 Progress toward goals	TWBAT utilize semester exam data to measure progress towards goals and create an action plan to close gaps.

Date	Session Title/Topic	Session Objective(s)
1/24/2022	GET 4B	TWBAT self rate on GET 4B and identify strengths and opportunities for growth
1/31/2022	2x2 - Staff development cycle	TWBAT identify the components of a successful 2x2 conversation and complete 2x2 form.
2/14/2022	TELPAS	TWBAT learn the aspects of TELPAS, rating procedures, and the accountability measures involved.
2/21/2022	GET 5B	TWBAT self rate on GET 5B and identify strengths and opportunities for growth
2/28/2022	Saturday School protocol	TWBAT plan the critical components of a successful Saturday school.
3/7/2022	GET 5D	TWBAT self rate on GET 5D and identify strengths and opportunities for growth
3/21/2022	Mock Exams Progress toward goals	TWBAT utilize mock exam data to measure progress towards goals and create an action plan to close gaps.
3/28/2022	Mastery Machine	TWBAT prepare mastery machine that will be implemented 6 weeks before STAAR testing.
4/4/2022	STAAR Testing Protocol	TWBAT receive training on classroom setup, roster, seating arrangements, and rating procedures.
4/18/2022	APR - Staff development cycle	TWBAT identify the components of a successful APR conversation and complete APR form.

IDEA Public Schools

IDEA College Prep Pharr

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Fernando Salinas, Principal Priscilla Trejo, Director of College Counseling Christina Marnell, Sr. API Claudia Martinez, APO Maria West, 6th GTL Alexandra San Miguel, 9th GTL Daniel Loreda, 12th GTL Marta Lopez, Athletic Coordinator Sylvia Hinojosa, SpEd	9/20/2021	1) Parent Outreach 2) Student Culture 3) Building momentum through celebrations	
	10/14/2021	1) Book Character Day 2) Staff appreciaton 3) Tutorial Planning	
	11/9/2021	1) Semester exams 2) Family outreach 3) Student appreciation	
	1/20/2021	1) Re-teach plans 2) Teacher and family communication plans 3) Saturday school planning	
	2/21/2021	1) Saturday school and tutoring updates 2) Testing plans 3) Regrouping students	
	3/28/2021	1) Re-teach and mastery machine plans 2) Teacher and admin move-ins 3) Teacher appreciation	
	4/23/2021	1) Testing Plans 2) AP exams 3) CSD and graduation plans	

IDEA Public Schools IDEA College Prep Pharr

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 357,766.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 42,966.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 76,199.00

TOTAL \$ 5,796,735.00

IDEA Public Schools IDEA College Prep Pharr

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	798	100%
At Risk	622	78%
SPED	22	3%
F.A.R.M	737	92%
ELL	514	64%
Male	409	51%
Female	389	49%
Amer. Indian	0	0%
Asian	0	0%
Black	1	0%
White	10	1%
Hispanic	787	86%

IDEA Public Schools

IDEA College Prep Pharr

Campus Committees	
English Language Arts	Math
Committee Chair(s): Ms. Aliza Committee Members: Milam Smith Jehely Barrera	Committee Chair(s): Chi Committee Members: Carlos Garza Daniel Loreda
Science	Social Studies
Committee Chair(s): Hector R Committee Members: Olivia De Hoyos Susana Arguelles	Committee Chair(s): Step Committee Members: Michelle Vega Evelyn Leal
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Fernando Committee Members: Soraida Hernandez Nathalie Farias	Committee Chair(s): Carl Committee Members: Ana Villarreal Aida Martinez
School Culture and Climate	Special Populations
Committee Chair(s): Melissa Vil Committee Members: Alizandra Alonzo Alexandra San Miguel	Committee Chair(s): Chr Committee Members: Sylvia Hinojosa Marina Moreno

IDEA Public Schools

IDEA College Prep Pharr

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A	Structured Strategies for following up on documents	O	ALL	Counselors	8/5 - 6/1	Counselors	Trackers and checklists for all tasks	Collge Acceptances and award packages given
1A	4 Parent Meetings Scheduled throughout the year.	O	ALL	Counselors	8/5- 6/1	Counselors	Trackers and checklists for all tasks	Collge Acceptances and award packages given
1A - All Subjects	Consistent Tracking by TEKS and Objectives in all subjects beginning with Semester Exams and ending with EOY Exams	ALL	ALL	Teacher ILS & Catalyst	8/5- 6/1	folders teachers	Wall Trackerse and Classroom Trackers	Benchmarks STAAR 2016 - 17
1A All Subjects	Peer/student tutoring Adaptive Software	ALL	ALL	All Teachers ILS &	8/5- 6/1	Softwares Purchased and	Weekly Tests Progress Reports	Benchmark tests Achieve 3000 for Beginning/ Middle and End
Subjects	Implementation of structured tutoring and Saturday School	ALL	ALL	Teacher	8/5- 6/1	Learning/etc	rating on Projects	Benchmark tests

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1D - Reading	Use of AR Zone in the Library to ensure that 100% of our MS Students become Word Masters	S	ALL	RRC Facilitator ILS Coordinator	8/5- 6/1	RRC Facilitator Incentives/Rewards	Trackers in the MS building and in the RRC for teachers and Students	Trackers to ensure that at least 50% of our MS Students are AR Millionaires
1H - ACT	Continue implementation of ACT class and ACT tutoring and Saturday School	ACT	ALL	Administration Teachers	8/5- 6/1	Administration Teachers	Trackers Lesson Plans	ACT Exam and ACT Exam Benchmarks
1H - ACT	ensure students are receiving targeted instruction during ACT Prep Classes	ACT	ALL	Administration Teachers	8/5- 6/1	Assessments and work books /	Trackers Lesson Plans	ACT Exam and ACT Exam Benchmarks
1I	Preparation through improving AP classes	AP	ALL	Admin Teachers	8/5- 6/1	AP Unit Exam results	Documents Teachboost records Data Reports	PTG mtgs. AP results
1I	ensure that students who have already graduated are on track to graduate within 4 - 6 years	O	ALL	Counselors Alumni Team	8/5- 6/1	Counselors	Trackers and most updated current contact info of Alumni	Trackers on students who have graduated

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools
IDEA Academy Quest



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Quest

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.

IDEA Public Schools

IDEA Academy Quest

District Goals 2021-2022

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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- 1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%
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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
- 2C. Student Persistence: 90%
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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

IDEA Public Schools

IDEA Academy Quest

Professional Campus Staff 2021-2022		
Administrative Staff	Student Success Advisor	PK
Blanca Garza (Principal)* Jesus Solis (Assistant Principal of Instruction) Karina Rodriguez (Assistant Principal of Instruction)* Vacancy (Assistant Principal of Instruction) Dora Olivarez (Assistant Principal of Operations)	Teresa Alvarado	Rose Martinez Marilu Rosas*
Kindergarten	First Grade	Second Grade
Vanessa Rodriguez Eva Garza Diana Herzberg Kelly Villarreal	Denise Gomez Aidee Mireles Jennifer Hernandez Stephany Nava	Lizeth Bocanegra Minerva Allen Crystal Cedillo Marla Alavarez
Third Grade	Fourth Grade	Fifth Grade
Cynthia Sendejo Madison Hiser Amy Solis Ana Wey	Jessica Medina Judith Ramirez Maleni Hinojosa Katia Trevino	Nancy Olmos Keren Barrera Elvira Ortiz Maeleen De La Rosa
Physical Education	Specialty Teachers	Key
Vacancy	Sofia Salinas (3rd-5th SpEd) Victor Chapa (PK-2nd SpEd) Marina Guerra (Math Interventionist)* Katherine Moreno (Reading Interventionist)	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Quest

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Claudia Bazan Joann Elizondo Ritanelly Matus Yaaresi Salinas Brenda Guerra Alma Nieto Galilea Garza-Hernandez Sandra Faires Zoe Sesin Luis Rodriguez Mauricio Garcia Pricilla Gonzalez Alyssa Duque Sonia Villarreal	Norma Cadwell (HS) Annette Garcia (AR) Luis Rodriguez (PE)	Moises Ruiz
Facilities Staff	Child Nutrition	Front Office Staff
Mario Guajardo	Rosario Colunga	Oralia Hanshaw (Admin. Assistant) Lisa I. Bolinez (Buisness Clerk) Vianey Alvarez (SIS/Registar) Vacancy (Receptionist) Dora Jimenez (Recruitment Specialist) Roel Medina (CAN) Lisa Martinez (Testing Coordinator)

IDEA Public Schools
IDEA Academy Quest

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/9/2021	First Day of School Debrief	Staff and leaders will identify areas of strengths and solutions for areas of opportunities.
8/16/2021	Round One: Goal Setting	Staff will identify the goals for their core work and what success will look like for the year.
8/23/2021	GET: GuidePost 1	Staff will unpack Guidepost 1 and identify criteria for success.
8/30/2021	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
9/13/2021	GET GuidePost 2	Staff will unpack Guidepost 2 and identify criteria for success.
9/20/2021	Effective CFUs and Exit Tickets	Staff will understand criteria for exit tickets and CFU's.
9/27/2021	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
10/4/2021	GET GuidePost 3	Staff will unpack Guidepost 3 and identify criteria for success.
10/18/2021	Trunk or Treat Prep/Logistics	Staff will internalize and rehearse Trunk or Treat logistics

Date	Session Title/Topic	Session Objective(s)
10/25/2021	Grade Level PTGs:Priority	Grade level instructional leaders and teams will collect, review and analyze data and create next steps based on grade level needs.
11/1/2021	GET: GuidePost 4	Staff will unpack Guidepost 4 and identify criteria for success.
11/8/2021	Reteach Model	Staff will internalize the types of reteach models and be able to apply appropriate approach based on needs.
11/15/2021	Thanksgiving Decorating Box	Staff will prepare for yealy canned drive.
11/29/2021	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
12/6/2021	GET GuidePost 5	Staff will unpack Guidepost 5 and identify criteria for success.
12/13/2021	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
1/10/2022	Grade Level PTGs:Priority	Grade level instructional leaders and teams will collect, review and analyze data and create next steps based on grade level needs.
1/24/2022	Round Two: 2X2	Staff and managers will engage in a meaningful conversation about retention, progress towards goals and current performance, in addition to the two-way feedback
1/31/2022	GET GuidePost 6	Staff will unpack Guidepost 6 and identify criteria for success.

Date	Session Title/Topic	Session Objective(s)
2/7/2022	Stepback Meeting	Leaders will use state of the school data and engage in OCS process.
2/21/2022	Revisit GET Power Rows	Leaders will review teachboost heatmap and properly aligned GET focus of need
2/28/2022	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
3/7/2022	Exit Ticket Sorts	Staff will review and internalize Exit Ticket Sort process and criteria.
3/21/2022	Mastery Machine: Small Group Instruction	Staff will use Mock data to identify small group tutoring and plan accordingly
3/28/2022	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
4/4/2022	STAAR Meeting	Staff will complete TEA's STAAR mandated training.
4/11/2022	Priority Students	Will reflect on priority studnets progress and create a instructional plan to target studnet gaps.
4/18/2022	Grade Level PTGs:Priority	Grade level instructional leaders and teams will collect, review and analyze data and create next steps based on grade level needs.
4/25/2022	Content Time: Vertical Alignment	Content teams will have a shared understanding of curriculum alignment and create a plan to support curriculum alignment at the school.
5/2/2022	Teacher Appreciation Week	Staff will engage in campus celebration.
5/9/2022	Round Three: APR	Managers and direct reports will discuss overall performance, goal attainment, and areas of continuous improvement for the upcoming academic year.
5/16/2022	Celebrations	Staff will engage in campus celebration.
5/23/2022	EOY Prep/Checklist	Staff will understand and be able to complete end of year checklist.

IDEA Public Schools IDEA Academy Quest

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Blanca Garza (Principal) Jesus Solis (API) Karina Rodriguez (API) Vacancy (API) Teresa Alvarado (Student Success Advisor) Ramos Family (Parent) Ramos Family (Community Rep) Grade Level Leaders	BOY	Goal Setting Quest Card Fund Raising Data Review Lesson Plan Submission Budget Review
	OCT.	Fall Festival Red Ribon Week PTG
	NOV.	Can Drive PTG Budget Review
	DEC.	Toy /Blanket Drive Christmas Around the World PTG
	JAN.	Career Week PTG Parent Celebration A/AB Honor Roll Behavior Celebrations
	MAR.	Writing Galery Walk PTG
	APR.	Earth Month PTG
	MAY	Earth Month PTG Royal Reader Behavior Celebrations

IDEA Public Schools

IDEA Academy Quest

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	\$ 286,452.00
164	State Compensatory	\$ 3,984,623.00
404	Accelerated Reader/Math	\$ 962,449.00
165	State Bilingual	\$ 132,337.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 381,552.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 52,732.00
255	Title II, Part A, Classroom Size Red./Eisenhower	-
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 49,822.00

TOTAL \$ 5,849,967.00

IDEA Public Schools IDEA Academy Quest

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	810	100%
At Risk	393	49%
SPED	28	3%
F.A.R.M	786	97%
ELL	307	38%
Male	426	53%
Female	384	47%
Amer. Indian	0	0%
Asian	19	2%
Black	8	1%
White	43	5%
Hispanic	740	91%

IDEA Public Schools

IDEA Academy Quest

Campus Committees	
PK	Kinder
Committee Chair(s): Rose Martinez Committee Members: Marilu Rosas	Committee Chair(s): Vanessa Rodriguez Committee Members: Eva Garza Diana Herzberg Kelly Villarreal
First	Second
Committee Chair(s): Denise Gomez Committee Members: Stefany Nava Jennifer Hernandez Aidee Mireles	Committee Chair(s): Lizeth Bocanegra Committee Members: Crystal Cedillo Marla Alvarez Minerva Allen
Third	Fourth
Committee Chair(s): Cynthia Sendejo Committee Members: Amy Solis Madison Hiser Ana Wey	Committee Chair(s): Jessica Medina Committee Members: Judith Ramirez Maleni Hinojosa Katia Trevino
5th	Family and Community Involvement
Committee Chair(s): Marina Guerra Committee Members: Nancy Olmos Keren Barrera Elvira Ortiz Maeleen De La Rosa	Committee Chair(s): Blanca Garza Committee Members: Norma Cadwell Marilu Rosas Rose Martinez Vanessa Rodriguez Denise Gomez Lizeth Bocanegra Cynthia Sendejo Jessica Medina Marina Guerra Maeleen De La Rosa
School Culture and Climate	Staff Quality, Recruitment and Retention
Committee Chair(s): Teresa Alvarado Committee Members: Jose Garcia Diana Herzberg Stephany Nava Madison Hiser Nancy Olmos Marla Alvarez	Committee Chair(s): Dora Olivares Committee Members: Lizeth Bocanegra Denise Gomez Dora Jimenez

IDEA Public Schools
IDEA QUEST ACADEMY

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Grade Level PTGs	S	ALL	GLCS	Quarterly	N/A		Assessment Data
1E	New Eureka TEKS Edition	S	ALL	Eureka Teachers	Aug-May	Eureka Materials		Eureka Assessments
2C	science and Social Studies New Curriculum	O	ALL	Sci/Social Studies Teachers	Aug-May	Kits		Curriculum Assessments
2C	Semester Student A/AB Honor Roll	O	ALL	Principal/Admin	Jan & May	Certificates and incentives		Report Card
1E	Reading Mastery Transforations	RR	ALL	RMT DI Teachers	Aug-May	Curriculum Kits		Checkouts
2C	Behavio Celebrations	DR	ALL	APIs	Aug-May	Student Incentives		Behavior Trackers
1E	Professional Learning Communities	S	ALL	Content Leaders	Aug-April	Classroom Supplies		Semester and Mock Exams

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Social Emotional Guidance Lessons			SSA	Aug-May	SEL Curriculum		Surveys
1E	Saturday Tutoring			APIs /Teachers	Saturdays starting second semester	STAAR Resources		Exit ticket data/Tracker
1E	After School Tutoring			APIs /Teachers	M-TH Oct. - April	STAAR Resources		Exit ticket data/Tracker
1E	Intervention Block/CSI			APIs /Teachers	Daily 90min. blocks	Dec./STAAR Resources		Exit ticket data/Tracker
1F	Wit and Wisdom Curriculum (Gr. 1-5)			WW Teachers	Daily 90min. blocks	Curriculum Kits		Curriculum Assessments
1E	STEMScopes for 5th Science			Sci. Teachers	Daily 90min. blocks	Curriculum Kits		Curriculum Assessments
1E	Weekly Data Conversations			APIs/Teachers	Weekly with unit exams / Quarterly for Semester exams	Illuminate, Locus, Templates		Data Assessments/ SLLs
1E	Leader PTGs			APIs/Principal	Quarterly	Template, Illuminate, Locus		Data Assessments/ SLLs
2A	Practice Sessions/Lesson Rehearsals			APIs/Teachers	Weekly	Curriculum Kits		Observations
1E	Anchor Charts for EL Students			APIs/Teachers	alignment content meetings	Markers, Chart Paper		Observations
2A	Staff Development Cycle			A. Mireles	3Xs a year	Cornerstone		Goal Setting 2X2 APRs
2C	21st Century Grant			Anahi Ezquivel	Sept-Summer	Grant materials		Grant Serveys
2A	Monthly Campus Committee Meetings			Leaders/Committ ee Members	Once a month	Office materials		Agendas
2A	Grade Level Meetings			GLCS	Once a week- Weds.	Agendas and Office Materials		Agendas
2C	Red Ribbon Week			Teresa Alvarado	Oct.	Student Incentives		N/A

IDEA Public Schools

IDEA College Prep Quest



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Quest

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 CP believes that by preparing students for college and true citizenship, students must attain strong foundational skills focused on the development of their social and emotional needs, so they can persevere in their academics.

IDEA Public Schools

IDEA College Prep Quest

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Quest

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Principal- Mary Arrezola Admin Asst- Evelia Rodriguez Asst Principal of Ins-Dianne Rodriguez Asst Principal of Ins-Marleene Caballero Asst Principal of Ops - Dora Olivarez Asst Principal of Ins -	DCC- Ana Carmona CC- Marisol Rodriguez CC-Marcos Silva AC- Darlyn Chapa	Art - Tanya Chacon Technology - Eli Infante Pharmacy - Alejandra Gonzalez-Huerta Journalism - Gabriela Garcia RTTC I - Adrienne Piando RTTC II - Krystal Jasso RTTC III - Leonardo Rodriguez ESL Coordinator - Brenda Ramirez Testing Coordinator -
Sixth Grade	Seventh Grade	Eighth Grade
Social Studies - Kristina Rodriguez ELA Reading - Amanda Peña Math - Adanary Ramirez ELA Writing - Carina Ibañez Science - Cynthia Leyva	Social Studies - Aaron Baldwin Reading - Magda Gonzalez Math - Liz-Anne Riojas Writing - Ricardo Hinojosa Jr. Science - Arcelia Sanchez Sped - Priscilla Whitten	Social Studies - Robynn Olivarez ELA - Jacqueline Medina Math - Brenda Rios Science - Jazmin Ochoa Spanish I - Denisse Alvarado Sped - Jose R. Ramirez
Ninth Grade	Tenth Grade	Eleventh Grade
AP Human Geography - Lourdes Hidalgo AP English 1 - Priscilla Barrera Geometry - Angela Cabrera Spanish II - Olga Vasquez Biology - Ruth Winkler Alg I/AP Stats - Yahaira Valadez	AP World History - Joe Ramirez AP English II - Alondra Solis Geometry - Adriana Gracia Chemistry - Cristina Jaimes Sped - Ashley Ramos	AP US History - Ashley Johnson AP English Language - Debra Thomas Pre Cal/Alg. II - Ani Garcia Physics - Jorge Perez Spanish III - Maria McClellan Sped - Jorge Franco
Twelfth Grade	Physical Education	Key
AP Government - Molly Lane Pre Cal/AP Cal - Richard Charles Ap English Literature - Gregg Carter AP Bio/Anatomy & Physics - Joni Vicinaiz	Samuel Olivarez Cesar Peña April Robles Ashely Garcia	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Quest

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	Transportation
PE Co-Teacher - April Robles PE Co-Teacher - Ashley Garcia RRC - Marty Flores ESL Interventionist - Brenda Ramirez	Science Tutor - Karina Arrezola Math Tutor - Josh De Leon Reading Tutor - Nionel Deleon Testing Coordinator - Alondra Garcia	Transportation Manager - Moises Ruiz Assistant Manager - Francisco Hernandez Jr Cervando Montanez Rosbel Ruiz Oscar Martinez Juan Martinez Xiomara Quinones San Juanita Martinez Amador Salinas Rene Rios Jesus Rodriguez Victor Garcia Jose Munoz Hector Chavez Miguel Angel Salazar Rafael Soto Trenton Idol Salvador Codina Edmundo Cantu
Facilities Staff	Child Nutrition	Front Office Staff
Facilities Manager - Yolanda Fuerte Alex Rojas Hernandez Alejandro Rojas Jr. Maria Montoya Lesbia Delgado Lunch Monitor - Ana Hinojosa Lunch Monitor - Mirla Lozano	Rosario Colunga Isabel Vargas Angie De la Cruz Adriana Barrera Concepcion Gonzalez Anayl Gonzalez Gerardo Fernandez Martha Del Angel Jose Masuca Maria Teresa Cuellar Nancy Navarro Noelia Puentes Yasmin Cisneros Erik Rodriguez Maria de la Luz Gonzalez	Receptionist - Irene Bolainez Business Clerk - Brenda Guerra Registrar - Laila Alvarez SIS - Vianey Alvarez Enrollment Coordinator - Dora Jimenez Health Aide - Roel Medina

IDEA Public Schools

IDEA College Prep Quest

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July 26-30th	Onboard New Teachers	
Aug 2-7th	BOY-SEL, Project respect, safety protocols, 1:1 tech, lesson planing, campus vision, state of the school	Teachers will receive all documents for all risk students and student data, safety procedures, district and campus goals/priorities
Aug 20th	Mentorship program, data driven decisons/trackers	Teachers will analyze Mentoship GRPi, see examplars of the mentorship program and calendar all events
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.
October	GET 3 Planning Unpack units assesments with exemplars-look fors	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
November	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 reteach/guided discourse	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/SWAMs	Teachers will review students' accommodations and identify any changes needed that will support students needs.

IDEA Public Schools

IDEA College Prep Quest

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Mary Bell Arrezola, (Principal, Administration)	August 24, 2021	<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, 2021	<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, 2021	<ol style="list-style-type: none"> 1. Professional development needs for Spring 2. Curriculum adjustments needed 3. Progress monitoring and mastery tracking
Dianne Rodriguez, (Assistant Principal of Instruction, Administration)	December 14, 2021	<ol style="list-style-type: none"> 1. Professional development needs for Spring 2. Curriculum adjustments needed 3. Progress monitoring and mastery tracking
Dora Olivares, (Assistant Principal of Operations, Administration)	December 14, 2021	<ol style="list-style-type: none"> 1. Professional development needs for Spring 2. Curriculum adjustments needed 3. Progress monitoring and mastery tracking
Kristina Rodriguez, Andrea Perez, Yasmin Avitia, Olga Cardozo, Adriana Gracia, Jorge Perez, Joni Vicinaiz, (Grade Level Leaders)	March 24, 2022	<ol style="list-style-type: none"> 1. Planning End of Year events (Awards, banquets, college signing, graduation, Spring Fling)
Richard Charles (Math), Deborah Thomas (English), Ashley Johnson (History), Ruth Winkler (Science), Yasmin Avitia (Electives) (Content Leaders)	April 22, 2022	<ol style="list-style-type: none"> 1. CNA training 2. Master scheduling needs and course offerings 3. Summer School needs and planning
Dora Jimenez (Parent Representative)		1
Bill Martin (Community Representative)		1
		1

IDEA Public Schools

IDEA College Prep Quest

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	\$ 255,070.00
164	State Compensatory	\$ 4,698,651.00
404	Accelerated Reader/Math	\$ 3,500.00
165	State Bilingual	\$ -
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 335,819.00
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	\$ 15,554.00

TOTAL \$ 5,308,594.00

IDEA Public Schools IDEA College Prep Quest

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	730	100%
At Risk	278	38%
SPED	38	5%
F.A.R.M	699	96%
ELL	222	30%
Male	372	51%
Female	358	49%
Amer. Indian	1	0%
Asian	21	3%
Black	3	0%
White	26	4%
Hispanic	678	93%

**As of June 2021*

IDEA Public Schools

IDEA College Prep Quest

Campus Committees	
English Language Arts	Math
Committee Chair(s): Deborah Thomas Committee Members: Amanda Pena Magda Gonzalez Jacqueline Medina Priscilla Barrera Alondra Solis Gregg Carter Ashley Ramos Priscilla Whitten Carina Ibanez Ricardo Hinojosa Jr.	Committee Chair(s): Richard Charles Committee Members: Adanary Ramirez Liz-Anne Riojas Brenda Rios Angela Cabrera Adriana Gracia Ani Garcia Jorge Franco Jose R. Ramirez
Science	Social Studies
Committee Chair(s): Ruth Winkler Committee Members: Cynthia Leyva Arcelia Sanchez Jazmin Ochoa Cristina Jaimos Jorge Perez Joni Vicinaiz	Committee Chair(s): Ashley Johnson Committee Members: Kristina Rodriguez Aaron Baldwin Lourdes Hidalgo Jose Ramirez Molly Lane
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Marisol Rodriguez Committee Members: Jazmin Ochoa Cynthia Leyva Priscilla Barrera Jose Ramirez Ani Garcia Joni Vicinaiz	Committee Chair(s): Darlyn Chapa Committee Members: Carina Ibanez Denisse Alvarado Priscilla Barrera Adriana Gracia Adrienne Piando
School Culture and Climate	Special Populations
Committee Chair(s): Ana Carmona Committee Members: Kristina Rodriguez Arcelia Sanchez Ashley Ramos Leo Rodriguez Krystal Jasso Gregg Carter	Committee Chair(s): Jorge Franco Committee Members: Ashley Ramos Priscilla Whitten Jose R. Ramirez

IDEA Public Schools

IDEA College Prep Quest

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
ELL	ESI Interventionist		Els	ELL Coord-Dianne Rodriguez	8/2-5/28	RS/Dice	TELPAS Growth	Trackers
AC	SEL Curriculum in every grade level				8/2-5/28			
Tut	Tutors Step in for FMLA instead of hiring a temp sub				8/2-5/28			
APO	Attendance: small, tangible bonus for perfect attendance after each semester (Emergency Plan a must, accountability for all, quarterly incentive)				8/2-5/28			
APLP	Offer more enrichment activities for higher performing students (AP, CTE)				8/2-5/28			
Tut	Tutors in the Middle School from early start.				8/2-5/28			
APLT	Create reports grouped by objective rather than passing percentages				8/2-5/28			
APLT	Use teacher recommendations and state assessments to determine AP enrollment				8/2-5/28			
DCC,P	Finding ways to motivate seniors and other unmotivated students during the school year (i.e. work-study program)				8/2-5/28			
APLT	AP Written Support through RTTC				8/2-5/28			
APO	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)				8/2-5/28			
APO	Use color code system on PowerSchool to flag students of concern				8/2-5/28			
P,API	Proofread district benchmarks to avoid errors/confusion and gather reliable data to make instructional decisions				8/2-5/28			
P,SPed	Plan for CSI and Sped Support (new contingency plan)				8/2-5/28			
ELL,P	ELL updated list including new student identification of all special pops (SIS/Registrar not informing teachers of special program needs)				8/2-5/28			
					8/2-5/28			

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	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						Wit N Wisdom 6-8 and 9-10 Springboard Curriculum	
	ACT prep through RTTC						District Benchmarks are useful data	
	Weekly data conversations with teacher and identification of students early in the year						Illuminate is successful & helpful (if teachers know how to use it)	
	Mandatory tutoring and Saturday school						BWAs align to college readiness standards	
	Failure and at-risk meetings every quarter						NMSI sessions – overall success	
	Teachers track mastery of objectives weekly and quarterly						Data conversations	
	Support from NMSI for new teachers.						Exit tickets – minimum 3 times per week	
	Strategic scheduling and rotation based on data(MS)						Setting SMART goals	
	After school buses started earlier for tutorials at the beginning of the year						Webinars to identify trends and implement reteach plan	
	Differentiated training (new teachers v. veteran teachers, etc.) (accountability to attend PD/Teacher Presenters/Teachers help plan PD)						21 st Century programming	
							Sped and general education teachers bi-weekly collaboration.	
							Student and teacher tracking (regular goals and growth goals	
							Writing goals in very subject	

Annual Performance Objective

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%
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- 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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Rio Grande City



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Rio Grande City

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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 Rio Grande City Academy seeks to create a challenging learning environment that encourages high expectations for success through rigorous instruction that allows for individual differences and learning styles. Our school promotes a safe, orderly, caring, and supportive environment for all students and staff.

IDEA Public Schools

IDEA Academy Rio Grande City

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
- 2B. 80% composite score on GPTW
- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 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

IDEA Public Schools

IDEA Academy Rio Grande City

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Melissa Garcia Yaneth Alvarez. John Jauregui Elena Beliz Adulfonso Garcia Jr Gloria Garza		Selina Duverney Nancy Guerra
Kindergarten	First Grade	Second Grade
Lilth Alvarez Michelle Guerra Denise Rodriguez Vaccant	Yarelli Gonzalez Hannah Garcia Dee Dee Bei * Lora Escamilla	San Junita Tijerina Pamela Gonzalez Elsa Ramirez Carina Guerrero
Third Grade	Fourth Grade	Fifth Grade
Genesis Cantu Adriana Lopez Viridiana Sanchez Abraham Morales Kelly Lara	Crysta Gonzalez Isidro Garcia Ruby Martinez Zaira Garcia	Aissa Cantu Anthony Sepulveda Jesus Barrera Claudia Garcia
Physical Education		Key
Julian Garcia Jr		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Rio Grande City

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
May Ramos Adelaida Barrera Jaqueline Vela Niza Balderas Jennifer Gil Clarissa Bazan Angelica Bazan Nancy Guerra Julissa Pena Maria Trevino	Selina Duverney Nancy Guerra	Yesenia Alaniz
Facilities Staff	Child Nutrition	Front Office Staff
Octavio Diaz	Elsa Ruiz	Vilma Gutierrez Yomara Cortez Venessa Gonzalez Jessica Torres

IDEA Public Schools
IDEA Academy Rio Grande City

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
12-Aug	Goal Setting	TWBAT: Discuss SMART goals and prepare for Round 1.
19-Aug	Internalize full script	TWBAT: use practice session time to practice script with a focus on pacing and conversational tone.
26-Aug	Giving clear instructions	TWBAT: give clear and precise instructions on lesson delivery.
2-Sep	Unpacking the unit	TWBAT: To unpack one unit
9-Sep	Learning about the KDA chart	TWBAT: unpack a unit and learn how the Know section of the KDA chart.
17-Sep	Learning about the KDA chart	TWBAT: unpack a unit and learn how the DO section of the KDA chart.
24-Sep	Learning about the KDA chart	TWBAT: unpack a unit and learn how the Access section of the KDA chart.
1-Oct	Special pops	TWBAT: Learn about special pops

Date	Session Title/Topic	Session Objective(s)
7-Oct	Accomodations and modifications	TWBAT: Learn the do's and dont's of accomodations and modifications and how to implement them in their lesson plans.
14-Oct	Exit tickets	TWBAT to understand what makes an effective exit ticket
21-Oct	Tracking special pops	TWBAT: Undertstand the proper way to track our special pops effectively.
28-Oct	Understanding ELL's	TWBAT: Undertstand what is needed to help our ELL students effectively during instruction.
4-Nov	Tracking ELL students	TWBAT: Understand the process to track ELL students effectively.
11-Nov	Student trackers	TWBAT understand the importance of student tracking
18-Nov	Growth goals	TWBAT to understand what growth goals are and how to track them.
2-Dec	Accountability	TWBAT to understand domain 1, domain 2 and domain 3 and the differences between them.
9-Dec	Celebrations PD	TWBAT to celebrate hard work and accomplishments during the quarter.
13-Jan	Lesson rehearsals 101	TWBAT understand the importance of lesson rehearsals

Date	Session Title/Topic	Session Objective(s)
13-Jan	State of the school/tracking our performance	TWBAT to understand where we are at and plan for the next quarter
20-Jan	PTG's	TWBAT to plan for PTG's and the importance of them
27-Jan	Purposeful planning	TWBAT to spar lesson plans and rehearse them
3-Feb	Narrate the positive	TWBAT to practice narrating the positive
10-Feb	Agressive monitoring	TWBAT practice aggressive monitoring and the importance behind it.
17-Feb	Naming the laps	TWBAT practice setting up laps for aggressively monitoring
24-Feb	TCP	TWBAT: understand what the TCP is and why it is effective
3-Mar	Understanding TELPAS	TWBAT to go over what TELPAS is and the importance of TELPAS
10-Mar	STAAR mock training	TWBAT go over STAAR training and the do's and dont's of test prep.
24-Mar	Lesson rehearsals	TWBAT practice script/lessons for the following day

Date	Session Title/Topic	Session Objective(s)
31-Mar	Celebrations PD	TWBAT celebrate peacocks for their accomplishments
7-Apr	Backwards planning	TWBAT go over the pros and cons of backwards planning for the rest of the year
14-Apr	STAAR Training	TWBAT to over STAAR expectations for testing
21-Apr	STAAR Training	TWBAT to over STAAR expectations for testing
28-Apr	Unpacking final exams	TWBAT go over final exams
5-May	Transition meetings	TWBAT go over transitional meetings and prep for them
12-May	EOY profile sheets	TWBAT prep info for transition meetings
19-May	Assemblies	TWBAT plan for assemblies
26-May	Assemblies	TWBAT plan for assemblies
1-Jun	EOY Banquet	TBWAT be celebrated for all of their hard work during the 21/22 school year.

IDEA Public Schools

IDEA Academy Rio Grande City

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Adulfonso Garcia Jr , APO Elena Beliz, API Yaneth Alvarez, API John Jauregui, API Gloria Garza, AC Ana Perez, GTL Lilth Moreno, GTL San Juanita Tijerina, GTL Adriana Lopez, GTL Crysta Gonzalez, GTL Aissa Cantu, GTL Mayra Carrillo, GTL	11-Aug	BOY duties
	15-Sep	PTG's
	13-Oct	Red Ribbon Week
	10-Nov	Christmas around the world
	8-Dec	Janurary PTG's
	19-Jan	February PTGs
	16-Feb	Awards assemblies
	9-Mar	Awards assemblies
	13-Apr	Awards assemblies

IDEA Public Schools

IDEA Academy Rio Grande City

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	\$ 297,517.00
164	State Compensatory	\$ 4,138,536.00
404	Accelerated Reader/Math	\$ 999,625.00
165	State Bilingual	\$ 137,449.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 372,814.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 46,873.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 73,414.00

TOTAL \$ 6,066,228.00

IDEA Public Schools

IDEA Academy Rio Grande City

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	848	100%
At Risk	566	67%
SPED	24	3%
F.A.R.M	776	92%
ELL	500	59%
Male	442	52%
Female	406	48%
Amer. Indian	0	0%
Asian	2	0%
Black	1	0%
White	31	4%
Hispanic	814	96%

IDEA Public Schools

IDEA Academy Rio Grande City

Campus Committees

English Language Arts		Math	
Committee Chair(s):	John Jauegui	Committee Chair(s):	Elena Requeñez
Committee Members:	Isidro Garcia Genensis Cantu Anthony Sepulveda Lora Escamilla	Committee Members:	Kelly Lara Dee Dee Bermea San Juanita Tijerina Adriana Lopez Crysta Gonzalez Jesus Barrera
Science		Social Studies	
Committee Chair(s):	Melissa Garcia	Committee Chair(s):	Melissa Garcia
Committee Members:	Hannah Garcia Carina Guerrero Abraham Morales Ruby Martinez Aissa Cantu	Committee Members:	Hannah Garcia Carina Guerrero Abraham Morales Ruby Martinez Vaccant
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Adulfonso Garcia/Melissa Garcia	Committee Chair(s):	Gloria Garza/Adulfonso Garcia/Melissa Garcia
Committee Members:	Lilth Alvarez Vanessa Villarreal Vanessa Villarreal Niza Balderas Mayra Carrillo	Committee Members:	Ana Perez Michelle Guerra Jocelyn Rodriguez Nancy Guerra
School Culture and Climate		Special Populations	
Committee Chair(s):	Adulfonso Garcia/Melissa Garcia/Elena Beliz	Committee Chair(s):	Melissa Garcia /John Jauregui
Committee Members:	Ana Perez Michelle Guerra. San Juanita.Tijerina Adriana Lopez Anthony Sepulveda Jocelyn Rodriguez	Committee Members:	Horacio Gomez. Jocelyn Rodriguez Erika Salinas Virginia Marmolejo

IDEA Public Schools

IDEA Rio Grande City College Prep



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Rio Grande City College Prep

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 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.

IDEA Public Schools

IDEA Rio Grande City College Prep

District Goals 2021-2022

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
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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

IDEA Public Schools

IDEA Rio Grande City College Prep

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Karmen Alaniz	Janet Torres	Abraham Salinas
Julio Garcia	Mayra Salinas	Mariana Meraz
Elsa Gomez		Andy Solis
Crystal Castellano		Anayi Garza
Adulfonso Garcia		Humberto Trevino
Maria Alvarez		
Sixth Grade	Seventh Grade	Eighth Grade
* Maria Ruiz	Karen Alanis	Beth Pena
Michelle Cantu	Ilissa Valenciana	Vanessa Sanchez
Karla Gonzalez	Ana Correa	Tania Heredia
* Laura Amador	Brittany Garcia	* Briseida Maldonado
Claudia Reyes	Brianda Martinez	Jessica Villarreal
Diana Carrillo		
Ninth Grade	Tenth Grade	Eleventh Grade
Joisie Rivas	Karla Carrillo	
Angela Ramirez	Evelyn Rios	
Aisha Gonzalez	Veronica Garza	
Twelfth Grade	Physical Education	Key
	Michael Padilla	* - Bilingually Certified
	Jennifer Castaneda	

IDEA Public Schools

IDEA Rio Grande City College Prep

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Madeline Gutierrez	Valeria Martinez	Yesenia Alanis
Karla Pena	Iliana Delagarza	Juan Trevino
Jonathan Guzman		Maricela Alaniz
Michelle Martinez		Victor Benavidez, Jr.
Rosalva Vela		Victor Benavidez, Sr.
Melanie Barrera		Alberto Benavidez
Angela Trevino		Jacinto Barrera
		Antonieta Figueroa
		Erika Ramos de Pena
		Oscar Figueroa
		Salvador Flores
Facilities Staff	Child Nutrition	Front Office Staff
Eduardo Mata	Elsa Ruiz	Vilma Gutierrez
Octavio Diaz	Nereida Trevino	Venessa Gonzalez
Jonathan Mendoza	Faride Juarez	Jamie Sepulveda
Minerva Moran	Yolanda Alanis	Jessica Torres
Amelia Feria	Irma Barreto	Valeria Salinas
Enedelia Eliserio	Ismael Rios	
	Roel Flores	
	Angelica Robledo	
	Dora Saenz	
	Olivia Lopez	
	Maria Vela	
	Dina Garcia	

IDEA Public Schools

IDEA Rio Grande City College Prep

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
Aug. 12, 2021	Exit Ticket Conversations	TWBAT go over the expectations and CFS. They will also see a live model of an effective Exit Ticket conversation
Aug. 19, 2021	SPED Teacher Collaboration	TWBAT engage in the expectations and best practices on how to collaborate with the SPED teachers to better serve our students
Aug. 26, 2021	Student Engagement and OTG	TW take time to learn best practices from our CC and SSA on how to engage students in the classroom while monitoring OTG
Sept. 2, 2021	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month
Sept. 9, 2021	Scripting Effective Exemplars with a Model	TWBAT practice engaging in scripting out effective models for student practice and exit ticket questions
Sept. 16, 2021	Aggressive Monitoring with Exemplars	TW practice and rehearse how to academically monitor students using exemplars
Sept. 23, 2021	Revisit Effective Exemplars	TW practice and rehearse how to academically monitor students using exemplars
Sept. 30, 2021	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month
Oct. 7, 2021	Building Momentum/Urgency	TWBAT build a sense of urgency with students with time stamped actions that push them forward in the lesson.
Oct. 14, 2021	Teacher Radar	TWBAT know when students are off task and need to perform a whole class reset
Oct. 21, 2021	Teacher Radar: Response to Error	TW continue to implement teacher radar and script an effective "I Do" to respond to whole group error both behavior or academic
Oct. 28, 2021	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month
Nov. 4, 2021	Revisit Effective Exemplars	TWBAT practice engaging in scripting out effective models for student practice and exit ticket questions
Nov. 11, 2021	Using Exemplars to identify student gaps: part 1	TW engage in best practices on how to respond to student error in real time based off misconceptions
Nov. 18, 2021	Using Exemplars to identify student gaps: part 2	TW engage in best practices on how to respond to student error in real time based off misconceptions
Dec. 2, 2021	Response to student error	COLLABORATIVE SPACE TO SHARE BEST PRACTICE
Dec. 9, 2021	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month

Dec. 16, 2021	Whole Class Reset: When Gaps are evident	TWBAT tell if the whole class is off task and bring them back
Jan. 6, 2022	Exit Ticket Mastery	TW begin to engage in exit ticket conversations by observing a live model and reviewing expectations and CFS
Jan. 13, 2022	Guided and Disource and Modeling	TW engage in two effective methods of reteach and have time to practice with live feedback for their next lesson.
Jan. 20, 2022	Exit Ticket Mastery: Follow Up	TW reflect on two weeks of exit ticket data and reteach methods
Jan. 27, 2022	Engaged Small Group Work	TWBAT identify higher performing students during class to differentiate work
Feb. 3, 2022	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month
Feb. 10, 2022	TELPAS Training	TWBAT understand TELPAS and engage in required training.
Feb. 17, 2022	TELPAS Training	TWBAT understand TELPAS and engage in required training.
Feb. 24, 2022	Identify sub-groups for data driven monhts	TW identify groups for upcoming tutorials, mastery machine, Saturday school, small group instruction, etc.
Mar. 3, 2022	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month
Mar. 24, 2022	Data Driven Instruction: Best Practices	TW engage in best practices during the last weeks of lessons to best engage students
Mar. 31, 2022	Data Driven Instrucion: STAAR/AP Reviews and Tutorials	TW receive trainings on best practices for their respective testing platforms and strategies for students
Apr. 7, 2022	Data Driven Instruction: Mastery Machine Implementation	TW begin to prepare for mastery machine implementation during class and after school support
Apr. 14, 2022	STAAR Training/Re-Training	TWBAT engage in required STAAR test administrator trainings.
Apr. 21, 2022	EOM Celebrations and Shout-outs	TW celebrate and get shout outs for the month
Apr. 28, 2022	STAAR Training/Re-Training	TWBAT engage in required STAAR test administrator trainings.
5-May-22	EOY Expectations: Lessons and Operations	TW review the expectations for lessons and students during the last weeks of school post-testing season
12-May-22	EOY Expectations: Lessons and Operations	TW review the expectations for lessons and students during the last weeks of school post-testing season
19-May-22	EOY Celebrations and Shout-outs	TW celebrate and get shout outs for the month

IDEA Public Schools

IDEA Rio Grande City College Prep

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Karmen Alaniz, Principal Julio Garcia, PIR Mayra Salinas, CC Maria Ruiz, 6th Teacher Brianda Martinez, 7th Teacher Briseida Maldonado, 8th Teacher Andy Solis, 9th Teacher Evelyn Rios, 10th Teacher Aisha Gonzalez, Sp.Ed. Teacher	August 30, 2021	BOY Reflection Family Engagement Student Activities
	September 27, 2021	Red Ribbon Week planning Fall family events EOQ Awards planning
	October 25, 2021	Campus PTG Student Led Conferences Field Lessons
	November 29, 2021	EOQ Student awards planning Winter Student/Family event planning
	January 31, 2022	Campus PTG Student Led Conferences Staff feedback survey results
	February 28, 2022	Campus Temperature Checks Parent Town Hall Student Town Hall
	March 28, 2022	Campus PTG Student Led Conferences Testing planning
	April 25, 2022	EOY Student Awards EOY Student Incentives Summer recruitment plans
	May 23, 2022	EOY Reflections Parent satisfaction Student satisfaction

IDEA Public Schools

IDEA Rio Grande City College Prep

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	\$ 215,966.00
164	State Compensatory	\$ 3,004,144.00
404	Accelerated Reader/Math	\$ 725,623.00
165	State Bilingual	\$ 99,774.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 188,349.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 99,604.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 42,349.00

TOTAL \$ 4,375,809.00

IDEA Public Schools

IDEA Rio Grande City College Prep

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	424	100%
At Risk	290	68%
SPED	51	12%
F.A.R.M	390	92%
ELL	295	70%
Male	214	50%
Female	210	50%
Amer. Indian	0	0%
Asian	2	0%
Black	1	0%
White	27	6%
Hispanic	394	93%

IDEA Public Schools

IDEA Rio Grande City College Prep

Campus Committees	
English Language Arts	Math
Committee Chair(s): Elsa Gomez Committee Members: Ana Correa Michelle Cantu Luis Ramirez	Committee Chair(s): Vanessa Sanchez Committee Members: Maria Ruiz Ilissa Valenciana Veronica Garza
Science	Social Studies
Committee Chair(s): Briseida Maldonado Committee Members: Karla Gonzalez Evelyn Rios Angela Ramirez	Committee Chair(s): Cryatal Castellano Committee Members: Brittany Garcia Tania Heredia Karla Carrillo
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Karmen Alaniz Committee Members: Adulfonso Garcia Briseida Maldonado Janet Torres	Committee Chair(s): Adulfonso Garcia Committee Members: Janet Torres Brianda Martinez Karen Alanis Andy Solis
School Culture and Climate	Special Populations
Committee Chair(s): Julio Garcia Committee Members: Elsa Gomez Humberto Trevino Adulfonso Garcia	Committee Chair(s): Janet Torres Committee Members: Diana Carrillo Aisha Gonzalez Laura Amador Brianda Martinez Claudia Reyes

Annual Performance Objective

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
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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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Riverview



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Riverview

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

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.

IDEA Public Schools

IDEA Academy Riverview

District Goals 2021-2022

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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- 3A. % of students with low socio-economic status: 80%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools
IDEA Academy Riverview

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Radha Guajardo- Principal Rolando Salas- APO Mirelle Moreno- API Nancy Silva- API Vanessa Rivera- API Amber Williams- API (Florida)	Claudia Mendoza- AC	Melinda Pinon Estefania Lopez Veronica Martinez David Garza Shanelle Flores Sharai Flores Grecia Ramos Yessenia Jasso Radha Enriquez Vianey Gonzalez Alejandro Calixto Zeilha Garcia* Karina Vela
Pre-Kindergarten	Kindergarten	First Grade
Claudia Flores Susana Garcia	Carla Sanchez Juanita Herrera* Deborah Araiza Diamantina Chavez	Nora Perez Mariana Cardenas Cynthia Cruz
Second Grade	Third Grade	Fourth Grade
Amelia Valdez Paulina Hernandez Cynthia Alvarado	Maria De Saro Amanda Vega Julia Gonzalez	Arely Munoz Jazmin Molina Meghan Murray
Fifth Grade	Physical Education	Key
Penelope Rivas Kory Goumas Lariza Trevino	Donna Hernandez	* - Bilingually Certified

IDEA Public Schools
IDEA Academy Riverview

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	Transportation
vanessa Vasquez Laura Leon Julie Guerrero Alexandra Seympur Yuridia Alvarado Karla Vega Jocelyn Valencia Jennifer Garza Bernice Pelayo Rebekah Mendoza Guillermo Tijerina Mario Lopez Natalie Castillo Alejandra Leal Ariza Alonzo Roel Guzman	Bianca Ruiz Julio Cisneros	Diana Valdez Jeovaniie Cintron Serapio Delgado Maria Guerra Maria Jimenez Gilberto Lopez Alberta Lopez Rosa Lopez Maribel Martinez Carlos Mascorro Everardo Navarro Juan Sanchez Israel Sepulveda Ismael Tamayo Yvonne Turrubiates Sandra Valenzuela Graciela Castro
Facilities Staff	Child Nutrition	Front Office Staff
Eduardo Garza Gricelda Mendoza Rogelio Roel Daniel Bernal Manuel Bautista Martin Tienda	Erasmo Soto Maria Vela Maria Ruezga Claudia Rodriguez Duvelsa Padilla Jorge Padilla Juan Rodriguez Murillo Norma Ramos Luz Salgado de Valdez Juan Luis Ortiz Catalina Quintero Vicente Ortiz Maria Tamayo Godeleva Rodriguez San Juanita Perales	Lorena Chapa Melissa Torres Arelly Rodriguez Daniela Hernandez Karla Rodriguez Abigail Martinez Leticia de la Garza

IDEA Public Schools
IDEA Academy Riverview

Tentative Staff Development for 2021-2022 School Year

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.
August	SPED Partnership Meeting	Teachers will be able to partner with SPED teachers by reviewing progress meetings for the school year.
Septmeber	Setting Clear Expectations	Teachers will be able to set clear expectations by providing What to Do directions
Septmeber	Engage all students	Teachers will be able to engage all students by implementing effective turn and talk
October	ng to MM/ EOM (Lower Grades) Data Analysis (Upp	
November	Review and Reteach	TWBAT Decide which content to review and reteach based on data. Plan effective reteach and review.

Date	Session Title/Topic	Session Objective(s)
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	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.
January	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
February	Correction Procedure (Steps 1-7)	TWBAT identify the 7 steps that they need to follow when using the correction procedure.
March	Analyzing Data/Targeting Low Performers	TWBAT understand how and when to analyze data to target low performers
April	Analyzing Data/Targeting Low Performers	TWBAT understand how and when to analyze data to target low performers

Date	Session Title/Topic	Session Objective(s)
May	EOY Procedures	TWBAT understand expectations for the las days of school and award ceremonies
May	EOY Reflection and Committments	TWBAT reflect on their yearlong practices and renew commitments for upcominig school year.

IDEA Public Schools
IDEA Academy Riverview

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Radha Guajardo (Principal) Rolando Salas (APO) Mirelle Moreno (API)	Thursday, September 2, 2021	1. School wide culture Rubric Revision and Investment 2. LPAC/BOY DIBELS/LAS 3. Round 1- Coaching Cycle 4. Spirit nights by grade level 5. Parent Involvement (how does this look like?) 6. Fall Festival 7. Team Building for staff 8. GET Rubric observations 9. Intervention plan for 1st-5th 10. Cancer awareness month 11. Fundraisers 12. Grandparent day's celebration 13. Monthly trainings for teacheres 14. 3rd-5th Tutorials
Nancy Silva (API) Vanessa Rivera (API) Claudia Mendoza (AC)	Thursday, September 30, 2021	1. Red Ribbon week 2. Bully Prevention month 3. Fire prevention week 4. Fire drills 5. Fall festival 6. ADA Bouncers (other celebrations) 7. Q1 RCPUN 8. Book character 9. Behavior incentives
Amber Williams (API) Jocelyn Perales (TC) Cristal Garz	Thursday, November 4, 2021	1. Dates for Saturday School (2nd semester) 2. Thanksgiving for staff 3. Can drive 4. Round 2 5. PK-2nd Christmas program 6. Christmas parade 7. PTG
Claudia Flores (PK GLL) Deborah Araiza (K GLL) Nora Perez (1st GLL)	Friday, December 3, 2021	1. Christmas program 2. Christmas celebration for students and staff 3. Santa Pictures 4. Class group pictures 5. Scholastic bookfair 6. Team building activity for January 7. Toy Drive 8. Campus culture revisit
Cynthia Alvaradao (2nd GLL) Amanda Vega (3rd GLL)	Thursday, January 6, 2022	1. Budget review 2. PD for 2nd semester 3. PTG 4. Charro Day's Parade 5. 100th day's of school 6. Q2 RCPUN 7. ADA celebrations (Bouncers) 8. STAAR training 9. CC
Meghan Murray (4th GLL) Penelope Rivas (5th GLL) Donna Flores (ST GLL) Alejandro Calixto (SpEd CL)	Thursday, February 3, 2022	3. Valentine's day picture 4. Persistence review 5. Charro Day's Parade 6. Hiring 7. RenStar MOY 8. Retention
Dr. Ana Liandro (Parent Representative) Alma Rivera (Community Representative)	Thursday, March 3, 2022	1. Spring Festival 2. Kinder graduation 3. Summer school planning 4. Easter Hunt 5. Easter pictures 6. Telpas 7. Field Lessons 8. Read Across America -Dr. Seuss Week
	Thursday, April 7, 2022	3. Summer Training 4. DI Testing Incoming students 5. Awards 6. TOY 7. Teacher appreciation week 8. AA appreciation week
	Thursday, May 5, 2022	1. EOY Celebrations 2. EOY LPAC 3. Field day 4. EOY staff celebration 5. WTI Cont 6. Summer Reading 7. Practices to keep/ discontinue 8. EOY Procedures 9. EOY Reflection

IDEA Public Schools

IDEA Academy Riverview

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	\$286,452
164	State Compensatory	\$3,984,623
404	Accelerated Reader/Math	\$962,449
165	State Bilingual	\$132,337
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$398,057
212	Title I Migrant	
224	IDEA-B Formula	\$78,121
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$92,171

TOTAL \$ 5,934,210.00

IDEA Public Schools IDEA Academy Riverview

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	811	100%
At Risk	688	85%
SPED	33	4%
F.A.R.M	767	95%
ELL	615	76%
Male	398	49%
Female	413	51%
Amer. Indian	0	0%
Asian	2	0%
Black	0	0%
White	22	3%
Hispanic	787	97%

IDEA Public Schools

IDEA Academy Riverview

Campus Committees	
English Language Arts	Math
Committee Chair(s): Mirelle Moreno/ Amber Williams Committee Members: C. Flores C. Sanchez J. Herrera A. Munoz P. Rivas	Committee Chair(s): Vanessa Rivera Committee Members: S. Garcia D. Araiza M. Murray K. Goumas B. Ruiz
Science	Social Studies
Committee Chair(s): Lariza Trevino Committee Members: V. Vasquez M. Pinon Shanelle Flores E. Lopez A. Leal	Committee Chair(s): Rolando Salas Committee Members: D. Garza Sharai Flores V. Martinez A. Alonso A. Seymour
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Radha Guajardo Committee Members: R. Enriquez J. Molina K. Vega R. Mendoza A. Vega	Committee Chair(s): Claudia Mendoza Committee Members: L. Leon D. Flores J. Garza J. Valencia D. Chavez
School Culture and Climate	Special Populations
Committee Chair(s): Radha Guajardo Committee Members: N. Perez C. Alvarado P. Hernandez M. Lopez B. Pelayo	Committee Chair(s): Zeilha Garcia Committee Members: A. Calixto N. Castillo J. Gonzalez M. Cardenas K. Vela

IDEA Public Schools

[Campus Name]

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
1H	LLI Curriculum	S/RR	AR	Vanessa Rivera	8/23-5/24	Human/Material/Fiscal	Weekly reports	RenStar Results
1E	Lead4Ward	S	All		8/23-5/24	Fiscal	PD Sign-in sheets	STAAR Results
1H	CSI Parent Meeting	O	AR	Radha Guajardo	12-Aug	Human	Attendance Sign-in sheets	Results/EOY Persistence
2C/2B	Core Values Rally	O	All	Teachers	9/24-5/24	Human/Material/Fiscal	Classroom Observations	EOY Persistence/ADA
2C	Sombrero Fest	O	All	Radha Guajardo	24-Feb	Human/Material/Fiscal		EOY Persistence

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Let's Speak about Writing (TELPAS)	O	ELL	Claudia Mendoza	8/23-5/24	Fiscal	PD Sign-in Sheets	TELPAS Results
2C	PK Meet the Teacher	O	All	Mirelle Moreno	30-Jul	Human	Attendance Sign-in sheets	EOY Persistence
1E/2C	Reaching for the STAARs (STAAR Parent Meeting)	O	All	3rd-5th Teachers	25-Oct	Human	Attendance Sign-in sheets	Results/EOY Persistence
2C/2B	Career Day	O	All	Claudia Mendoza	19-Nov	Human/Fiscal	Attendance Sign-in sheets	EOY Persistence/ADA
2A	Staff Celebrations	O	All	Cristal Garza	8/23-5/24	Human/Material/Fiscal		Teacher Retention

IDEA Public Schools

IDEA College Prep Riverview



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Riverview

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 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.

IDEA Public Schools

IDEA College Prep Riverview

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Riverview

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Adriana Ramos, Principal John Martinez, Assistant Principal of Instruction Gisela Delgado, Assistant Principal of Instruction Daniela Pizano, Assistant Principal of Instruction Petra Segura, Administrative Assistant	Carla Rios, Director of College Counseling Luis Baez, College Counselor Miriam Gerardo, College Counselor Astrid Tostado, Academic Counselor	Vacancy, Reading Lab Flor Aguilar, Spanish I/II, Tech Apps Frida Arellano, Spanish/Art Itzel Vargas, AP Spanish Language Valeria Castillo, Biomedicine Eithne McLane, Biomedicine Daisy Cantu, RTTC Daniel Rodriguez, Computer Science Fund. Maren Fruia, AP Computer Science Principles Yesenia Rodriguez, AP Computer Science A Brenda Hernandez, Special Education Stephanie Carlos, Special Education Melissa Ramirez, Special Education Mandy Schuster, Special Education Dean Garcia, Special Education
Sixth Grade	Seventh Grade	Eighth Grade
Alexis Fruia Lopes Nancy Hernandez Katia Galvan Kenia Arias Vacancy, Reading Lab	Denise Hernandez Guadalupe Duran Lizett Figueroa Alfredo Martinez Albert Perez	Abby Barrera Amanda Villarreal Judith Perez Paulina Rivera Flor Aguilar, Spanish I/II, Tech Apps
Ninth Grade	Tenth Grade	Eleventh Grade
Kimberly Teran Daniela Rojas Emily Delgado Manuel Gutierrez Daisy Cantu, RTTC Daniel Rodriguez, Computer Science Fund.	Ricardo Acevedo Juan Acosta Kathya Gonzalez Martin Lopez Eithne McLane, Biomedine Maren Fruia, AP Computer Science Principles	Nely Montelongo Sandra Navarro Ben Melendez Irma Gonzalez Garza Valeria Castillo, Biomedicine Maren Fruia, AP Computer Science Principles
Twelfth Grade	Physical Education	Key
Esmeralda Hernandez Alondra Acosta Jose Pereyra Oneida Balboa	Albert Perez Rodolfo Rodriguez	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep Riverview

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Ashlee Rocha, SpEd Liliana Lopez, SpEd Edith Narvaez, SpEd Vacancy, Hotspot/AR Zone		Diana Valdez - Transportation Manager Serapio Delgado Everardo Navarro Gilberto Lopez Juan Sanchez Yvonne Turrubiates Alberta Lopez Israel Sepulveda Sandra Valenzuela Maria Guerra Rosa Sosa Graciela Castro Ismael Tamayo Maria Jimenez Maribel Martinez Carla Gallegos Jeovannie Cintron
Facilities Staff	Child Nutrition	Front Office Staff
Eduardo Garza - Facilities Manager Gricelda Mendoza Rogelio ROel Daniel Bernal Martin Tienda Manuel Bautista	Erasmus Soto - Cafeteria Manager Maria Vela - Cafeteria Asst. Manager Juan Rodriguez Lupita Ruezga Claudia Rodriguez Duvelsa Padilla JOrge Padilla San Juanita Perales Luz Salgado De Valdez Maria Tamayo Luis Ortiz Vicente Ortiz	Arely Rodriguez - Receptionist Melissa Torres - SIS/Registrar Karla Rodriguez - Business Clerk Daniela Hernandez Leticia De la Garza Abigail Martinez

IDEA Public Schools
IDEA College Prep Riverview

Tentative Staff Development Plan for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
8/17/2021	Teacher Goal Setting & Teachboost overview	TWBAT develop goals that they will guide their teaching and decisions for the rest of the year.
8/24/2021	Panorama Results and Action Plan	TWBAT review and analyze Panorama results and create a plan of action to close gaps identified by the surveys.
8/31/2021	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.
9/14/2021	Individual student trackers	TWBAT learn how to create individual trackers for BWA and IA and will be able to start creating trackers for students
9/21/202	Staff Development Cycle	TWBAT get better understanding of the Staff Development Cycle – Round 1
9/28/2021	Literacy through all subjects and grade levels	TWBAT discuss and plan best practices to integrate literacy across all contents and grade levels.
10/5/2021	Assessment Data	TWBAT analyze IA 1 Data and write a clear plan for re-teaching objectives with large gaps.
10/19/2021	Monitor Aggressively	TWBAT receive PD on strategies to aggressively monitor and be presented with tool to track.
10/26/202	Monitor Aggressively	TWBAT review aggressively monitor strategies applied in class and how to modify/improve based on data results.
10/19/202	Literacy through all subjects and grade levels	TWBAT discuss and plan best practices to integrate literacy across all contents and grade levels.

11/2/2021	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.
11/9/2021	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.
11/16/2021	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
11/30/2021	Assessments Data	TWBAT analyze IA 1 Data and write a clear plan for re-teaching objectives with large gaps
12/7/2021	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.
12/14/202	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
1/11/202	Data Driven Decisions: Tracking	TWBAT analyze their Tracking systems and ensure this system is empowering students and is measuring progress.
1/25/202	TELPAS Training	TWBAT receive training on how to rate students work and practice to get feedback.
2/1/2022	TELAPS Calibration	TWBAT teachers will be able to calibrate with TELPAS program in order to be able to rate.
2/8/2022	Staff Development Cycle	TWBAT get better understanding of the Staff Development Cycle – Round 2
2/22/202	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
3/1/2022	STAAR Testing Training	TWBAT get training on how to conduct state exam training
3/8/2022	TELPAS Meeting	TWBAT gather student samples and document per students on rating.
3/22/2022	Assessments Data	TWBAT analyze IA 3 Data and write a clear plan for re-teaching objectives with large gaps.

IDEA Public Schools

IDEA College Prep Riverview

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
<p>Adriana Ramos (Principal) John Martinez (Assistant Principal of Instruction) Gisela Delgado (Assistant Principal of Instruction) Daniela Pizano (Assistant Principal of Instruction) Carla Rios (Director of College Counseling) Luis Baez (College Counselor) Miriam Gerardo (College Counselor) Astrid Tostado (Academic Counselor-Administration) Rolando Salas (Assistant Principal of Operations-Administration) Paulina Mejia (Team Leader - 6th Grade) Guadalupe Duran (Team Leader - 7th Grade) Abby Barrera (Team Leader – 8th Grade) Daniela Rojas Quintero (Team Leader - 9th Grade) Ricardo Acevedo (Team Leader - 10th Grade) Nely Montelongo (Team Leader - 11th Grade) Alondra Acosta (Team Leader - 12th Grade) Orinda De la Fuente Guerrero (Parent Representative) Patricia Camero (Community Representative)</p>	Aug-21	1. Parent Involvement Committee 2. Campus Culture
	Sep-21	1. Noche Mexicana - Family Involvement 2. Red Ribbon Week 3. Bullying Prevention Month 4. Core Value Awards 5. <u>Data Review</u>
	Oct-21	1. Food Can Drive 2. Data Review 3. Budget Review
	Nov-21	1. Toy Drive 2. Winter Celebration 3. Data Review
	Dec-21	1. Career Week 2. Data Review
	Jan-22	1. Coffee with Principal 2. Data Review
	Feb-22	1. Pennies for Patients 2. Data Review
	Mar-22	1. Spring Fling 2. Data Review 3. Campus Culture
	Apr-22	1. Motivation Week 2. Budget Review 3. Data Review
	May-22	1. EOY Celebrations 2. Royal Reader Celebration

IDEA Public Schools

IDEA College Prep Riverview

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 345,630.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 91,792.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 57,442.00

TOTAL \$ 5,814,668.00

IDEA Public Schools

IDEA College Prep Riverview

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	917	100%
At Risk	290	32%
SPED	56	6%
F.A.R.M	811	88%
ELL	288	31%
Male	467	51%
Female	450	49%
Amer. Indian	2	0%
Asian	2	0%
Black	40	4%
White	64	7%
Hispanic	801	87%

IDEA Public Schools

IDEA College Prep Riverview

Campus Committees	
English Language Arts	Math
Committee Chair(s): Kathya Gonzalez Committee Members: Katia Galvan Lizett Figueroa Judith Perez Emily Delgado Ben Melendez Jose Pereyra	Committee Chair(s): Abby Barrera Committee Members: Alexis Fruia Lopes Denise Hernandez Kimberly Teran Ricardo Acevedo Nely Montelonge Esmeralda Hernandez
Science	Social Studies
Committee Chair(s): Alondra Acosta Committee Members: Nancy Hernandez Guadalupe Duran Amanda Villarreal Daniela Rojas Quintero Juan Acosta Sandra Navarro Eithne McLane Valeria Castillo	Committee Chair(s): Manuel Gutierrez Committee Members: Kenia Arias Alfredo Martinez Paulina Rivera Martin Lopez Irma Gonzalez Garza Ana Ontiveros Oneida Balboa
Computer Science	Foreign Language
Committee Chair(s): Maren Fruia Committee Members: Daniel Rodriguez Yesenia Rodriguez	Committee Chair(s): Daniela Pizano Committee Members: Flor Aguilar Frida Arellano Itzel Vargas
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Adriana Ramos Committee Members: John Martinez (API) Gisela Delgado (API) Daniela Pizano (API)	Committee Chair(s): Astrid Tostado Committee Members: Carla Rios (DCC) Luis Baez (CC) Miriam Gerardo (CC) Rolando Salas (APO)
School Culture and Climate	Special Populations
Committee Chair(s): Adriana Ramos Committee Members: John Martinez (API) Gisela Delgado (API) Daniela Pizano (API)	Committee Chair(s): Mandy Schuster Committee Members: Brenda Hernandez Dean Garcia Stephanie Carlos John Martinez (API) Gisela Delgado (API) Daniela Pizano (API)

IDEA Public Schools

IDEA College Prep Riverview

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A All Subjects	Literacy Initiative	All	All	Instructional Coaches	8/10 - 5/31	Instructional Coaches	Teach Boost	STAAR Assessment
1A All Subjects	100% College Matriculation	All	All	DCC	8/10 - 5/31	College Counselors	Acceptance Letters	College Acceptance & Matriculation
1A All Subjects	Expressive Writing	All	All	Instructional Coaches	8/10 - 5/31	Instructional Coaches	Teach Boost	STAAR Assessment

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1A All Subjects	Instructional coaching on a weekly basis	All	All	Instructional Coaches	8/10 - 5/31	Instructional Coaches	Teach Boost	STAAR Assessment
1A ELA	AR Zone	All	All	AR Zone Facilitator	8/10 - 5/31	Instructional Coach	Progress Reports	STAR Assessment
1A All Subjects	Implement Inclusion and Content Mastery Support	All	SE	SPED Teacher	8/10 - 5/31	Teachers; SPED Dept	IEPs, Teacher Observations	STAAR Assessment
1A All Subjects	Increase vocabulary through various research-based strategies	S	All	All Teachers	8/10 - 5/31	Vocabulary Focus	Walk throughs, Word Walls, Lesson Plans	STAAR Assessment
2C	Reiterate the importance of coming to school through Parent Meeting	O	All	Principal & Assitant Principal of Operations	8/10 - 5/31	Texas State Law, Power Point Presentation	Attendance Reports	Attendance Reports
1E All Subjects	Academic Block twice daily for 6th - 8th	All	All	Instructional Coaches	8/10 - 5/31	Teachers; SPED Dept	Data Trackers	STAAR/EOC Assessment
1D - AP Classes	AP Differentiated Training & Coaching	AP All	All	AP Coaches & AP Teachers	8/10 - 5/31	College Board Resources	Rubrics & Trackers	AP Exams
1A - All	Implement Dual Coursework for T-STEM Students	All	All	T-STEM Director	8/10 - 5/31	OnRamps Curricula & Instructor	Trackers	OnRamps Final Grade
1E All Subjects	Summit K-12 for EL support	All	EL	Social-Emotional Counselor	8/10 - 5/31	Teachers; Summit k-12 Licences	Data Trackers	TELPAS
1E ELA	Catalyst	All	SE	Assistant Principal of Instruction	8/10 - 5/31	Teachers; SPED Dept	Data Trackers	STAAR/EOC Assessment
1E All Subjects	Fidelity to Conent Meetings for Vertically Aligned Curriculum	All	All	Instructional Coaches	8/10 - 5/31	Teachers; SPED Dept	Data Trackers	STAAR/EOC Assessment & AP Exams

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Robindale



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Robindale

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 IDEA Robindale Aviators are visionaries, improvers, and makers of change where change needs to be made. We see opportunity for learning and growth in every challenge and are moved to action by our courage, our convictions, and the steadfast belief that not only are we capable of making our world a better place but that we are responsible for doing so.

IDEA Public Schools

IDEA Academy Robindale

District Goals 2021-2022

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%
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- 2B. %Average Daily Attendance | # Average Daily Attendance: 97.50% | 48,817
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- 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

IDEA Public Schools

IDEA Academy Robindale

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Monica Araiza Lesly Cisneros Cristina Salinas Ulu Gil	Eliza Perez	Binaca Rubio Ashley Palacios Amanda Garcia Jessica Romo Veronica Martinez Cynthia Nevarez Sonia Avalos Edna Maldonado
Kindergarten	First Grade	Second Grade
Selina Loya Marissa Melguizo Vijay Kanuga Ana Andrade	Americo Paredes Johanna Barba Maria Parlatto Georgina Galvan	Allyson Garcia Vianka Vela Jessica Magallanes Ashley Lopez Karen Vasquez Marcela Salazar
Third Grade	Fourth Grade	Fifth Grade
Crytal Perez Marisol Hernandez Diana Hernandez Sandra Saldana	Alma Casas Alda Jimenez Koral Flores Erica Garza	
Physical Education		Key
Julian Trevino		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Robindale

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Kenia De Leon Cristina Aguilar Erika Rivera Samantha Alvarado Scarlett Miranda Rafael Diaz Erendira Gracia Gabriela Garza Dayra Quiroz Lilian Murillo Alejandra Monsivais Haley Villarreal Lyan Pedraza	Paulina Mendoza Andres Alaniz	Juan Gonzalez Basilia Saucedo Elias Leal Elaulia Alvarado Reynaldo Guerra Rosalinda Arriaga Ruben Martinez Eduardo Gonzalez Mauro Sanchez
Facilities Staff	Child Nutrition	Front Office Staff
Juan Gonzalez Elisa Alanis Jose Rangel Alma Villarreal Claudia Garcia	Antonio Agmed Gonzales Erika Torres Odilia Sanchez Maria Castillo Maria Blackcaller Zaida Medellin Alicia Salas Crisitna Castillo	Zulema Mora Roxanne Belmontes Victoria Trevino Lulu Pizana Michelle Hernandez Veronica Rodriguez

IDEA Public Schools

IDEA Academy Robindale

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/4/2021	Lesson Planning/Internalization	TWBAT complete the lesson planning/lesson internalization process.
8/17/2021	Gradual Release: I Do	TWBAT plan for "I Do" (model) portion of the lesson cycle.
9/7/2021	Gradual Release: We Do	TWBAT plan for the "We Do" (guided practice) portion of the lesson cycle.
9/21/2021	Gradual Release: You Do	TWBAT plan for "You Do" (independent practice) portion of the lesson cycle.
10/5/2021	Access	TWBAT plan for Access.
11/2/2021	Agressive Monitoring Part I	TWBAT aggressively monitor the quality of student work by creating a monitoring pathway and using an exemplar to plan checkpoints
11/30/2021	Aggressive Monitoring Part II	TWBAT aggressively monitor and respond to gaps in student work by providing quick effective feedback and tracking responses to identify trends
1/11/2022	SWAM	TWBAT analyze student work to identify gaps in learning/misconceptions and plan for re-teach.

Date	Session Title/Topic	Session Objective(s)
2/1/2022	TELPAS Overview	TWBAT describe the TELPAS assessment and its components and explain their role in the assessment
2/15/2022	TELPAS Calibration	TWBAT successfully complete TELPAS calibration in order to become a certified rater for the 2021-22 assessment cycle.
3/8/2022	STAAR Safety and Security	TWBAT explain the safety and security requirements and campus testing plan logistics.

IDEA Public Schools

IDEA Academy Robindale

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Monica Araiza, Principal Eliza Perez, School Counselor Sonia Avalos, Representative for RISE & SpEd Veronica Rodriguez, After School Site Coordinator Grade Level Team Leaders or representative Perla Cepeda, parent	9/14/2021	Fall Festival & Red Ribbon Week	
	10/12/2021	Veterans Day & Kindness Week	
	11/9/2021	Winter Festivities	
	12/7/2021	St. Valentine's Day Sweetheart Dinner & Dance & Charro	
	1/4/2022	Family Engagement Event for March	
	3/1/2022	End-of-Year Awards and Activities for Scholars	

IDEA Public Schools

IDEA Academy Robindale

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	\$220,474
164	State Compensatory	\$3,066,849
404	Accelerated Reader/Math	\$740,769
165	State Bilingual	\$101,856
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$198,543
212	Title I Migrant	
224	IDEA-B Formula	\$101,557
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$27,988

TOTAL \$ 4,458,036.00

IDEA Public Schools IDEA Academy Robindale

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	468	100%
At Risk	212	45%
SPED	52	11%
F.A.R.M	409	87%
ELL	191	41%
Male	221	47%
Female	247	53%
Amer. Indian	0	0%
Asian	3	1%
Black	2	0%
White	45	10%
Hispanic	418	89%

IDEA Public Schools

IDEA Academy Robindale

Campus Committees	
English Language Arts	Math
Committee Chair(s): Monica Araiza Committee Members: Ana Andrade Allyson Garcia Marisol Hernandez Crystal Perez	Committee Chair(s): Cristina Salinas Committee Members: Americo Paredes Vianka Vela Diana Hernandez
Science	Social Studies
Committee Chair(s): N/A Committee Members:	Committee Chair(s): N/A Committee Members:
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Diana Cavazos Committee Members: Amanda Garcia Gina Galvan Maria Parlatto Alda Jimenez	Committee Chair(s): Ulu Gil Committee Members: Sandra Saldana Paulina Mendoza Koral Flores Haley Villarreal
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Committee Chair(s): Lesly Cisneros Committee Members: Selina Loya Julian Trevino Vijay Kanuga Andres Alaniz	Committee Chair(s): Bianca Rubio Committee Members: Cynthia Nevarez Edna Maldonado Ashley Palacios Karen Vasquez

IDEA Public Schools

IDEA College Prep Robindale



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Robindale

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

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.

IDEA Public Schools

IDEA College Prep Robindale

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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- 3A. % of students with low socio-economic status: 80%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA College Prep Robindale

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Juana Ibarra-Principal		Cynthia Bochas-Interventionist
Angie Escamilla-Assistant Principal		Thalia Trevino-Interventionist
Nailea Manjarrez-Student Success Advisor		Isreal Arredondo-PE
Brenda Godinez-Administrative Assisstant		Cristina Torres-Sped Teacher
Veronica Rodriguez-Afterschool Coordinator		Marisol Perez-Sped Teacher
Jose Calvillo -TC		
Sixth Grade	Seventh Grade	Eighth Grade
Marissa Cepeda-Math	Sonia Martinez-Math	Patricia Torres-Alg 1
Vacancy	Cindy Mitchell-ELA	Rosario Johnson-ELA
Jacob Ahee-Science (6 and 7)	Erika Mejia-Social Studies (6 and 7)	Jessica Proa-Adv US History
		Monica Saldivar-Spanish
		Julia Cardenas (Pending hire)
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
		* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Robindale

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
	New Team & Family Welcome Event	
July 26-30, 2021	New Teacher Institute: Culture & Content	Get Better Faster - Management Trajectory
August 2-5, 2021	Grading Policy at IDEA	TWBAT to learn about grading policies to be able to apply on their gradebooks
August 2-5, 2021	Illuminate Training	TWBAT to learn how to create and use reports to review data
August 2-5, 2021	IEP Training / Internalization	TWBAT to read and internalize IEP's to ensure all sped students receive appropriate accommodations
August 2-5, 2021	Advancing on TCP Teacher Goal Setting	TWBAT set their 5 goals that will drive their instruction and actions
August 16, 2021	3A Unpacking Resources and Lead4ward Guides	TWBAT further unpack standards by utilizing Lead4ward Field Guides to apply in the creation of lesson plans
August 23, 2021	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
August 30, 2021	Accountable Talk	TWBAT learn about the benefits of accountable talk and will practice its implementation to apply in the classroom
September 13, 2021	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
September 20, 2021	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
September 30, 2021	Fall Festival Logistics	TWBAT learn about logistics and planning for this annual family event.

October 4, 2021	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 11, 2021	Off	
October 18, 2021	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
October 25, 2021	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 1, 2021	Aggressive Monitoring: Seating Charts and pathways	TWBAT to understand the importance of strategic seating charts to have affective pathways to provide with feedback.
November 8, 2021	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.
November 15, 2021	Winter Festival Logistics	TWBAT learn about logistics and planning for this annual family event.
November 29, 2021	Semester Exam Logistics	TWBAT about logistics of giving the SE that will prepare them for state exam to avoid any irregularities.
December 6, 2021	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 13, 2021	Create tutorial and remediation groups	TWBAT to work together to create tutorial and remediation needs based on most recent data
January 10, 2022	Trackers for mastery based in SE data	TWBAT to learn how to create trackers based in standards on SE.
January 10, 2022	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, 2022	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 24, 2022	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 31, 2022	2X2 Training	TWBAT to learn the second part of the SDC cycle and how this will impact their development and growth at IDEA

February 7, 2022	TELPAS Basic Training and TELPAS Calibration	TWBAT to receive and complete the basic training for TWBAT and calibration
February 14, 2022	TELPAS Verifying and finalizing	TWBAT verify and finalize TELPAS
	Step back	TWBAT to have a PTG and work as a group to determine course of action for identified areas of concern
February 28, 2022	Mock Exam Logistics	TWBAT about logistics of giving the Mock that will prepare them for state exam to avoid any irregularities.
March 8, 2022	Tracking towards mastery based in mock exam data and A rating	TWBAT to learn how to create trackers based in standards on Mock and 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
March 8, 2022	Reteaching plan based in mock exam data	TWBAT to work on the detailed reteaching plan for identified gaps in Mock exam data
March 21, 2022	Meeting to discuss tracker, advancement, and possible course of action	TWBAT meet and present their trackers and engage in mini OCS
March 28, 2022	STAAR Exam Logistics	TWBAT meet and present their trackers and engage in mini OCS
May 23, 2022	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

IDEA Public Schools
IDEA College Prep Robindale

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Juana Ibarra –Principal Administrative	24-Sep-21	<input type="checkbox"/> Independence Day (Mexico) <input type="checkbox"/> Grandparent's Day <input type="checkbox"/> Campus Safety Month <input type="checkbox"/> Family Event
Angie Escamilla-Assistant Principal Administrative	29-Oct-21	<input type="checkbox"/> Columbus Day <input type="checkbox"/> Halloween <input type="checkbox"/> Bullying Prevention Month <input type="checkbox"/> Boss's Day <input type="checkbox"/> Red Ribbon Week <input type="checkbox"/> Family Event <input type="checkbox"/> Q1 Awards
Nailea Manjarrez-Student Success Advisor Administrative	19-Nov-21	<input type="checkbox"/> Fall Festival <input type="checkbox"/> Thanksgiving Luncheon <input type="checkbox"/> Diabetes Awareness Month <input type="checkbox"/> Veteran's Day <input type="checkbox"/> Food Drive <input type="checkbox"/> Family Event
Ulu Gil- Assistant Principal of Operations Administrative	17-Dec-21	<input type="checkbox"/> Christmas Program <input type="checkbox"/> Christmas Class Celebration <input type="checkbox"/> Super Recruitment <input type="checkbox"/> Toy Drive <input type="checkbox"/> Food Drive <input type="checkbox"/> Book Fair <input type="checkbox"/> Family Event
Brenda Godinez- Parent Representative	21-Jan-22	<input type="checkbox"/> Martin Luther King Day <input type="checkbox"/> Culture Reset <input type="checkbox"/> Family Event <input type="checkbox"/> Q2 Awards
Brenda Hernandez-Parent Representative	18-Feb-22	<input type="checkbox"/> Special Olympics <input type="checkbox"/> Valentine's Day <input type="checkbox"/> Super Recruitment <input type="checkbox"/> Black History Month <input type="checkbox"/> President's Day <input type="checkbox"/> Flag Day <input type="checkbox"/> Charro days <input type="checkbox"/> IDEA's Lottery <input type="checkbox"/> Family Event
Erika Mejia-GLTL Teacher	25-Mar-22	<input type="checkbox"/> Dr. Suess Day <input type="checkbox"/> Q3 Awards <input type="checkbox"/> Spring Break <input type="checkbox"/> Health fair <input type="checkbox"/> Spring Festival <input type="checkbox"/> Book Fair <input type="checkbox"/> Family Event
Jaob Ahee-GLTL Teacher	22-Apr-22	<input type="checkbox"/> Autism Awareness Month <input type="checkbox"/> Family Event <input type="checkbox"/> Earth Day <input type="checkbox"/> Good Friday <input type="checkbox"/> Easter
Patricia Torres-GLTL Teacher	May 13, 2022	<input type="checkbox"/> Field Lesson <input type="checkbox"/> Memorial Day <input type="checkbox"/> Q4 Awards <input type="checkbox"/> EOY Celebration <input type="checkbox"/> Teacher Appreciation Week <input type="checkbox"/> Awards <input type="checkbox"/> Family Event <input type="checkbox"/> Cinco de Mayo <input type="checkbox"/> Mother's Day <input type="checkbox"/> Field Day <input type="checkbox"/> Field Lessons <input type="checkbox"/> Skin Cancer Awareness Month

IDEA Public Schools

IDEA College Prep Robindale

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	\$ 132,366.00
164	State Compensatory	\$ 1,841,249.00
404	Accelerated Reader/Math	\$ 444,737.00
165	State Bilingual	\$ 61,152.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 101,456.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 54,685.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 14,507.00

TOTAL \$ 2,650,152.00

IDEA Public Schools

IDEA College Prep Robindale

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	247	100%
At Risk	116	47%
SPED	28	11%
F.A.R.M	132	53%
ELL	66	27%
Male	117	47%
Female	130	53%
Amer. Indian	0	0%
Asian	1	0%
Black	0	0%
White	25	10%
Hispanic	222	90%

IDEA Public Schools

IDEA College Prep Robindale

Campus Committees	
English Language Arts	Math
Committee Chair(s): Rosario Johnson Committee Members: Marlen Espitia Cindy Mitchell	Committee Chair(s): Patricia Torres Committee Members: Marissa Cepeda Luna Sonia Martinez
Science	Social Studies
Committee Chair(s): Jacob Ahee Committee Members: Julia Cardenas	Committee Chair(s): Erika Mejia Committee Members: Jessica Proa
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Ulu Gil Committee Members: Angie Escamilla Brenda Godinez Juana Ibarra Nailea Manjarrez	Committee Chair(s): Nailea Manjarrez Committee Members: Ulu Gil
School Culture and Climate	Special Populations
Committee Chair(s): Angie Escamilla Committee Members: Juana Ibarra	Committee Chair(s): Nailea Manjarrez Committee Members: Juana Ibarra Angie Escamilla

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA Academy San Benito



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy San Benito

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 STEM Academy will have 100% of scholars prepared to go to and through college by empowering them with critical thinking and problem solving skills to produce successful life-long learners in and out of school

IDEA Public Schools

IDEA Academy San Benito

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy San Benito

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Christina Villarreal-Principal Jennifer Carrillo-Principal in Residence Erica Hite-Assistant Principal of Instruction Diana Naranjo-Assistant Principal of Instruction Dora Amaya-Academic Student Services Emilio Dominguez-Assistant Principal of Operation	Dora Amaya-Academic Counselor	Amanda Guzman-1st Science/SS Olga Handy-2nd Science/SS Cristina Parker-3rd Science/SS Desire Park-4th Science/SS Karla Rangel-5th Social Studies Elizabeth Doty-Reading Interventionist Rohanda Hernandez-Math Interventionist
Kindergarten	First Grade	Second Grade
Luana Hernandez Maria de Leon Maria Garza Alejandra Martinez	Jennessa Lopez Camilia Sosa Amy Amaya	Gilda Lire-Caldwell Melinda Gonzales Morelia Reyes Christen Lopez
Third Grade	Fourth Grade	Fifth Grade
Lynda Mandujano Mandy Eilts Sabrina Amaro	Claudia Cordon Lurae Caldwell Angelina Gonzales	Nancy del Angel Leticia de los Santos Zelete Zamora
Physical Education/Special Ed	Pre-K	Key
Andrew Ybarra-PE Lourdes Jimenez-Special Education Jaclynn Pope-Special Education	Laura Guerra Maria Barrientos	* - Bilingually Certified

IDEA Public Schools
IDEA Academy San Benito

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Kristin Quintanilla Anyssa Solorio Erika Mendez Yvonne Quintanilla Estela Mendez Susana Peralez Amanda Peralez Wosvaldo Salazar Rodolfo Rodriguez Ulises Amaro	Yvette Garcia Stephanie Gomez	Juan Gonzalez Fermin Nava Jose D. Cruz Blas Martinez Domingo Villarreal Sandra Trujillo Douglas Fiveash Elva Sotelo Jose Luis Rodriguez Jose Jesus Guillen Guillermo Yarritu Ernesto Salazar Samuel Nino Andres Ruis Claraence Sandiford Jose Israel Medina
Facilities Staff	Child Nutrition	Front Office Staff
Adan Saldivar Isidro Vallejo Armando Rodriguez Norma Hernandez Mauricio Robles Blanca Leija Maria Ofelia Banda	Yvonne Torres Juan Castillo Michael Hernandez Dinorah Barrientos Maria de la Garza Maria Garzoria Jose Guzman Yarelhi Molano Julieta Trujillo Dalia Vela Alma Flores Belinda Rivas Claudia Flandez Sonia Duran Elizabeth Garcia Leonel Garza Silvia Mendoza	America Perales-Receptionist Business Clerk-Vacant Cindy Martinez-Senior SIS Laura Escareno-Reistrar Jose Luis Flores-Enrollment Coordinator Juanita Ramos-Health Aide James Garcia-IT Tech Kurtis Sanchez-21st Century Coordinator Jordan Roney-Farmer

IDEA Public Schools

IDEA Academy San Benito

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
2-Aug-21	State of the School and Priorities for 2021-2022	Identify key areas of strength where we performed well as a campus last year and articulate our priorities for the 2021-2022 school year to continue to grow and get better.
2-Aug-21	Introduction to Core Values	Begin to internalize IDEA's new core values.
2-Aug-21	First Week of School Culture Camp	Explain the schedule for the first week of school and prepare/rehearse to deliver culture camp lessons.
3-Aug-21	BOY Operations Processes	Get an introduction to the ops team structure and review the tenets that guide the work in operations.
3-Aug-21	Attendance and Grading Processes	Review attendance and grading processes for in-person, synchronous, or asynchronous instruction
3-Aug-21	Student Arrival/Dismissal Expectations and Safe Transitions	Identify key safety supervision roles and responsibilities. Describe their specific role in the arrival and dismissal process.
4-Aug-21	Tech Training: 1:1 Technology Implementation	Set a vision for how student devices and instructional applications can be used to enrich their classroom.
5-Aug-21	Post Covid Classrooms: Creating Psychologically Safe Spaces	Identify their own emotional responses to returning to in-person learning and identify pathways to get support. Plan for school-wide and in-class supports for anticipated responses from students.

Date	Session Title/Topic	Session Objective(s)
5-Aug-21	Special Pops: Sped, 504, ELL	Participants will be aware of their EL, Sped, and 504 students and how best to serve them.
5-Aug-21	DI Backwards Planning	DI teachers and coteachers will backwards plan to ensure students meet end of year goals.
5-Aug-21	Analyzing STAAR Data to Create a Plan of Action	Teachers will be able to analyze data from STAAR to help them create a plan of action for their students.
5-Aug-21	SBA Behavior Management Plan	Staff will learn and be able to articulate the behavior management plan we will implement in 2021-2022 with real-life scenarios to practice.
6-Aug-21	Tech Training: Student Devices and Procedures	Implement best practices for using 1:1 student technology on campus.
6-Aug-21	Tech Training: Systems, Application, and Support	Access key staff systems and applications. Effectively utilize classroom technology devices.
19-Aug-21	Illuminate 101: Teacher Basics and Introduction to Teach Boost	Teacher will be able to access and utilize Illuminate to gather student data for assessments
26-Aug-21	Round 1 Goal Setting	Teachers will set their 5 smart goals for the 2021-2022 school year to drive their success.
2-Sep-21	Curriculum Night Overview	Staff will get key talking points for curriculum night with their students and parents.
15-Oct-21	Q1 Stepback/PTG	Grade Level leaders and Lead Team will reflect on Q1 successes and areas of growth to create a solution to improve outcomes in Q2.

Date	Session Title/Topic	Session Objective(s)
11-Nov-21	Dibels Training for Teachers	Teachers will learn how to access and use Dibels testing site for testing students.
16-Nov-21	Student Work Analysis Meetings 101 for Teachers	Teachers will be able to learn the key elements of how to do a student work analysis meeting and practice analyzing data to prepare for a meeting.
2-Dec-21	Independent Work Time Best Practices	Teachers and coteachers will be able to identify and implement the key ideas in providing high leverage independent practice for students.
3-Jan-22	Professional Development Day	Sessions TBD
14-Jan-22	Q2 Stepback/PTG	Grade Level leaders and Lead Team will reflect on Q1 successes and areas of growth to create a solution to improve outcomes in Q2.
2-Feb-22	Professional Development Day	Sessions TBD
1-Mar-22	STAAR Administrator Training	Teachers will learn expectations when administering STAAR assessment to students.
24-Mar-22	Aggressive Monitoring to Impact Student Learning	Teachers will learn and share best practices to implement aggressive monitoring to gather important data.
7-Apr-22	What does Mastery look like to be Most Effective?	Teachers will identify key factors for mastery machine to impact and move student achievement scores the most.
5-May-22	Welcome to IDEA Planning Session/Practice	Staff will practice and role play what WTI will look like for our parents in order to be prepared.

IDEA Public Schools

IDEA Academy San Benito

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Christina Villarreal-Principal Jennifer Carrillo-Principal in Residence Diana Naranjo-Assistant Principal of Instruction Erica Hite-Assistant Principal of Instruction Hope Hollenhead-Assistant Principal of Instruction Dora Amaya-Academic Counselor Emilio Dominguez-Assistant Principal of Operations Laura Guerra- PK Grade Level Leader Luana Hernandez-Kinder Grade Level Leader Jennessa Lopez-1st Grade Level Leader Gilda Lire-Caldwell-2nd Grade Level Leader Lynda Mandujano-3rd Grade Level Leader Lurae Caldwell-4th Grade Level Leader Nancy del Angel-5th Grade Level Leader Lourdes Jimenez-Rotations Grade Level Leader	3-Aug-21	1. Meet the Teacher 2. BOY Celebration for Students
	9-Sep-21	1. Fall Festival 2. Red Ribbon Week
	14-Oct-21	1. Quarter 1 PTG 2. Pumpkin Patch Project 3. Thanksgiving Luncheon for Students/Parents
	11-Nov-21	1. Holly Jolly Festival 2. Semester Exam Planning
	9-Dec-21	1. Christmas Gifts for Scholars 2. Backward planning for Quarters 3 and 4 in DI
	13-Jan-22	1. Quarter 2 PTG 2. Father/Daughter Dance
	10-Feb-22	1. Mock Exam Incentives/Testing Plan 2. Open House Ideas
	10-Mar-22	1. Family Picnic/Movie 2. Quarter 3 PTG
	14-Apr-22	1. EOY Celebration 2. EOY Awards Ceremonies 3. Royal Reader Celebration 4. Mother/Son Dance

IDEA Public Schools

IDEA Academy San Benito

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	\$ 297,517.00
164	State Compensatory	\$ 4,138,536.00
404	Accelerated Reader/Math	\$ 999,625.00
165	State Bilingual	\$ 137,449.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 372,814.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 68,356.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 42,642.00

TOTAL \$ 6,056,939.00

IDEA Public Schools IDEA Academy San Benito

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	884	100%
At Risk	367	42%
SPED	35	4%
F.A.R.M	761	86%
ELL	289	33%
Male	444	50%
Female	440	50%
Amer. Indian	1	0%
Asian	11	1%
Black	1	0%
White	58	7%
Hispanic	813	92%

IDEA Public Schools

IDEA Academy San Benito

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Lurae Caldwell	Committee Chair(s):	Nancy del Angel
Committee Members:	Mandy Eilts Sabrina Amaro Melinda Gonzalez Jenessa Lopez	Committee Members:	Morelia Reyes Claudia Cordon Rohanda Hernandez Christen Lopez
Science		Social Studies	
Committee Chair(s):	Letty de los Santos	Committee Chair(s):	Hope Hollenhead
Committee Members:	Cristina Parker Desire Park Olga Handy	Committee Members:	Karla Rangel Amanda Guzman
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Dora Amaya	Committee Chair(s):	Lynda Mandujano
Committee Members:	Diana Naranjo Maria de Leon Morelia Reyes Angelina Gonzales	Committee Members:	Maria Barrientos Camilia Sosa Amy Amaya Gilda Lire-Caldwell
School Culture and Climate		Special Populations	
Committee Chair(s):	Jennifer Carrillo	Committee Chair(s):	Lourdes Jimenez
Committee Members:	Laura Guerra Luana Hernandez Alejandra Martinez Zelete Zamora	Committee Members:	Jaclynn Pope Ulises Amaro Maria Garza

IDEA Public Schools

[Campus Name]

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Science and Social Studies will be implemented fully in Kinder-5th grades.	S	ALL	All Teachers and Admin	August 9-May 27	Science/Social Studies Curriculum	Lesson Plans and Teacher Observations	Unit Assessments
2B	Plan for safe back to in-person learning for all students.	O		APO, Lead Team, and All Teachers	August 9-May 27	GRPI and BOY Binder	Culture Observation Rounds	Culture Rating
2C	PWI Groups with New to IDEA students	O	ALL	Lead Team	August 9-May 27	Team Building Activities	Monthly Meetings	Panorama Family Survey
1E	Identify subpops at BOY to track daily and weekly progress	S and D	ALL	Teachers and Lead Team	August 9-May 27	List of all Subpops	Aggressive Monitoring Form	BWAs and Interim Assessments
2C	Implement Wonderful Wednesday calls to Parents	DR	ALL	All Teachers	August 9-May 27	Parent Phone Numbers	Parent Call Log	Panorama Family Survey

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Human/ Material/Fiscal	Documentation	Formative Evaluation
1H	Integrate Intervention with 3rd-5th graders reading 2 or more years below grade level	RR	ALL	Hope Hollenhead and Erica Hite	August 9-May 27	Decoding	Teacher Observation, DI Data Call	Renstar Testing
1E	Implement a literature based approach in 3rd-5th grade and eliminate STAAR passages as main modality of instruction	S	ALL	Jennifer Carrillo and Hope Hollenhead	August 9-May 27	Books for scholars, PD for teachers in the summer and ongoing	Lesson Plans and Teacher Observations	Interim Assessments and Biweekly Assessments
1E	Support all 1st-5th grade scholars in becoming word masters	RR	ALL	AR facilitator and reading teachers	August 9-May 27	myon	RR records, teacher observations	assessments and AR quizzes
2B	Create attendance incentives on a weekly, monthly and quarterly basis	O	ALL	Administrators and grade level leaders	August 9-May 27	scholar incentives	Attendance records	EOY attendance
2A	Implement monthly and quarterly employee incentives and appreciation items	O	ALL	Administrators	August 9-May 27	appreciation incentives	monthly org health surveys	Org health survey
1G	Track DI data weekly through weekly targets and backwards plan	D	ALL	ALL teachers and APIs	August 9-May 27	DI Online	Lesson Progress on DI online	PTG Quarterly and EOY DI Results
1E	Provide 1 to 1 technology for all students	O	ALL	Business Clerk and IT tech	August 9-May 27	Student Technology	Asset Panda	Asset Panda

IDEA Public Schools

IDEA College Prep San Benito



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep San Benito

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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 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.

IDEA Public Schools

IDEA College Prep San Benito

District Goals 2021-2022

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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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
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- 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

IDEA Public Schools

IDEA College Prep San Benito

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Principal: Carrie Saucedo API's: Carla Pereira and Moriah Jones APO: Jose Luis Lopez	DCC: Casey Theivagt CC's: Samantha Tapia and Erika Rodriguez School Counselor: Janette Loftis SSA: Rosalinda Morales	Computer Science: Jaime Mireles Biomedical: Christopher Brotzman Gonzales and Jessica Garza Interventionist: Daniel Nieto RTTC/ACT: Anna Arenas, Alysondra Mesa and Jessica Mason Theater Arts: Elias Benavides Spanish: Alma Garza, Vanessa Canto and Adan Duarte
Sixth Grade	Seventh Grade	Eighth Grade
ELA: Vacancy Math: Gisell Vasquez Humanities; Bianca Rodriguez Science: Noe Cordero	ELA: Samantha Hilton Math: Kendra Barrientos Humanities; Bianca Rodriguez Science: Noe Cordero	ELA: Alvaro Pulido Algebra I: Juan Villela Humanities: Alonzo Hernandez Science: Bree Sharpe
Ninth Grade	Tenth Grade	Eleventh Grade
English I: Francisco Martinez Gemoetry: Delia Moreno Human Geo: Osmara Garcia Chemistry: Sergio Blackaller	English II: Rachel Gonzales Algebra II: Hannah Loya Mayorga World History: Michael Salinas Physics: Roel Lopez	AP Eng. Lang: Priscilla Torres Pre-Cal: Basilio Pesina AP US History: Priscilla Quintanilla AP Environmental Sci: Nick Loftis
Twelfth Grade	Physical Education	SPED
AP Eng. Lit: Ciera Smith AP Stats: Veronica Flores AP Govt./MicroEconomics: Roberto Diaz AP Biology: Ivan Rivas*	Gilberto Puente Marivel Alejandro	Hilda Briones* William Cole Pierce Adrianna Rodriguez Cristina Rocha

| * - Bilingually Certified |

IDEA Public Schools
IDEA College Prep San Benito

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
RISE: Idania Molano RISE: Kimberly Solis DI: Carolina Lopez PE: Rene Pena	AR: Yazmin Reyna ILearning: Vacancy	Juan Gonzalez, Campus Transportation Manager Fermin Nava, Assist. CTM Jose D. Cruz Blas Martinez Domingo Villarreal Sandra Trujillo Douglas Fiveash Elva Sotelo Jose Luis Rordiguez Jose Jesus Guillen Guillermo Yarritu Jose Israel Medina Ernesto Salazar Samuel Nino Claraence Sandiford Andres Ruis
Facilities Staff	Child Nutrition	Front Office
Adan Saldivar, Facilities Manager Isidro Vallejo Armando Rodriguez Norma Hernandez Mauricio Robles Blanca Leija Maria Ofelia Banda	Yvonne Torres, Cafeteria Manager Juan Castillo, Assistant CM Michael Hernandez. Assistant CM Dinorah Barrientos Maria De La Garza Maria Garzoria Jose Guzman Yarelhi Molano Julieta Trujillo Dalia Vela Alma Flores Belinda Rivas Claudia Flandes Sonia Duran	America Peralez, Receptionist Vacancy, Business Clerk Cindy Martinez, SIS Laura Escareno, Registrar Vacancy, Enrollment Coordinator Juanita Ramos, Health Aid James Garcia, IT Tech Kurtis Sanchez, 21st Century Coordinator Priscilla Carbajal, Farmer Vacancy, Testing Coordinator

IDEA Public Schools
IDEA College Prep San Benito

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
August 2-7	BOY PD	See BOY PD Schedule
2-Aug	Vision, 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	Teachers will understand and practice how to submit lesson plans. Teachers will have time to upload lesson plans.
September	Discipline Matrix	Teachers will understand key aspects of lesson planning and practice how to submit lesson plans.
September	Grades and On Track to Graduate	Teachers will understand the importance of grades, and our protocols for grade submissions. OTG task force will present guidelines for students failing and recovery efforts that must be afforded to students.
October	College Identity and Importance of T1/T2	DCC will lead staff development on the power of a college education and the importance of T1/T2 institutions as well as their role as an educator working with students.
October	Staff Development Cycle	Staff will understand the staff development cycle and how to access resources: goal setting, 2x2 and APR.
November	STAAR/AP Blueprints and Objective Unpacking	Teachers will access curriculum material that will allow them to unpack objectives and align instruction and assessments.

Date	Session Title/Topic	Session Objective(s)
January	Bullying Prevention	Teachers will understand and practice procedures for preventing, documenting and responding to bullying.
January	STAAR/AP Tutoring Plans	Teachers will work as teams to create tutoring plans based on Mock exam scores, assign students to groups, identify master tutors and utilize aligned resources to optimize practice and feedback.
February	Engaging Reviews	Teachers will design reviews that are engaging and impactful using best practices from lead4ward.
March	Assessments and Accommodations	Teachers will review student accommodations and ensure their instruction and assessments are meeting students' needs.
March	TELPAS Best Practices	During TELPAS Thursdays, teachers will review student work, implement ELPS in instruction, and ensure rater reliability for TELPAS.
April	OTG and LOC Meetings	Teachers will prepare for and schedule Loss of Credit meetings for students of concern.
May	Hand-off Trackers	Teachers will prepare trackers and rosters to hand-off to the next grade level.

IDEA Public Schools

IDEA College Prep San Benito

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Carrie Saucedo, Principal Casey Theivagt, DCC Christopher Brotzman, CTE teacher Nick Loftis, Science Teacher Bianca Rodriguez, Humanities Teacher Anita Hohnadel, Parent	7-Sep-21	Community Engagement
	5-Oct-21	Campus Safety
	2-Nov-21	Health and Wellness Initiatives
	7-Dec-21	Community and Professional partnerships
	11-Jan-22	STEM programs
	8-Feb-22	College and Career Readiness
	8-Mar-22	2022-23 Calendar and Staff Training
	5-Apr-22	Recruitment and enrollment updates
	3-May-22	Graduation and matriculation updates

IDEA Public Schools

IDEA College Prep San Benito

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 309,222.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 74,215.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 29,307.00

TOTAL \$ 5,732,548.00

IDEA Public Schools

IDEA College Prep San Benito

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	758	100%
At Risk	366	48%
SPED	38	5%
F.A.R.M	644	85%
ELL	199	26%
Male	383	51%
Female	375	49%
Amer. Indian	1	0%
Asian	7	1%
Black	3	0%
White	31	4%
Hispanic	716	94%

IDEA Public Schools

IDEA College Prep San Benito

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Rachel Gonzales	Committee Chair(s):	Delia Moreno
Committee Members:	Vacancy Samantha Hilton Alvaro Pulido Francisco Martinez Priscilla Torres Ciera Smith	Committee Members:	Gisell Vasquez Kendra Barrientos Juan Villela Hannah Loya Mayorga Basilio Pesina Veronica Flores
	6th 7th 8th English I AP English Lang. AP English Lit		6th 7th Algebra I Algebra II Pre-Cal AP Statistics
Science		Social Studies	
Committee Chair(s):	Nick Loftis	Committee Chair(s):	Roberto Diaz
Committee Members:	Noe Cordero Bree Sharpe Sergio Blackaller Roel Lopez Ivan Rivas	Committee Members:	Bianca Rodriguez Alonzo Hernandez Osmara Garcia Michael Salinas Priscilla Quintanilla
	6th and 7th Biology Chemistry Physics AP Biology		6th and 7th 8th AP Human Geo AP World History AP US History
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Carrie Saucedo	Committee Chair(s):	Rosalinda Morales
Committee Members:	Melissa Trevino Janette Loftis Moriah Jones	Committee Members:	Janette Loftis Jose Luis Lopez
School Culture and Climate		Special Populations	
Committee Chair(s):	Carla Pereira	Committee Chair(s):	Hilda Briones
Committee Members:	Ivan Rivas Priscilla Torres Roel Lopez Sergio Blackaller Juan Villela Gisell Vasquez	Committee Members:	Cole Pierce Adrianna Rodriguez Cristina Rocha Daniel Nieto

IDEA Public Schools

IDEA College Prep San Benito

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Early intervention with OTG concerns and academic accountability	O	All	Erika Rodriguez, GLL's and API's	August 9-May 27	OTG tracker, OTG task force	Grade reports and tactical data deck	OTG quarterly reports and # of students being retained
1A	Develop college identity in middle school through proactive touchpoints with CC's	O	All	Casey Theivagt	August 9-May 27	CC scope and sequence for MS	Attendance and surveys for sessions	HS transition attendance and persistence numbers
2A,B,C	Safe transition back to in-person learning	DR	All	Carrie Saucedo and Jose Luis Lopez	July 6- October 15	deliverables, tasks, campus safety	BOY PD sessions	and healthy; attendance rates
2B,C	SEL/CCR implementation during academic block, differentiated to meet students' needs	DR	All	Janette Loftis and Erika Rodriguez	August 9-May 27	and sequence and Move your World	through/coaching/observations	Attendance, persistence and discipline reports
1E	Updated intervention plan to include students who did not pass STAAR in 2021	S	ELL/S	Carla Pereira	August 9-May 27	Training and implementation plan	GRPI and schedule/tracker	STAAR and STAR scores/growth

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2B	Training and implementation on REMIND as school's communication system	O	All	Emilio Dominguez	July 6-May 25	PowerSchool and BOY training on	All grade teams using REMIND	Parent survey
2B,C	Family engagement activities calendared, planned and communicated throughout school year	O	All	Rosalinda Morales	August 9-May 27	time, budget for decorations, awards	Attendance and surveys for sessions	Persistence and attendance numbers
1D	AP Scholars GRPI and tracking	AP	All	Moriah Jones	August 9-May 27	teacher/leader investment.	GRPI and schedule/tracker	AP scores and increase in AP Scholars
1D	Training for AP teachers	AP	All	Moriah Jones	Summer 2021	teacher/leader investment.	GRPI and schedule/tracker	AP scores and increase in AP Scholars
1I	Content support for ACT prep	A	All	Samantha Tapia	September 3-May 25	resources, data tracking	ACT prep GRPI	ACT scores increase

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy San Juan



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy San Juan

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 San Juan mission is to provide a learning environment in which faculty, staff and students can discover, examine critically, preserve and transmit the knowledge, wisdom and values that will help ensure the survival of this and future generations and improve the quality of life for all. The school community seeks to help students to develop an understanding and appreciation for the complex cultural and physical worlds in which they live and to realize their highest potential of intellectual, physical and human development.

IDEA Public Schools

IDEA Academy San Juan

District Goals 2021-2022

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IDEA Public Schools

IDEA Academy San Juan

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Melissa Finch-Principal Susan Garza-API Aracely Villarreal-API Julie Mock-API Juan Torres-APO	Vanessa Castro-AC	Roslinda Alvarez-Interventionist Ernestina Adame-Interventionist Jesus Alanis-Interventionist Arantza Solano -Interventionist Adriana Guzman - Interventionist
Kindergarten	First Grade	Second Grade
Zayra Pequeno Sarah Alvarado Monica Gonzalez Vivian Reyes	Adriana Guzman Erica Benitez Victoria Cano- Gonzalez Daniel Medrano	Krystal De La Garza Jessica Gomez Linda Ramos Dina Espinoza
Third Grade	Fourth Grade	Fifth Grade
Khrystina Castillo April Beltran Bisruti Bhatta Amanda Rios	Brittany Castro Dianey Veliz Claudia Vasquez Taylor Cole	Efren Trevino Adan Karr Debby Tapia Magdalena Veliz
Physical Education		Key
Gregorio Gutierrez		* - Bilingually Certified

IDEA Public Schools

IDEA Academy San Juan

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Isabel Nieto-Kinder Elsa Benavidez-Kinder Jennifer Alvarez - Kinder Jolissa Arrelano - Kinder Clarissa Guerra - 1st Jackie Oedraza - 1st Joel Ward - 2nd Martin Gomez - AR Robert Arellano-ILHS Maritza Mercado - RISE Justin Ramos - RISE Dalia Dimunguez - 1st Yessica Sierra-PrK CoT Monique Gonzalez- PK	Deanna Morin-Admin Asst San Juanita Puga-Testing Coordinator Dina Ivey-Business Clerk Maria Gutierrez - SIS Vacancy -Health Aide Elva Ramirez-21st Century Coordinator Gladys Luna-Lunch Monitor Edith Moya-Lunch Monitor Vacancy -Lunch Monitor Myrium Puente-Lunch Monitor	Gerardo Leyva-Transportation Manager
Facilities Staff	Child Nutrition	Front Office Staff
Paul Closner-Facilities Manager Guadalupe Trevino Michael Salinas Leticia Gomez	Sonia Perea-CNP Manager Randy Rodriguez-Asst. Manager Rosa Nelly Garza Lizbeth Rodriguez Roel Tover Esmeralda Rangel Eva Vergil Ruth Villafuerte	vacancy

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
August	Guidepost 1 - Goals and TRACKING	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: SDC Goal Setting Complete, Goals posted in the classroom, Goal tracker posted on door, Electronic tracker utilized with fidelity, Weekly student goals documented and goal setting Fridays are consistent and tracked, Student work organized and available for review, portfolios started with August tests, BOY results and student picks filed. Exceptional: 100% of students have 100% of days tracked and 100% of weekly goal reflections complete. (studnet level and campus level trackers @ 100%)
September	Guidepost 2 - Culture	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: Students are using accountable talk in the classroom 100% of the time, teacher provides a daily objective and HOOK that builds upon the MISSION of COLLEGE for ALL children as well as the contents real world application, teacher knows specifics likes and dislikes of all homeroom students and is working towards 50% of studnets in the grade level, teacher consistently provides written feedback in the form of planner notes, grades and verbal praise and push for rigor. Teacher knows how to de-escalate and restore relationships with students that need to buikd behavioral skills. Exceptional: Zero referrals, Zero leavers and 98% + ADA.
October	Guidepost 3 - Lesson Planning	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: Unpacked standards weekly - KDA format.

November	Guidepost 3 - Lesson Planning	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: KDA format plus studnet level exemplars, with identified possible misconceptions, and added opportunities for differentiation.
December	Differentiation occurs here. Continue to proficiency on LPs, those at proficient will begin Guidepost 4 Lesson Delivery.	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: If proficent above move to Objective and HOOK both college level and content application.
January	Reset after Christmas Break - Guidepost 2 - Campus Culture and Guidepost 6 - Core Values	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: <u>Compliance in the CAMPUS BIG TEN.</u>
February	Guidepost 4 - Lesson Delivery	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: <u>Teacher talk ration MAX 80:20. Student oppornunties to read, write and respond</u>
March	Guidepost 5 - Remediation	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: <u>codes, mastery benchmarks, small group and reteach/reassess block.</u>
April	Guidepost 5 - Remediation	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: <u>MAsterv Machine @ 100%</u>
May	Guidepost 1 - Goals linked to STAAR and CORE VALUES	Teacher will be able to unpack and internalize the components of this Guidepost. Evidence of proficiency in the GUIDEPOST will be documented in TEACHBOOST. Teachers not showing proficiency in the GUIDEPOST will be offered individualized support throughout each month. Look For: <u>Growth Mindset</u>

IDEA Public Schools
IDEA Academy San Juan

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Melissa Finch (Principal) Vanessa Castro (Academic Counselor) Aracely Villarreal (API) Susan Garza (API) Julie Mock (API) Juan Torres (APO) Jessica Lozano (PK GTL) Zayra Pequeno (K GTL) Victoria Cano (1st GTL) Krystal De la Garza (2nd GTL) Khrystina Castillo (3rd GTL) Dianey Veliz (4th GTL) Adan Karr (5th GTL)	Last Friday of September	ADA, Persistence, Culture, PTG (running)
	Last Friday of October	ADA, Persistence, Culture, PTG (running)
	Last Friday of November	ADA, Persistence, Culture, PTG (running)
	Last Friday of January	ADA, Persistence, Culture, PTG (running)
	Last Friday of February	ADA, Persistence, Culture, PTG (running)
	Last Friday of March	ADA, Persistence, Culture, PTG (running)
	Last Friday of April	ADA, Persistence, Culture, PTG (running)
	Teacher Workday EOY	Rosters and Coding

<ul style="list-style-type: none"> • Parent Involvement Committee Meeting • Culture • Academics Expectations • Granola for Grandparents • Data Review
<ul style="list-style-type: none"> • Make a Difference Week • Red Ribbon Week • Core Value Awards • San Juan Winter Parade • Book Character Dress Up • Bully Prevention Month • Quarter 1 Awards • Data Review
<ul style="list-style-type: none"> • Can drive • Friends Day Project • Sports Day with Dad • PTG Meetings • Data Review
<ul style="list-style-type: none"> • Toy Drive • Scholastic Book Fair • Spring celebration for students & staff • Data review
<ul style="list-style-type: none"> • Quarter Awards • Career week • Field Lessons (5th Grade) • Parent Info Session • Data Review

IDEA Public Schools

IDEA Academy San Juan

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	\$	-
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 Public Schools

IDEA Academy San Juan

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment		100%
At Risk		#DIV/0!
SPED		#DIV/0!
F.A.R.M		#DIV/0!
ELL		#DIV/0!
Male		#DIV/0!
Female		#DIV/0!
Amer. Indian		#DIV/0!
Asian		#DIV/0!
Black		#DIV/0!
White		#DIV/0!
Hispanic		#DIV/0!

IDEA Public Schools

IDEA Academy San Juan

Campus Committees	
English Language Arts	Math
Committee Chair(s): Julie Mock Committee Members: Zayra Pequeno Victoria Cano Adan Karr Dianey Veliz	Committee Chair(s): Aracely Villarreal Committee Members: Debby Tapia Bistruti Bhatta Linda Ramos Robert Arellano
Science	Social Studies
Committee Chair(s): Efren Trevino Committee Members: Taylor Cole Yessica Sierra Greg Gutierrez	Committee Chair(s): NA Committee Members: Did not have this course of
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Deanna Morin Committee Members: Sarah Alvarado Dina Espinoza Alyssa Salas Brenda Banda	Committee Chair(s): Vanessa Castro Committee Members: San Juanita Puga Jen Alvarez Vivian Reyes Jessica Lozano Khrystina Castillo
School Culture and Climate	Special Populations
Committee Chair(s): Susan Garza Committee Members: Monica Gonzalez Cassandra Rodriguez Erica Benitez Claudia Vasquez April Beltran	Committee Chair(s): Melissa Finch Committee Members: Jackie Pedraza Ruth Bernal Rosie Alvarez Jesus Alanis

IDEA Public Schools								
Idea Academy San Juan								
Campus SAIP Initiatives								
New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E. Earned State Rating: A	- 100% of teachers proficient on GET milestones. - Leader preparation, training and support. - Quality instruction targeting all populations - Quality training for staff	S	ALL	All staff	Year Round	PD, standards maps, HUB	Accountability ratings	STAAR MM UE EOM
1G. % of 2nd Students End The Year On/Above Grade Level in Reading (Year 2+ Campuses): 90%	- 100% of teachers proficient on GET milestones. - Leader preparation, training and support. - Quality instruction targeting all populations - Quality training for staff	D	ALL	Susan Garza API, Interventionists, 2nd grade teachers	Year Round	PD, standards maps, HUB	LPS,STS,DIBELS	STAAR MM UE EOM
1H. % of students in CSI achieve 2 years growth in Reading Math (measured by Ren STAR) 50% 60%	- 100% of teachers proficient on GET milestones. - Leader preparation, training and support. - Quality instruction targeting all populations - Quality training for staff	L	AR	Aracely Villarreal API, Rosie Alvarez CSI Point Person, Julie Mock API, CSI	Year Round	PD, standards maps, HUB	BOY,MOY,EOY REN STAR	STAAR MM UE EOM
2B. %Average Daily Attendance # Average Daily Attendance: 97.50% 48,817	- 100% of teachers proficient on GET milestones. - Leader preparation, training and support. - Quality instruction targeting all populations - Quality training for staff	O	ALL	All staff - APO	Year Round	PD, standards maps, HUB	POWERSCHOOL	STAAR MM UE EOM
2C. Student Persistence: 90%	- 100% of teachers proficient on GET milestones. - Leader preparation, training and support.	DR	ALL	All staff _ AC	Year Round	PD, standards maps, HUB	Referrals, transfers,	STAAR MM UE EOM
2C, 2D	Make home visits for students who have three or more absences within a 4 week period or 10 absences for the year	O	ALL	Principal, APO, SIS/Reigstrar, AC	year Round	Van, Google Maps, Staff	ADA, persistence	ADA and Persistence %

Continuing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E. Earned State Rating: A	Using the Standards as the guide for rigorous instruction	S	all	Api, teachers and consultants	August 2 - June 1 2022	Lead4WARD, pd, Heatmapping	tracking and lesson plans	STAAR MM UE EOM
1E. Earned State Rating: A	• Spelling words for homework weekly (sight words)		all	Api, teachers and consultants	August 2 - June 1 2022	Sight word lists, journals	journals, lesson plans, tracking,	STAAR MM UE EOM
1E. Earned State Rating: A	• Fluency development continued in STAAR grades		all	Api, teachers and consultants	August 2 - June 1 2022	Fluncy trials, books, trackers	journals, lesson plans, tracking,	STAAR MM UE EOM
1E. Earned State Rating: A	• PD on differentiated instruction.		all	Api, teachers and consultants and HQ	August 2 - June 1 2022	PD, standards maps, HUB	PD agendas	STAAR MM UE EOM
1E. Earned State Rating: A	• Book studies conducted in upper grades.		all	Api, teachers and consultants and HQ	August 2 - June 1 2022	Book, standards maps, HUB	journals, lesson plans, tracking, planners	STAAR MM UE EOM
1E. Earned State Rating: A	• Reflection journals will be used by students twice a week in every subject to prepare for TELPAS.		all	Api, teachers and consultants and HQ	August 2 - June 1 2022	For TELPLASS, journals	journals, lesson plans, tracking, planners	STAAR MM UE EOM
1E. Earned State Rating: A	• Homeroom teacher will be held accountable for AR goals (weekly points earned and percentage) of their students.		all	Api, teachers and consultants and HQ	August 2 - June 1 2022	Weekly points earned and percentage) of their student roster, journals	tracking and lesson plans	STAAR MM UE EOM
1E. Earned State Rating: A	• Every classroom will have a classroom library with varied genres.		all	Api, teachers and consultants and HQ	August 2 - June 1 2022	Varied genres, books, cabinets, trackers	books AR data repts % fiction non fiction	STAAR MM UE EOM
1E. Earned State Rating: A	• SIOP strategies practiced in every classroom to assist ELLs		all	Api, teachers and consultants and HQ	August 2 - June 1 2022	SIOP flipbooks, PD	student work	STAAR MM UE EOM
1A Math	Supplement the District Math Program with additional math experiences to increase math computation skills and problem solving strategies appropriate to grade level through: Homework (K-5th) Peer/student tutoring (PK-5th) Mini-Camps (2nd-5th) Afterschool tutorials (2nd-5th)	S	ALL	Teachers, Interventionists, Administration	August 2 - June 1 2022	HUB, Extra duty pay	Lesson plans	STAAR MM UE EOM

1A Science	Conduct Saturday Science camps to give students hands-on learning opportunities in Science	S	ALL	Teachers, Administration	August 2 - June 1 2022	HUB, Extra duty pay	Lesson plans	STAAR MM UE EOM
1A Science	Provide ELL's additional vocabulary and visual support for science by using ScienceSaurus	S	ELL	Science Teachers, Administration	August 2 - June 1 2022	Textbooks	Textbooks and jo	STAAR MM UE EOM
1A Writing	Conduct Saturday Writing camps to give students hands-on learning opportunities in Writing	S	ALL	Teachers, Administration	August 2 - June 1 2022	HUB, Extra duty pay	Lesson plans	STAAR MM UE EOM
1A, 2A	Implement content mastery with selected Resource students	S	SE	Administration, Resource Teacher	August 2 - June 1 2022	Teacher Scheduling	Lesson plans	STAAR MM UE EOM
1A, 1E	Conduct weekly observations and data conversations with instructional staff to increase effectiveness of	S	ALL	Administration	August 2 - June 1 2022	Teacher Scheduling	SWAM	STAAR MM UE EOM
2A, 2B, 2E	Provide training on calendars and organizational system to help support teacher retention and effectiveness	S	ALL	Administration	August 2 - June 1 2022	Outlook Calendar APP, PD and tracking	PD agendas	STAAR MM UE EOM
2e	Genre specific class library	o	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	Books, shelves, HUB, MYON, AR.	AR reports % fiction, non-fiction	AR data report
2e	HMRM teacher tracks AR goals	rr	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	Books, shelves, HUB, MYON, AR.	AR reports % fiction, non-fiction	AR data report
2e	Fluency development DEAR and timed trials	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	Books, shelves, HUB, MYON, AR.	timed trials	DI Mastery, STAAR, BWA, IA, MOCKS
2e	Vertical Alignment meetings weekly	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	content leads, consultant access, graphci organizers	agendas, GET ratings, Lesson plans	DI Mastery, STAAR, BWA, IA, MOCKS
1a	Daily writing opportunities PK-5 as part of the MM	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	planners and portfolios	portfolios	DI Mastery, STAAR, BWA, IA, MOCKS
1a	Weekly writing opportunities PK-5 as part of goal setting and goal reflection Fridays	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	planners and portfolios	portfolios and planners	DI Mastery, STAAR, BWA, IA, MOCKS
1a	Systems of accountability for daily exit ticket tracking	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	APIs, data boards, calendars	trackers	DI Mastery, STAAR, BWA, IA, MOCKS

1a	Exit ticket and adata tracking by sub population	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	APIS, data boards, calendars	trackers	DI Mastery, STAAR, BWA, IA, MOCKS
1a	Visible data boards (doors, hall and offices)	s	All	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	APIS, data boards, calendars	trackers	DI Mastery, STAAR, BWA, IA, MOCKS
1F	Homework is prescriptive and aligned to DI	O	ALL	Interventionist, API's Teachers, Nifdi	August 2021 - June 2022	NIFDI Resources	Lesson Plans, Observations, Student Content Trackers, Exit Ticket Trackers	PSS Report, DI Online, Benchmark
1F	Hands on resources aligned with DI	O	ALL	Interventionist, API's Teachers, Nifdi	August 2021 - June 2022	NIFDI Resources	Lesson Plans, Observations, Student Content Trackers, Exit Ticket Trackers	PSS Report, DI Online, Benchmark
1F	DI Data is used to identify students in need and provide intervention	o	ALL	Interventionist, API's Teachers, Nifdi	August 2021 - June 2022	NIFDI Resources	Lesson Plans, Observations, Student Content Trackers, Exit Ticket Trackers	PSS Report, DI Online, Benchmark
1F	Ensure BOY placement is accurate	O	ALL	Interventionist, API's Teachers	August 2021 - June 2022	NIFDI Resources	Lesson Plans, Observations, Student Content Trackers, Exit Ticket Trackers	DI Placement Testing
1E	Balanced Literacy in STAAR grade levels	s	all	Teachers, APIS, Intervention, Hybrid team, administration	August 2021 - June 2022	HUB, DMR consultancy	Lesson Plans, Observations, Student Content Trackers, Exit Ticket Trackers	STAAR BWA IA MOCK UE internal assessments daily Ets
2E,2B	Fly a kite with Parents PK/K	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan, ADA	Persistence Report, ADA

2E,2B	Pizza Patrol for Perfect attendance all	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Thanksgiving lunch with Parents all	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Involving families with Special Olympics RISE+	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Report card night every quarter	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Parent weekly SMORES	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Weekly call to parents NTI	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	School messenger (about important dates/ information)	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Sports day with dad	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Concierge family service	o	NTI	Administration	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Muffins with mom	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Grandparents day	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Family Night at Peter Piper	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Dr. Seuss Week activities after school for parents to come and celebrate Read Across America with their child	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA

2E,2B	Open house to display students work	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Pre-Kinder Culture Camp	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	All students culture camp	o	All	Teachers, APIS, Hybrid team, administration	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
2E,2B	Meet the Teacher Night	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan,ADA	Persistence Report, ADA
3B	Peter Piper Pizza	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan	Persistence Report
3B	Summer Vaccination Clinic @ College Prep	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan	Persistence Report
3B	Family Surveys	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan	Persistence Report
3B	Summer Townhalls Joined with College Prep	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan	Persistence Report
3B	Coffee with the Principal	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan	Persistence Report
3B	Post Cards / Mailers	O	ALL	Teachers , API's, AC	August 2021 - June 2022	Dif. Items for Events, Social Media	Persistence Plan	Persistence Report
2A	Grade team leader will be first point of contact for teachers – this will help make hierarchy more fluid	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	adA and Persistence %
2A	Grade Team Leader Swag	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION

2A	Personal phone call	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	ADA and Persistence %
2A	Welcome Letter and BOY PD one pager	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION
2A	Schedule Classroom Observations	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION
2A	Registration Recruitment	O	ALL	Teachers , API's	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	ADA and Persistence %
2A	Teacher Weekly (Training Calendar)	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION
2A	Staff Bios / Surveys	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION
2A	IDEA T-Shirts	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION
2A	All Staff Summer Reading Book Club (Teach Like A Champion)	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION
2A	Teacher Bi-Weekly	O		Teachers , API's, AC	August 2021 - June 2022	Strength Interviews, Team builders, GPTW	GPTW	TEACHER RETENTION

IDEA Public Schools

IDEA College Prep San Juan



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep San Juan

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.

IDEA Public Schools

IDEA College Prep San Juan

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep San Juan

Professional Campus Staff 2021-2022

Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Lindsey Campbell, Principal 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 Cassandra Rodriguez College Counselor Alexandra Campos, College Counselor Marie Gonzalez, Academic Counselor Ruth Perozo Rosado, Testing Coordinator	Kevin Gamas, Art Cristina Correa, Art Maria Chavez, Technology Janett Landeros, Technology Itzbi Mendoza, AP Spanish Language Aylem Navarro, AP Spanish Literature Elena Andino, Pre-AP Spanish I, II, III David Brown, Engineering Tori Segundo, RTTC 11/12 Janessa Robles, RTTC 9/10
Sixth Grade	Seventh Grade	Eighth Grade
Jaidre Mata, ELA Pre-AP Teacher Raquel Vasquez, Math Pre-AP Teacher Arlene Montano, Science Pre-AP Teacher Selina Lopez, Humanities Pre-AP Teacher	Allison Cavazos, ELA Pre-AP Teacher Samara Roura, 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 Stephanie De La Fuente, Math Pre-AP Teacher Tiffany Martinez, Science Pre-AP Teacher
Ninth Grade	Tenth Grade	Eleventh Grade
Julyan Badon, AP Human Geography Teacher Manuel Gonzalez, Chemistry Pre-AP Teacher Nancy Morales, Geometry Pre-AP Teacher Sebasitan Castillo, 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 Marticio AP Physics 1 Teacher Dustin Kipp, AP US History Teacher Sherry Fielder Kite, Pre - Calculus Pre-AP Teacher
Twelfth Grade	Physical Education / Specialty Teachers	Key
Hollie Oaks, AP Calculus/AP Statistics Teacher Krystal Hernandez, AP Biology Teacher Sarah Solis, AP English Literature Teacher Wyeth Seidel, AP Government/AP Economics Teacher	Erica Rios, Individualized Learning Specialist Alejandra Alaniz, Special Education Teacher Eduardo Lopez, Special Education Teacher Bianca Ibarra, SPecial Educaiton Teacher Valerie Melgoza, EL Interventionist Juan Hinojosa, Math Interventionist Ambar Reyes, Special Education (RISE) Deyra Cantu, Special Education (RISE) Jeff Bauer, Special Education (RISE) Elias Ramos, Physical Education Ernesto Gutierrez, Physical Education	* - Bilingually Certified

IDEA Public Schools
IDEA College Prep San Juan

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
<p>Tania Robles, Direct Instruction CoTeacher</p>	<p>Elva Ramirez (21st Century Site Coordinator) Iris Ordaz (21st Enrichment Specialist) Luis Escareno (21st Enrichment Specialist) Jose Parra (21st Enrichment Specialist) Monique Gonzalez (21st Enrichment Specialist)</p>	<p>Gerardo Leyva, Transporation Manager Gonzalo Garza, Driver Deisy Elizondo, Driver Martin Guerrero, Driver Demetrio Villarreal, Driver Mariela Montalvo, Driver Serapio Ambriz, Driver Jesus Rocha, Driver Mario Trevino, Driver Gerald Henderson, Driver Herman Castillo, Driver Juan Garcia, Driver Horacio Martinez, Driver Guadalupe Gaitan, Driver Yvette Perez, Bus Monitor Briana Bustos, Bus Monitor Britney Lazaro, Bus Monitor</p>
Facilities Staff	Child Nutrition	Front Office Staff
<p>Juan (Jhonny) Torres, Facilities Manager Juan Mata, Custodian Ruben Villarreal, Custodian Maria De Jesus Flores, Custodian</p>	<p>Arnoldo Torres (Cafeteria Manager) Julia Perez (Cafeteria Assistant Manager) Laura Gonzalez (Food Service Specialist) Irene Garcia (Food Service Specialist) Daniel Alaniz (Food Service Specialist) Maribel Ramirez (Food Service Specialist) Pastor Taveras Reynosa (Food Service Specialist)</p>	

IDEA Public Schools
IDEA College Prep San Juan

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Lindsey Campbell, Principal 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 Cassandra Rodriguez, College Counselor Alexandra Campos, College Counselor Marie Gonzalez, Academic Counselor David Brown, 6th Grade Team Leader Arlene Montano, 7th Grade Team Leader Tiffany Martinez, 8th Grade Team Leader Kevin Gamas, 9th Grade Team Leader Krystal Elizalde, 10th Grade Team Leader Ian Kettelkamp, 11th Grade Team Leader Krystal Hernandez, 12th Grade Team Leader Marty Vielma, Community Representative from K9 Training Center Hiten Patel, Community Representative from Nerdvana	Monday, August 167, 2021	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) Sept. 16 event planning (T-STEM Benchmark 3)
	Monday, September 13, 2021	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) Field Lesson Planning & Fundraising (T-STEM Benchmark 3 & 6)
	Monday, October 18, 2021	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) Review Progress on TSTEM Initiatives / Mid-Year Assessments (T-STEM Benchmark 3)
	Monday, November 8, 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) Review Progress on TSTEM Initiatives (T-STEM Benchmark 3 & 6)
	Monday, January 10, 2022	1.Spring Break Safety Awareness (T-STEM Benchmark 1 & 3) 2.Data review (T-STEM Benchmark 6) 3.Campus Culture (T-STEM Benchmark 1) Review Progress on TSTEM Initiatives (T-STEM Benchmark 3)
	Monday, February 21, 2022	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) Review Progress on TSTEM Initiatives (T-STEM Benchmark 3)
	Monday, March 21, 2022	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)Review Progress on TSTEM Initiatives (T-STEM Benchmark 3)
	Monday, April 3, 2022	

IDEA Public Schools

IDEA College Prep San Juan

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 351,941.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 111,322.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 50,848.00

TOTAL \$ 5,833,915.00

IDEA Public Schools

IDEA College Prep San Juan

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	751	100%
At Risk	481	64%
SPED	55	7%
F.A.R.M	716	95%
ELL	439	58%
Male	363	48%
Female	388	52%
Amer. Indian	0	0%
Asian	2	0%
Black	3	0%
White	54	7%
Hispanic	619	82%

IDEA Public Schools
IDEA College Prep San Juan

Campus Committees	
English Language Arts	Math
Committee Chair(s): Sarah Solis Committee Members: Savannah Silva David Trevino Allison Cavazos Cassandra Cerda Dina Farias Krystal Garcia	Committee Chair(s): Nancy Morales Committee Members: Hollie Oaks David Brown - GTL 6th Grade Samara Boura Juan Hinojosa Sue Marticio Maria Chavez De Ruedas Stephanie De La Fuente Thomas Baugh
Science	Social Studies
Committee Chair(s): Karen Quiroga Committee Members: Cassandra Garcia Gizelle Sosa Krystal Hernandez Arlene Montano Jasmine Rodriguez Ruby Ortiz Tiffany Martinez Manuel Gonzalez	Committee Chair(s): Dustin Kipp Committee Members: Gilberto Villarreal Julian Baden Wyeth Scidel Selina Lopez Erick Cantu Liliana Rodriguez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Ernesto Gutierrez Committee Members: Cristina Correa Erica Rios Ian Kettelkamp Kevin Gamas Liliana Rodriguez Valerie Melgoza Sue Marticio Janett Landeros Krystal Garcia Manuel Gonzalez Maria Chavez De Ruedas Savannah Montemayor	Committee Chair(s): Itzbi Mendoza Committee Members: Aylem Navarro David Brown David Trevino Elva Ramirez Erick Cantu Jeffrey Bauer Ruth Perozo Allison Cavazos Arlene Montano Cassandra Cerda Jasmine Rodriguez Samara Boura
School Culture and Climate	Special Populations
Committee Chair(s): Tiffany Martinez & Ruby Ortiz Committee Members: Alejandra Alaniz Ambar Reyes - GTL Rise Bianca Ibarra Deyra Cantu Dina Farias Cassandra Andrews Dustin Kipp-CTL Humanities Elias Ramos Juan Hinojosa Nancy Morales Sherry Fielder Kite Tania Robles	Committee Chair(s): Ambar Reyes Committee Members: Edwardo Lopez Jeffrey Bauer Alejandra Alaniz Bianca Ibarra Deyra Cantu Tania Robles Erica Rios Valerie Melgoza
ISTEM/CTE	Spanish
Committee Chair(s): Janett Landeros Committee Members: Cassandra Andrews Sherry Fielder Kite	Committee Chair(s): Aylem Navarro Committee Members: Elena Andino Itzbi Mendoza
STEM Electives	100% College Matriculation
Committee Chair(s): Cristina Correa Committee Members: Victoria Segundo Elias Ramos Ian Kettelkamp Kevin Gamas(GTL - 9th grade) Savannah Montemayor Ernesto Gutierrez	Committee Chair(s): Krystal Hernandez Committee Members: Edwardo Lopez Gilberto Villarreal Hollie Oaks Julian Baden Sarah Solis - CTL ELA Savannah Silva Wyeth Scidel Cassandra Garcia Elena Andino Gizelle Sosa Karen Quiroga-CTL Science Selina Lopez Victoria Segundo

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Sports Park



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Sports Park

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 Sports Park Mission

IDEA Sports Park Academy believes that each and every child can go to college. Currently, IDEA Sports Park Academy serves 130 scholars and IDEA Public Schools serves nearly 53,000 college-bound students in 96 schools across Texas and Louisiana. IDEA Sports Park Academy and College Prep remain on-track to uphold our legacy of sending 100% of our graduates to college which will impact the Lower RGV as graduates are better prepared to serve their community as educated, well rounded citizens.

IDEA Sports Park Vision

IDEA Sports Park Academy prepares our community's next generation of aspiring adults that will strive to maintain good physical and mental health. In our school we focus on developing the whole scholar through challenging academics, purposeful Social-Emotional instruction, and daily athletic development. Staff at IDEA Sports Park Academy model how to be caring, respectful, and inclusive in order to prepare all of our scholars to be ready to contribute and give back to communities in which they were raised and across the globe as leaders and upright citizens that create positive, lasting change for others.

IDEA Public Schools

IDEA Academy Sports Park

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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

IDEA Public Schools

IDEA Academy Sports Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Richard Bell- Principal Yanalli Sanchez- API Edna Paz- API Stephanie Braunstein- Testing Coordinator Nelda Garcia- APO Stephanie Chung- Administrative Assistant	Ana Pizana- Student Success Coordinator	Zolia Torres- Interventionist
Kindergarten	First Grade	Second Grade
Jodi Trevino Jasmine Hernandez Arelly Sanchez Dinorah Ramirez	Linda Cantu Valeria Marquez Veronica Alaniz Leticia Hernandez	Nathalie Serrano Heidy Garcia Moreno Gabby Ortega-Uribe* Nicole Romero*
Third Grade	Fourth Grade	Fifth Grade
Mily Arizpe* Jay Gonzalez Alexa Latigo Dean Nguyen		
Physical Education	SpEd/ RISE	Key
Chris Hite	Maria Luna- SpED Summer Soto- RISE 1 Lesile Medrano- RISE 2	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Sports Park

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Vanessa Gonzalez- Kinder Briana Sayas- Kinder Estefania Garduno- Kinder Bianca Espinosa- Kinder Vero Gonzalez- K-2 Candy Hernandez-1st Aide Monares- 2nd Samantha Shears- RISE CoT1 Miriam Hinojosa-Beccera- RISE CoT2 Mary Cruz Cabriaes-1st	Dharti Rama- Accelerated Reader Mariaelena Schuetze- Hot Spot	Ezequiel Rivera-Manager Tomas Silva- Bus Driver Diana Flores- Bus Driver
Facilities Staff	Child Nutrition	Front Office Staff
Jose Tamayo-Manager Leonel Ramos-Custodian Isidro Ramos-Custodian Cesar Villareal-Custodian	-Manager Isamel Manzano-Assistant CNP Manager Maria De La Luz Marrufo- Cafeteria Food Specialist Manuel Bautista-Cafeteria Food Specialist Laura Cantu-Cafeteria Food Specialist Dinorah Barrientos-Cafeteria Food Specialist Elizabeth Rodriguez- Cafeteria Food Specialist	Brenda Barron- Receptionist

IDEA Public Schools

IDEA Academy Sports Park

Tentative Staff Development for 2021-2022 School Year

Date	Planned Session Title/Topic	Session Objective(s)	Owner	DI Staff	RISE/SpED	Electives	Actual PD
10-Aug	First Day of School Recap	SWBAT discuss how the first two days of school went and create plans to address areas of growth.	Bell	Included	Included	Included	
17-Aug	Round 1 Goal Setting	SWBAT complete their Round 1 goal setting document and be prepared to hold Round 1 conversation with manager.	Sanchez	Included	Included	Included	
24-Aug	Staying Organized	SWBAT explain the role that their Outlook Calendar, E-mail Communication, and Teams play in all staff communication.	Paz	Included	Included	Included	
31-Aug	Advancing on the Teacher Career Pathway	SWBAT explain the way TCP placements are calculated and understand key metrics for measurement.	Pizana	Included	Included	Included	
7-Sep	Introduction to Teachboost	SWBAT access their teachboost and explain the role they play in its use.	Sanchez	Included	Included	Included	
14-Sep	Illuminate 101	SWBAT access and navigate Illuminate.	Paz	Need Plan	Need Plan	Need Plan	
21-Sep	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
28-Sep	Texas Incentive Allotment	To be added	TBD	Included	Included	Included	

Date	Session Title/Topic	Session Objective(s)					
5-Oct	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
12-Oct	RTI Overview and Round 1	SWBAT review the RTI process and plan next steps for Round 1.	Paz	Included	SpED Included (RISE PD Separate)	Included	
19-Oct	Report Card Pick Up Night (No PD)	SWBAT welcome parents to pick up report cards and engage in a Caring School Community Activity.	Pizana	Included	Included	Included	
26-Oct	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
2-Nov	Flex	Flex	TBD	Included	Included	Included	
9-Nov	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
16-Nov	MOY DIBELS	SWBAT receive training on MOY DIBELS procedures and execute DIBELS plan.	Braunstein	Included	Need Plan	Need Plan	
7-Dec	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
14-Dec	Resetting Culture in January	SWBAT plan for the culture reset in January.	Paz	Included	Included	Included	

Date	Session Title/Topic	Session Objective(s)					
4-Jan	Recapping the First Day Back	SWBAT highlight successes in resetting culture and establish next steps for areas of opportunity.	Bell	Included	Included	Included	
11-Jan	Report Card Pick Up Night (No PD)	SWBAT welcome parents to pick up report cards and engage in a Caring School Community Activity.	Pizana	Included	Included	Included	
18-Jan	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
25-Jan	2x2 Training	SWBAT complete their 2x2 document and have successful conversations with their manager.	Sanchez	Included	Included	Included	
1-Feb	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
8-Feb	TELPAS Training	SWBAT understand their role in TELPAS.	Pizana	Need Plan	Need Plan	Need Plan	
15-Feb	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
22-Feb	RTI Tier Two Interventions	SWBAT plan their tier two interventions for students of concern.	Paz	Included	Need Plan	Included	
1-Mar	Flex	Flex	TBD				
8-Mar	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
22-Mar	Report Card Pick Up Night (No PD)	SWBAT welcome parents to pick up report cards and engage in a Caring School Community Activity.	Pizana	Included	Included	Included	
29-Mar	Quarter 3 Progress Towards Goals	SWBAT identify 1-2 strategies for finishing the year strong within their grade level or content.	Bell	Included	Included	Included	
5-Apr	DI Test Training	SWBAT internalize role for DI testing and review the DI testing pathways.	Sanchez	Included	Included	Included	
12-Apr	EOY RenSTAR and DIBELS	SWBAT execute RenSTAR/DIBELS testing plans according to plan and identify pre-requisites.	Braunstein	Included	Need Plan	Included	
19-Apr	STAAR Training	SWBAT execute STAAR testing plans according to plan and identify pre-requisites.	Braunstein	Included	Included	Included	
26-Apr	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
3-May	End of Year Expectations for Staff	SWBAT review and internalize EOY expectations for self, students, and team.	Bell	Included	Included	Included	
10-May	Grade Team Meeting	SWBAT discuss agenda items in conjunction with grade team and lead team.	GTLs	Included	Included	Included	
17-May	No PD- Staff Celebration	SWBAT celebrate wins from the school year!	GTLs	Included	Included	Included	

IDEA Public Schools

IDEA Academy Sports Park

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Richard Bell, Principal Edna Paz, Assistant Principal Yanalli Sanchez, Assistant Principal	8/12 & 8/26	School Culture, BOY Testing, Staff Trends, BOY Parent Survey Feedback, Tutorials, Goal Setting
Ana Pizana, Student Success Coordinator (Insert TC) Stephanie Chung, Admin Assistant	9/9 & 9/23	Fundraisers, Field Lessons, Picture Day, CPI Training, RTI Tier 1, Curriculum Night, BOY DIBELS, Breast Cancer Awareness, Dyslexia, Down Syndrome Acceptance
Nelda Garcia, Assistant Principal of Operations Jodi Trevino, Kinder Team Lead	10/7 & 10/21	Fall Festival, Q1 Awards Celebration, Staff Satisfaction, Red Ribbon Week, Report Card Pick Up Night, Camp Rio, Thanksgiving Luncheon
Valeria Marquez, First Grade Team Lead Heidy Moreno, Second Grade Team Lead Jay Gonzalez, Third Grade Team Lead	11/4 & 11/18	Secret Santa, Christmas Party, Elf on the Shelf, Tree Lighting, Winter Celebration, Thanksgiving baskets
Maria Luna, SpED Lead Summer Soto, SpED Lead	12/2_	2x2's, Super Recruitment, GPTW Survey, Saturday School, Spirit Week
	1/6 & 1/20	Retention Lists, Q2 Awards Celebration, MOY Culture Reset, Report Card Pick Up
	2/3 & 2/17	Valentine's Day Pictures, TELPAS, Master Schedule Input, Panorama Survey, Budget Request, Charro Days
	3/3 & 3/31	Q3 Awards Celebration, RENSTAR, Kinder Graduation, STAAR Plans, T/CoT of the Year Process, Dr. Seuss Week, Report Card Pick Up Night
	4/14 & 4/28	EOY Celebration, CNA/SAIP, LPAC, WTI, EOY Check List, Autism Awareness
	5/12_	APRs, Welcome to IDEA, DI Testing, Royal Reader Celebrations, Kinder Graduation, EOY Celebration, Field Lessons

IDEA Public Schools

IDEA Academy Sports Park

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	\$ 154,806.00
164	State Compensatory	\$ 2,143,374.00
404	Accelerated Reader/Math	\$ 517,712.00
165	State Bilingual	\$ 71,186.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 46,602.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 31,248.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 10,551.00

TOTAL \$ 2,975,479.00

IDEA Public Schools

IDEA Academy Sports Park

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	114	100%
At Risk	97	88%
SPED	16	14%
F.A.R.M	96	84%
ELL	72	63%
Male	57	50%
Female	57	50%
Amer. Indian	0	0%
Asian	0	0%
Black	0	0%
White	36	32%
Hispanic	78	68%

IDEA Public Schools

IDEA Academy Sports Park

Campus Committees	
English Language Arts	Math
Committee Chair(s): Mily Arizpe Committee Members: Linda Cantu Jodi Trevino Aide Monares Alexa Latigo Vero Gonzalez Vanessa Gonzalez Nathalie Serrano Nicole Romero	Committee Chair(s): Heidy Garcia Moreno Committee Members: Arely Sanchez Veronica Alaniz Jay Gonzalez Estefania Garduno Candy Hernandez
Science	Social Studies
Committee Chair(s): Gabriela Ortega Uribe Committee Members: Dean Nguyen Dinorah Ramirez Bianca Espinosa Leticia Hernandez	Committee Chair(s): Gabriela Ortega Uribe Committee Members: Dean Nguyen Dinorah Ramirez Bianca Espinosa Leticia Hernandez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Richard Bell Committee Members: Dharti Rama Gabriela Ortega Uribe Stephanie Chung Alexa Latigo Candy Hernandez Arely Sanchez	Committee Chair(s): Ana Pizana Committee Members: Mary Cruz Cabriaes Jodi Trevino Heidy Garcia Moreno Dean Nguyen Veronica Alaniz
School Culture and Climate	Special Populations
Committee Chair(s): Edna Paz Committee Members: Yanalli Sanchez Chris Hite Linda Cantu Jay Gonzalez Nicole Romero	Committee Chair(s): Maria Luna Committee Members: Zoila Torres Summer Soto Leslie Medrano Samantha Shears Miriam Becerra

IDEA Public Schools

IDEA College Prep Sports Park



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Sports Park

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

Sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subject is our recipe for success.

IDEA Public Schools

IDEA College Prep Sports Park

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Sports Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Ana Lopez Amanda Campos Careli Ann Garza ^	Linda Macias Pending AC	Abril Huerta Luz Quintero Sabrina Salazar Sarah Salinas Anyelin Tejeda* Veronica Vilarreal Cristina Carreon ^
Sixth Grade	Seventh Grade	Eighth Grade
Ninth Grade	Tenth Grade	Eleventh Grade
Ivonne Cano Patricia Tillman Gonzalez Violeta Hernandez Giovani Vasquez	Veronica DeLeon Juan Solis Yliana Guzman Andrew Ong Jr	Yulissa Santos
Twelfth Grade	Physical Education	Key
	Victor Leija Gerardo De La Garza	* - Bilingually Certified ^- Masters

IDEA Public Schools
IDEA College Prep Sports Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Sixth Grade	Seventh Grade	Eighth Grade
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
		* - Bilingually Certified ^- Masters

IDEA Public Schools

IDEA College Prep Sports Park

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	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 46,602.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 17,577.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 8,353.00

TOTAL \$ 1,722,976.00

IDEA Public Schools

IDEA College Prep Sports Park

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	110	100%
At Risk	81	74%
SPED	8	7%
F.A.R.M	93	85%
ELL	77	70%
Male	53	48%
Female	57	52%
Amer. Indian	0	0%
Asian	1	1%
Black	0	0%
White	5	5%
Hispanic	104	95%

IDEA Public Schools

IDEA College Prep Sports Park

Campus Committees	
English Language Arts	Math
Committee Chair(s): CARELI GARZA Committee Members: PATRICIA GONZALEZ JUAN SOLIS YULISSA SANTOS	Committee Chair(s): AMANDA CAMPOS Committee Members: ANDREW ONG
Science	Social Studies
Committee Chair(s): IVONNE CANO Committee Members: VERONICA DE LEON	Committee Chair(s): VIOLETA HERNANDEZ Committee Members: YLIANA GUZMAN YULISSA SANTOS
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): REBECCA JEFFRIES Committee Members: LINDA MACIAS CARELI GARZA AMANDA CAMPOS NELDA GARCIA	Committee Chair(s): LINDA MACIAS Committee Members: ABRIL HUERTA GERARDO DE LA GARZA NELDA GARCIA
School Culture and Climate	Special Populations
Committee Chair(s): GERARDO DE LA GARZA Committee Members: AMANDA CAMPOS CARELI GARZA ANYELIN TEJEDA CRISTINA CARREON	Committee Chair(s): ANYELIN TEJEDA Committee Members: CRISTINA CARREON VIOLETA HERNANDEZ CARELI GARZA

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Tres Lagos



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Tres Lagos

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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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

Tres Lagos Academy strives to create a challenging & joyful academic setting where scholars will thrive in all subjects and in social settings. We will provide engaging yet rigorous lessons that promote social skills along with strong collaboration for our students. We will also empower our teachers to provide them with stretch assignments to build their capacity as leaders. We will work closely with our families to re-engage their focus on academics and our new afterschool programs.

IDEA Public Schools

IDEA Academy Tres Lagos

District Goals 2021-2022

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- 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%
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- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Tres Lagos

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Benigna Carcano - Principal Graciela Suarez - API Lizet Cortez - API Diana Ayala - API Ingedia Cantu - APO	Monica Magana - Student Success Advisor Amanda Maldonado - Social Worker	Ruth Torres - Interventionist Jessica Sanchez - Interventionist Noemi Garay - Interventionist
Kindergarten	First Grade	Second Grade
Abigail Ruszczak - GTL Priscilla Rivera Perla Avila Julia Cisneros	Humberto Diaz - EM & GTL Erika Lopez - RM Transformations Crystal Luna - WW Marisol Garza - SCI & SS	Jennifer Garza - Em & GTL Julia Guajardo - WW Alysha N. Quintana - RM Transformation Daniel Gutierrez - SCI & SS
Third Grade	Fourth Grade	Fifth Grade
Peter Aguilar - WW Olinda Almanza - EM Stephanie Chavero - BAW Charlene Rawlings - SCI & SS	Cassandra Vargas - EW Nayeli Moretta-Gonzalez - BAW Andrea Sepulveda - EM & GTL Valeria Salinas	Valeria Cortez - WW Sandra Garcia - EM & GTL Larissa Gutierrez Larraga- Science Faith Mullendore - Social Studies
Physical Education	SPED Team	Key
Daniel Chapa	Irasema Alejandro	* - Bilingually Certified
PK	Christina Martin	
Kristina Enriquez Lilia Hernandez	Veronica Cardenas Valerie De La Fuente Lizbeth Martinez	

IDEA Public Schools

IDEA Academy Tres Lagos

Para-Professional Campus Staff 2021-2022		
Co-Teachers (12)	Facilitators (2)	Transportation (13)
Co-T: Alejandra Aguilar & Alejandra Garza Co-T: Enrique Mendez & Diana Pruneda Co-T: David Martinez & Marie Hopkins Co-T: Felicia Luna Co-T: Joe Arevalo, Ruby Solis & Maria Herrera Co-T: Talisa De La Rosa & Estefany Gonzalez	Eva Martinez - HotSpot Facilitator Virginia Wallace-Rodriguez - AR Facilitator	Francisco Rivera Adolfo Aguayo Miriam Lopez Silvia Ruiz Bethany Miller Edward Ruiz Veronica Morales Brenda Colunga Elizabeth Felix Ortiz Yonny Vasquez Humberto Hinojosa Jose Alfonso Garcia, Vaneza Fernandez
Facilities Staff (7)	Child Nutrition (14)	Front Office Staff (7)
Alberto Guzman Fonseca Jose Mercado Jose Martinez Juan Hernandez Ruben Reyna Alma Rodriguez Bonifacia Gutierrez	Irma Lugo Laura Alvarado M. Carmen Balderas Myriam Carrillo Amabely Espericueta Melina Rodriguez Mirna Garza de Longoria Klarissa Silva Rosa Gonzalez Perla Garza Rosalva Caballero, Yesenia Tijerina Federico Ramirez, Francisca Garcia	Delilah Contreras Nydia Sanchez Deseray Valdez Vacancy-Enrollment Coor. Kassandra Gonzalez Gloria Aguayo Yesenia Garza Leo Garza

IDEA Public Schools
IDEA Academy Tres Lagos

https://ideapublicschoolsorg.sharepoint.com/w:/s/TresLagosAcademy21-22-TLALLeadTeam/ESqQoQFo3aVKjkRfnZ_rlmwBcpZZkOkPwN6gtHC5YlgoOw?e=0Seenl

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
11-Aug	Power Hour & Dress Rehearsals	Culture Camp Expectations & System & Procedures
12-Aug	Faculty Meeting: BOY Overview	2A Physical Environment
18-Aug	Power Hour & Dress Rehearsals	2D Systems and Procedures
19-Aug	GTL Meeting	Culture Week Overview
25-Aug	Power Hour & Dress Rehearsals	2D Systems and Procedures
26-Aug	Howling Lobos Celebration Time	6F Team and Family
1-Sep	Power Hour & Dress Rehearsals	3A Content Knowledge & Pedagogy
2-Sep	Strategy Meeting	3B Unpacking Unit Plan
8-Sep	Power Hour	Mastery Machine Prep
9-Sep	GTL Meeting	PTG Night for Parents Prep & Planning
15-Sep	Power Hour & Dress Rehearsals	1B Investing Students
16-Sep	Faculty Meeting	3C Planning Lesson Vision & 3D Planning for Lesson Cycle
22-Sep	Power Hour	2C Culture of Achievement & 2E Rules & Consequences
23-Sep	Faculty Meeting	Staff Survey & FB
29-Sep	Power Hour & Dress Rehearsals	4A Instructional Clarity
30-Sep	Howling Lobos Celebration Time	6F Team and Family
6-Oct	Power Hour	4B Student Practice & 4E Literacy
7-Oct	Faculty Meeting	Quarter 1 FB and Review
8-Oct	PD Day & Course Collab.	By Content
13-Oct	Power Hour	4D Responding to gap in Student Learning Outcomes
14-Oct	GTL Meeting	Planning for Report Card Night
20-Oct	Power Hour	4C Monitor Student Learning
21-Oct	Faculty Meeting	Benchmark Testing & Aggressive Monitoring
27-Oct	Power Hour & Dress Rehearsals	5D Remediation & Re-teaching
28-Oct	Howling Lobos Celebration Time	6F Team and Family
3-Nov	Power Hour	4C Monitor Student Learning
4-Nov	Faculty Meeting	
10-Nov	Power Hour & Dress Rehearsals	5A Assessment Data
11-Nov	GTL Meeting	
17-Nov	Power Hour	5B Tracking
18-Nov	Howling Lobos Celebration Time	6F Team and Family
1-Dec	Power Hour	5C Feedback and Grading
2-Dec	Faculty Meeting	
8-Dec	Power Hour & Dress Rehearsals	5E Modifications & Accommodations
9-Dec	GTL Meeting	
15-Dec	Power Hour & Dress Rehearsals	6 All Core Values
16-Dec	Howling Lobos Celebration Time	6F Team and Family
5-Jan	Power Hour	6 All Core Values
6-Jan	Faculty Meeting	
12-Jan	Power Hour & Dress Rehearsals	2C Culture of Achievement & 2E Rules & Consequences
13-Jan	GTL Meeting	

19-Jan	Power Hour	3C Planning Lesson Vision & 3D Planning for Lesson Cycle
20-Jan	Faculty Meeting	
26-Jan	Power Hour & Dress Rehearsals	1C Invests Stakeholders
27-Jan	Howling Lobos Celebration Time	6F Team and Family
2-Feb	Power Hour	4A Instructional Clarity
3-Feb	Faculty Meeting	
9-Feb	Power Hour & Dress Rehearsals	4D Responding to gap in Student Learning Outcomes
10-Feb	GTL Meeting	
16-Feb	Power Hour	5D Remediation & Re-teaching
17-Feb	Faculty Meeting	
18-Feb	PD Day & Course Collab.	HQ Led Topics & Sessions by Content
23-Feb	Power Hour & Dress Rehearsals	6 Core Values
24-Feb	Howling Lobos Celebration Time	6F Team and Family
2-Mar	Power Hour	2C Culture of Achievement & 2E Rules & Consequences
3-Mar	Faculty Meeting	
9-Mar	Power Hour & Dress Rehearsals	5D Remediation & Re-teaching
10-Mar	GTL Meeting	
11-Mar	PD Day & Course Collab.	HQ Led Topics & Sessions by Content
23-Mar	Power Hour	3C Planning Lesson Vision & 3D Planning for Lesson Cycle
24-Mar	Faculty Meeting	Culture Review
30-Mar	Power Hour & Dress Rehearsals	4A Instructional Clarity
31-Mar	Howling Lobos Celebration Time	6F Team and Family
April 4-8	STAAR Testing WEEK	N/A
7-Apr	Faculty Meeting	Student Surveys
13-Apr	Power Hour	4D Responding to gap in Student Learning Outcomes
14-Apr	GTL Meeting	Summer School Plan Overview
20-Apr	Power Hour & Dress Rehearsals	5D Remediation & Re-teaching
21-Apr	Faculty Meeting	EOY Celebrations
27-Apr	Power Hour	5D Remediation & Re-teaching
28-Apr	Howling Lobos Celebration Time	6F Team and Family
May 2-6	Teacher Appreciation Week	N/A
4-May	Power Hour	1B Investing Students
5-May	Planning Time for APRs	SCD Round 3
12-May	GTL Meeting	EOY Planning & Field Lessons
18-May	Power Hour & Dress Rehearsals	5A Assessment Data
19-May	Faculty Meeting	1B Investing Students
25-May	Power Hour	5A Assessment Data
26-May	Howling Lobos Celebration Time	6F Team and Family
27-May	Teacher Workday: EOY Teacher Checklist	Closing out the Year & EOY Checklist

IDEA Public Schools

IDEA Academy Tres Lagos

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Kristina Enriquez - PK Abigail Ruszczak - Kinder Humberto Diaz - 1st Jennifer Garza - 2nd Ruth Torres - 3rd Andrea Sepulveda - 4th Sandra Garcia - 5th Daniel Chapa - Sp. Pops & Electives Deseray Valdez - OPS Parent - LPAC & Parent Rep Benigna Carcano - Principal	7-Sep-21	BOY Launch Review & Feedback Grandparent's Day 16 de Septiembre
	12-Oct-21	Afterschool Programs Review Fall in Love with October 1st Quarter Review & Lessons Learned
	16-Nov-21	Fall Festival Lobos Family Feast Winter Program Planning
	14-Dec-21	Goals for 2nd Semester Awards & Recognitions
	11-Jan-21	1st Semester Gains Progress Towards Goal
	22-Feb-21	STAAR Planning & Review Field Lesson Overview & Next Steps
	22-Mar-21	Extended Day & Saturday School Changes EOY Planning for Students & Staff
	19-Apr-21	Planning for EOY Awards & Events
	17-May-21	Summer School Planning with Embedded Camps EOY Review

IDEA Public Schools

IDEA Academy Tres Lagos

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	\$	286,452.00
164	State Compensatory	\$	3,984,623.00
404	Accelerated Reader/Math	\$	962,449.00
165	State Bilingual	\$	132,337.00
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular	\$	345,630.00
212	Title I Migrant	\$	-
224	IDEA-B Formula	\$	95,698.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology	\$	-
263	Title III, Bilingual	\$	61,545.00

TOTAL \$ 5,868,734.00

Funding Sources - State

161	State Gifted & Talented PIC21	
163	State Special Education PIC23	\$286,452
164	State Compensatory PIC11	\$3,984,623
404	Accelerated Reader/Math PIC24	\$962,449
165	State Bilingual PIC25	\$132,337
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources -Federal

204	Title IV Drug Free School	
211	Title I Regular 4120	\$345,630
212	Title I Migrant	
224	IDEA-B Formula 4130	\$95,698
255	Title II, Part A, Classroom Size Red./Eisenh	\$ -
262	Title II, Part D, Technology	
263	Title III – Bilingual 4122	\$61,545

IDEA Public Schools

IDEA Academy Tres Lagos

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	808	100%
At Risk	551	68%
SPED	49	6%
F.A.R.M	711	88%
ELL	420	52%
Male	418	52%
Female	390	48%
Amer. Indian	0	0%
Asian	13	2%
Black	11	1%
White	66	8%
Hispanic	718	89%

IDEA Public Schools

IDEA Academy Tres Lagos

Campus Committees	
English Language Arts	Math
Committee Chair(s): Lizet Cortez Committee Members: Peter Aguilar Cassie Vargas Crystal Luna Julia Hernandez Valeria Cortez Nayeli Moretta-Gonzalez Erika Lopez Julia Cisneros	Committee Chair(s): Olinda Almanza Committee Members: Andres Sepulveda Jennifer Garza Humberto Diaz Sandra Garcia Abigail Ruszczak
Science	Social Studies
Committee Chair(s): Larissa Larraga Gutierrez Committee Members: Valeria Salinas Charlene Rawlings Perla Avila	Committee Chair(s): Faith Mullendore Committee Members: Daniel Gutierrez Marisol Garza
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Ingedia Cantu Committee Members: Ruth Torres Jessica Sanchez Kristina Enriquez Alysha N. Quintana	Committee Chair(s): Monica Magana Committee Members: Valerie De La Fuente Annelise Robles Lilia Hernandez Christina Martin Amanda Maldonado
School Culture and Climate	Special Populations
Committee Chair(s): Graciela Suarez Committee Members: Diana Ayala Eva Martinez Virginia Wallace-Rodrigue Stephanie Chavero	Committee Chair(s): Daniel Chapa Committee Members: Veronica Cardenas Noemi Garay Lizbeth Martinez

IDEA Public Schools

IDEA College Prep Tres Lagos



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Tres Lagos

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.

IDEA Public Schools

IDEA College Prep Tres Lagos

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Tres Lagos

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Isaac Yanes - Principal George Whatley - Assistant Principal of Instruction Andrea Perez - Assistant Principal of Instruction Ingedia Cantu - Assistant Principal of Operations Sandra Ramirez - Admin Assistant	Jennifer Haro - Academic Counselor Giorgio Luna - College Counselor Amanda Maldonado - Social Worker	Andres Flores - Art Angelica Lopez - RISE Teacher Marissa Montoya - RISE Teacher Liz Cordova - SPED Teacher
Sixth Grade	Seventh Grade	Eighth Grade
Maricela Hernandez - ELA Sonia Barragan - Math Victor Espinoza - Science Kayla Barreiro - Social Studies Stephanie Chico - DI/Intervention Janie Garcia - 6th/7th Reading Intervention	Jocelyn Rojas - ELA Jonathan Meza - Math Victor Espinoza - Science Kayla Barreiro - Social Studies Ashly Alonzo - DI/Intervention	Priscilla Urbina - ELA Sandra Cepeda - Math Andrea Morrison - Biology Joanna Mendez - Humanities Steven Donovan - DI/Intervention Alejandra Davis - Spanish
Ninth Grade	Tenth Grade	Eleventh Grade
Damaris Cantu - ELA Juan Leon - Math Jennifer Bravo - Science Lenis Gonzalez - Humanities Arcadio Padilla - Sped/DI Jorge Vela De La Cruz - Spanish	Luis Closner - ELA Willmar Herrera - Math Alex Palacios - Science Joel Pena - Humanities Amanda Villarreal - Math Intervention	
Twelfth Grade	Physical Education	Key
	Pedro Espinosa - Athletic Coordinator Margeaux McCarthy- PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Tres Lagos

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Yvette Mercado - RISE Co-Teacher Alma Gonzalez - RISE Co-Teacher Izamar Rodriguez - RISE Co-Teacher	Brianna Vela - AR Facilitator Erika Perez - HotSpot Facilitator April Vargas - Testing Coordinator	Francisco Rivera - Transportation Manager Adolfo Aguayo - Transportation Assistant Mgr Miriam Lopez Cazares - Transportation Silvia Ruiz - Transportation Bethany Miller - Transportation Edward Ruiz - Transportation Veronica Morales - Transportation Brenda Colunga - Transportation Elizabeth Ortiz Felix - Transportation Humberto Hinojosa - Transportation Ricardo Alfaro - Transportation Mechanic Vaneza Fernandez - Transportation Jose A. Garcia - Transportation
Facilities Staff	Child Nutrition	Front Office Staff
Alberto Guzman - Facilities Manager Bony Gutierrez - Facilities Alma Rodriguez - Facilities Jose Mercado - Facilities Jose Martinez - Facilities	Irma Lugo - CNP Manager Laura Alvarado - CNP Assistant Manager Carmen Balderas - CNP Assistant Manager Myriam Carrillo Amabely Espericueta Melina Rodriguez Mirna Garza Klarissa Silva Rosa Gonzalez Yesenia Tijerina Francisca Garcia Perla Garza Rosalva Caballero Federico Ramirez	Deseray Valdez - Business Clerk Delilah Contreras - Receptionist Nydia Sanchez - Registrar Kassandra Gonzalez - Health Aide Luz De Leon - SIS Yesenia Garza - Shool Monitor Gloria Aguayo - School Monitor

IDEA Public Schools

IDEA College Prep Tres Lagos

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
9-Aug	Campus Reflection	TWBAT reflect on first day of school
16-Aug	Round 1/ Unit Unpacking	TWBAT identify their top 5 goals and strategies and tactics to meet those goals
23-Aug	Grade Team Tactical	TWBAT identify grade level priorities
30-Aug	Content Meeting	TWBAT identify SPED and strategies to support
13-Sep	SWAM	TWBAT complete pre work for SWAM meetings
20-Sep	EL Strategies	TWBAT incorporate SPED and EL best practices
27-Sep	Grade Team Tactical	TWBAT identify grade level priorities
4	Content Meeting	TWBAT identify SPED and strategies to support

Date	Session Title/Topic	Session Objective(s)
11	Teambuilder	TWBAT build community through team building activities
18	Grade Team Tactical	TWBAT identify grade level priorities
25	Data Analysis	TWBAT review best practices for Data Analysis
1		

IDEA Public Schools

IDEA College Prep Tres Lagos

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Isaac Yanes - Principal George Whatley - Assistant Principal of Instruction Andrea Perez - Assistant Principal of Instruction Ingedia Cantu - Assistant Principal of Operations Sandra Ramirez - Admin Assistant	Sept 3rd	Roles Nomination
	Oct 8th	Fall Festival
Jennifer Haro - Academic Counselor Giorgio Luna - College Counselor Amanda Maldonado - Social Worker	Nov. 5th	Community project for Thanksgiving and Christmas
	Jan 7th	Teacher/Student celebrations
	Feb 11th	Parent involvement
	24-Mar	Celebrate Staff

IDEA Public Schools

IDEA College Prep Tres Lagos

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	\$ 215,966.00
164	State Compensatory	\$ 3,004,144.00
404	Accelerated Reader/Math	\$ 725,623.00
165	State Bilingual	\$ 99,774.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 199,029.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 87,886.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 37,513.00

TOTAL \$ 4,369,935.00

IDEA Public Schools

IDEA College Prep Tres Lagos

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	281	100%
At Risk	172	61%
SPED	6	2%
F.A.R.M	239	85%
ELL	162	58%
Male	210	75%
Female	71	25%
Amer. Indian	2	1%
Asian	0	0%
Black	2	1%
White	12	4%
Hispanic	265	94%

IDEA Public Schools

IDEA College Prep Tres Lagos

Campus Committees	
English Language Arts	Math
Committee Chair(s): Damaris Cantu Committee Members: Jocelyn Rojas Maricella Valle Priscilla Urbina Luis Closner	Committee Chair(s): Esteban Melendez Committee Members: Sonia Barragan Sandra Cepeda Jonathan Meza Willmar Herrera
Science	Social Studies
Committee Chair(s): Alejandro Palacios Committee Members: Victor Espinoza Jennifer Bravo Andrea Morrison	Committee Chair(s): Lenis Gonzalez Committee Members: Kayla Barreiro Joel Pena Joanna Mendez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Jennifer Haro Committee Members: Amanda Maldonado Isaac Yanes	Committee Chair(s): Brandon De Leon Committee Members: Amanda Maldonado Jennifer Haro
School Culture and Climate	Special Populations
Committee Chair(s): Isaac Yanes Committee Members: George Whatley Andrea Perez Gio Luna Jennifer Haro	Committee Chair(s): Stephanie Chico Committee Members: Ashly Alonzo Arcadillo Padilla Angelica Lopez Marissa Montoya Liz Cordova

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Weslaco Pike



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

#REF!

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

At Weslaco Pike Academy our students obtain a college-ready education that empowers students to achieve their career aspirations and be valuable citizens. By fostering a love for learning, we focus on developing a growth mindset that leads to setting ambitious goals and achieving them. Every student that enters our Mavericks home, learns that there is no boundary towards success by embodying our core values. As a Maverick family we collaborate to find solutions to challenges, hold each other accountable to high expectations and believe there is no limit to what our scholars can achieve.

IDEA Public Schools

#REF!

District Goals 2021-2022

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

IDEA Public Schools

#REF!

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Alaine Ortiz Adriana Alvarez Cristina Ontiveros Maria Vargas Jeannette Idol	Grisel Luna	Jacqueline Lugo, Admin Assistant Stephanie Garza, Testing Coordinator
Kindergarten	First Grade	Second Grade
Kimberly Perez Karolina Davila Ana Guillen Isabel Strong Andrea Garza	Virginia Marmolejo Jasmine Cavazos Diana Moran Alexandra Tovar	Lisa Reyes Lillian Cavazos Ana Cameron Nidia Alvarez
Third Grade	Fourth Grade	Fifth Grade
Elizabeth Cain Rodriguez Sabrina Garcia Kimberly Scobey Mariana Medrano	Jennifer Alvarez Jessica Vasquez Kassandra Salas Cynthia Banda	Ivy Rodriguez Judith Aguilar Melanie Garcia Valerie Rubio
Physical Education	Specialty Teachers	Key
Cecilia Vasquez, PE Teacher	Denise Garza, Special Education Thalia Martinez, Special Education Amanda Resendez, ELA Interventionist Christopher Garza, Math Interventionist Fozia Rana, RISE Marie Muniz, RISE	* - Bilingually Certified

IDEA Public Schools

#REF!

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Rosa Mireles Valerie Alvarez Brenda Gutierrez Eliana De La Cruz Evelyn Hernandez Araceli Tinoco Samantha Maravilla Ariel Guillen Jessica Gamez Alexondria Garcia Alexandria Carrion Felicia Valdez Karina Arrezola Marivel Balboa Isela huerta Raul Toscano		Gilberto Lugo- Bus Driver Heriberto Mata- Bus Driver Yolanda Sandoval- Bus Driver Josue Tafolla- Bus Driver Juan Hernandez- Bus Driver Bianca Riojas- Bus Driver Antonio Ybarra- Bus Driver/ Campus Mechanic Reyes Soto- Bus Driver Antonio Martinez- Bus Driver Oscar Sandoval - Bus Driver Jose Rodriguez- Transportation Assistant Manager Antonio Hernandez- Campus Transporation Manag Daisy Gonzalez- Bus Monitor Daniela Trevino- Bus Monitor
Facilities Staff	Child Nutrition	Front Office Staff
Adan Garcia- Facilities Manager Monica Beltran- Custodian Ofelia Tinoco- Custodian Juan Carlos Garcia- Custodian Anahi Ramirez- Custodian	Elizabeth Sandifer- Lunch Monitor Angelica Flores- Lunch Monitor Graciela Jimenez- Lunch Monitor Silvia Saucedo- CNP Campus Manager Marlene Lopez- CNP Campus Assistant Manager Liliana Garza- CNP Campus Assistant Manager Rosalinda Alameda- Food Service Specialist Marcy Alvarado- Food Service Specialist Karla Barrera de Garay- Food Service Specialist Julian Delgadillo- Food Service Specialist Jessica Garcia- Food Service Specialist Juan Garcia- Food Service Specialist Camerina Juarez- Food Service Specialist Irma Ramirez- Food Service Specialist Jessica Robles- Food Service Specialist Crystal Vela- Food Service Specialist	Nora Rivera- Receptionist Mabely Barboza- Enrollment Coordinator Fidel Ozuna- Campus Technician Marianne Silva- Sr. Health Aide Humberto Hinojosa- Business Clerk Rebecca Garcia- Sr. Registrar Denise Gonzalez- SIS Coordinator

IDEA Public Schools

#REF!

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/10/2021	Staff PD	MWBAT build individual student relationships by...1)Making daily personal connections.2)Memorizing students' names and pronouncing them correctly.
8/17/2021	Content PD	MWBAT to unpack an objective using the KDA and align ET with test in hand questions. (3Cv)
8/24/2021	Staff PD	MWBAT identify teachboost components and access feedback from direct manager
8/31/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
9/7/2021	Staff PD	MWBAT to identify individual goals, strategies and tactics for year long goals. (GET 1)
9/14/2021	Content PD	MWBAT aligned exit tickets to the lesson's objective and write exemplars. (3C)
9/14/2021	Content PD	MWBAT identify priority students and create seating charts for each group.
9/21/2021	PLC	MWBAT engage in PLC aligned to campus needs
9/28/2021	Faculty Meeting	MWBAT understand the Texas Incentive Allotment and the impact it has on them.
10/5/2021	Staff PD	MWBAT navigate and access illuminate 101.
10/19/2021	PLC	MWBAT engage in PLC aligned to campus needs
10/26/2021	Staff PD	MWBAT plan and practice aggressively monitoring components that includes the monitoring pathway, feedback and identifying trends. (3D/4D)
11/9/2021	Staff PD	MWBAT Analyze student work to respond to gaps in student learning (4D)
11/16/2021	Content PD	MWBAT to understand the data analysis template and resources needed to unpack data for Semester exams. (GET 5D)
11/30/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
12/7/2021	Staff PD	Teachers will be able to use Modeling & Show Call to maximize accountability, normalize revision, and model exemplar work.
12/14/2021	PLC	MWBAT engage in PLC aligned to campus needs

1/4/2021	Staff PD	MWBAT identify A rating components and our current PTG and action plan
1/18/2021	PLC	MWBAT engage in PLC aligned to campus needs
1/25/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
2/1/2021	Staff PD	MWBAT understand the process to plan purposeful lessons for our Sub-pops that aligns to their ind. needs. (3B/5E)
2/8/2021	Content PD	MWBAT reflect on current PTG and action plan to meet EOY goals.
2/15/2021	PLC	MWBAT engage in PLC aligned to campus needs
2/22/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
3/1/2021	Staff PD	MWBAT to identify an exemplar of how to differentiate instruction to help meet student needs in Math and Science. (3B)
3/1/2021	Staff PD	MWBAT monitor student learning to adjust instruction accordingly (4C)
3/1/2021	Staff PD	
3/8/2021	Content PD	MWBAT provide individualized re-teaching and remediation plans. (5D)
3/29/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
4/5/2021	Staff PD	MWBAT identify testing plans and their role in testing day.
4/12/2021	Content PD	MWBAT to identify priority groups and implement effective intervention.
4/19/2021	PLC	MWBAT engage in PLC aligned to campus needs
4/26/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
5/3/2021	Staff PD	MWBAT identify testing plans and their role in testing day.
5/10/2021	Staff PD	MWBAT understand the process of creating 22-23 rosters by student performance
5/17/2021	Faculty Meeting	MWBAT identify key information on campus instructional and operational systems, identify events for upcoming month, and celebrate teacher birthdays and accomplishments.
5/24/2021	EOY Faculty Meeting	MWBAT recognize campus accomplishments.

IDEA Public Schools

#REF!

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Alaine Ortiz, Principal	7/28/2021	Team Building BOY Culture Camp GTL Vision Year at a Glance Field Lessons Social Squad Events
Jeannette Idol, Assistant Principal of Operations		
Adriana Alvarez, Assistant Principal of Instruction		
Cristina Ontiveros, Assistant Principal of Instruction	8/30/2021	PTG Parent Meetingss 16 de Septiembre Grandparent's Game Night 2nd Grade Camp Rio PLC Input
Maria Vargas, Assistant Principal of Instruction		
Grisel Luna, School Counselor		
	9/27/2021	Report Card Pick Up Night Red Ribbon Week Down Syndrome Week Faculty "Shake it Off" Self Care @ Park Book Character Parade PLC Input
Rosa Mireles, PK Grade Team Leader		
Karolina Davila, K Grade Team Leader		
Diana Moran, 1st Grade Team Leader	10/25/2021	Can Food Drive Veteran's Day Parade Mavericks Family Thanksgiving Feast Thanksgiving Baskets K Field Lesson
Lillian Cavazos, 2nd Grade Team Leader		
Elizabeth Cain, 3rd Grade Team Leader		
Jennifer Cantu, 4th Grade Team Leader	11/29/2021	Mavericks Give Back to the Community STAAR Pep Rally International Day of Persons with Disability Secret Santa Form Secret Angel Semester Awards ADA Challenge
Judith Aguilar, 5th Grade Team Leader		
Isela Huerta, Electives Team Leader		

Marie Muniz, RISE Team Leader	12/13/2021	Culture Days Report Card Pick Up Night Q2 CSI Parent Meeting 3rd-5th Parent Meeting 1st Camp Rio 100th Day of School Welcome Back Event for Jan. Attendance/ Persistence Events PLC Input
	1/24/2022	International Women Day Father/ Daughter Dance PLC Input
	2/21/2022	Dr Seuss Week Literacy Night Q3 Report Card Pick Up Night PK Field Lesson Down Syndrome Awareness Day EOY CSI Parent Night
	3/28/2022	Pajama and Toy Collection API/APO/PIR Week Autism Awareness Week STAAR Autisim Parade Egg Hunt Earth Day Dia del Nino Parade Welcome to IDEA Event DI Testing for New Students
	4/25/2022	Cinco De Mayo STAAR Pep Rally Breakfast with Mom Field Lessons Grades Due
	5/16/2022	EOY Awards EOY Checklist Rosters Summer School

IDEA Public Schools

#REF!

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		\$302,844
164	State Compensatory		\$4,212,642
404	Accelerated Reader/Math		\$1,017,525
165	State Bilingual		\$139,910
411	Technology Allotment		
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular		\$382,038
212	Title I Migrant	\$	-
224	IDEA-B Formula		\$87,886
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology	\$	-
263	Title III, Bilingual		\$57,002

TOTAL \$ 6,199,847.00

IDEA Public Schools

#REF!

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	908	100%
At Risk	503	55%
SPED	45	5%
F.A.R.M	787	87%
ELL	393	43%
Male	437	48%
Female	471	52%
Amer. Indian	0	0%
Asian	5	1%
Black	2	0%
White	19	2%
Hispanic	882	97%

IDEA Public Schools

#REF!

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Maria Vargas	Committee Chair(s):	Cristina Ontiveros
Committee Members:		Committee Members:	
Jessica Vasquez	Priscilla Tamez	Ana Guillen	Ivy Rodriguez
Brenda Gutierrez	Sabrina Garcia	Diana Moran	
Kassandra Salas	Valerie Alvarez	Ryan Garcia	
Jessica Gamez		Kimberly Scobey	
Lisa Reyes		Jennifer Cantu	
Science		Social Studies	
Committee Chair(s):	Melanie Garcia	Committee Chair(s):	Nidia Alvarez
Committee Members:		Committee Members:	
Samantha Maravilla		Karolina Davila	
Evelyn Hernandez		Valerie Rubio	
Raul Toscano		Virginia Marmolejo	
Miranda Medrano		Ana Cameron	
Cynthia Banda		Ariel Guillen	
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Alaine Ortiz	Committee Chair(s):	Jeannette Idol
Committee Members:		Committee Members:	
Amanda Resendez	Denise Garza	Jacqueline Lugo	Marivel Balboa
Araceli Tinoco	Rebecca Perez	Isela Huerta	Hiromi Diaz
Alexondria Garcia	Alexandria Carrion	Adriana Ontiveros	
Jasmine Cavazos		Kimberly Perez	
Cristal Vasquez		Mayra Gomez	
School Culture and Climate		Special Populations	
Committee Chair(s):	Grisel Luna	Committee Chair(s):	Adriana Alvarez
Committee Members:		Committee Members:	
Rosa Mireles	Christopher Garza	Marie Muniz	Karina Arrrezola
Eliana De La Cruz	Elizabeth Cain	Fozia Rana	Judith Aguilar
Andrea Garza		Isabel Strong	
Lillian Cavazos		Cecilia Vasquez	
Alexandra Tovar		Thalia Martinez	

Dates of CNA Committee Meetings: 10/28, 1/20, 3/31, 5/17

IDEA Public Schools

IDEA Weslaco Pike Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2E	Early Intervention through after school tutorial for 3rd-5th grade studnets	S	All	Maria Vargas	September/ May	After school duty pay, Transportation	Timesheets, Tutorial Attendance	Student tracking of PTG, Assessment Data
2E	Lead4ward Training: Intervention and Think Up	S	All	Alaine Ortiz	October	Registration fees, Hospitality needs	Registration	Assessment Data
1F	Smaller DI Groups through addition of 1st/2nd Grade Co Teacher	D	All	Cristina Ontiveros	August/ May	1st/2nd grade co-teacher	DI Groups/ Staffing	DI Lesson Progress, % of students meeting EOY goal
1F	Early Intervention through after school tutorial for PK-2nd students	D	All	Cristina Ontiveros & Maria Vargas	September/ May	After school duty pay, Transportation	Timesheets, Tutorial Attendance	% of students finishing program and meeting EOY goal
2E	books for students based on goal progress, behavior, and SEL	RR	All	School Counselor	August/ May	Bookworm vending machine, books	POs of books ordered	% of students meeting EOY AR goal
2C	Kickboard app for 1st-5th graders to increase attendance and classroom engagement	DR	All	School Counselor	August/ May	Kickboard trainings for teachers	student points tracking, Reports of	Reports of teacher usage
1H	Math Manipulatives- Refill Eureka Kits	ST	All	Cristina Ontiveros	August/ May	Eureka Kits, Manipulatives	manipulatives, Lesson Plans with	Classroom observations with students using manipulatives
2E	Vertical Alignment Planning Days	S	All	Cristina Ontiveros, Maria Vargas,	August/ May	Extra Duty Pay	Sign In Sheets, Agenda	Lesson Plan Submission, Unpacked Units
2E	Increase Science Content Books	S	All	Alaine Ortiz	August	Science Books	ordered, Reflected on Schedule	Science Assessments
2B	Scientist/Reader/Mathematical/Writer of week, Parent of the Month, Grade Level of	O	All	School Counselor	August/ May	Incentives	Parent Weekly, Morning Meeting	Student Persistence Data
2E	TELPAS Training for staff from Region One	O	ELL	School Counselor	October/ January	Training Fees	Attendance Sheets	TELPAS Assessment
2E	Host TELPAS nights for parents	O	ELL	School Counselor	September/ January	Materials for parents	Attendance Sheets	TELPAS Assessment
2C	Field Lessons	O	All	Alaine Ortiz	December	Lesson Shirts,	Permission Slips	Participation
1F	Being a Writer- Kinder	O	All	Adriana Alvarez	August- May	on Schedule	Submission	BAW Assessments
1F	DI Coaches Development Sessions	O	All	Adriana Alvarez	August- May	Scheduled Meetings	Attendance Sheets	DI Data
1F	Grade Team Leader Coaches Development Sessions	O,S	All	Maria Vargas	Monthly- August-May	GTL Development Pathway, Scheduled Sessions	Attendance Sheets, Agendas	GET ratings
1E	Maveric Academic Support Sessions	O,D,S	AR	Cristina Ontiveros	3 Time a Quarter	RASI	Agendas	DI, STAAR
2A	Implement Book Study "The Energy Bus" to support staff social and emotionally	O	All	Alaine Ortiz	August- December	PD Agendas	Attendance Sheet, A	Teacher Retention
2C	Literacy Parent Night	RR, S, D	All	Instructional Team	January	Scheduled Event, Agend	Attendance Sheet, A	AR Goals

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E, 1F	Professional Learning Communities	1E, 1F	All	Lillian Cavazos, Alexandra Tovar	August- May Monthly	Hands on Materials, Chart Paper	Session Agenda, Attendance Sheets	Classroom Observations- Implementation of Learning, GET Ratings
1E	Story Works	1E, 1F	All	Maria Vargas, Adriana Alvarez	August- May	Scholastic Resources, Post Its, Composition Books	Lesson Plans	Classroom Observations
1E, 1F	After School Tutorial	1E, 1F	All	Instructional Lead Team	September- May	After School Duty Pay, Supplemental Resources	Tutorial Attendance	STAAR, DI EOY placement tests
1E	Sirius Supplemental Resource	1E	All	Cristina Ontiveros	August- May	Supplemental Resource, Manipulatives	Teacher Inventory	Classroom Observations, STAAR Math Performance
1E	STAAR Ready Supplemental Resource	1E	All	Maria Vargas	August- May	Supplemental Resource	Intervention Schedule, Class Agenda	STAAR Reading Scores
1E, 1F	Teachers Pay Teachers- Hands on activities and individualized learning	1E, 1F	All	Instructional Lead Team, Teachers	August- May	Teachers Pay Teachers	Lesson Plans	Classroom Observations with Implementation
1E	Think Up Math and Reading	1E	All	Instructional Lead Team, Teachers	August- May	Think Up Resources	Lesson Plans, Tutorial Attendance	STAAR Reading & Math
1E, 1F	Lakeshore manipulatives	1E	All	Teachers	August- May	Lakeshore hands-on manipulatives	Lesson Plans KDA Chart	Classroom Observations
2C	Weekly Recognitions for Perfect Attendance	O	All	Denise Gonzalez	August- May	Incentives for Students, Traveling Trophies	Morning Meeting Agenda Ops Weekly	YTD ADA
2C	Mavericks Give Back to the Community-Field Lessons	O	All	Grade Team Leaders	December	Transportation, Entry Fees	Calendar Date, Permission Slips\	Persistence, Parent Survey
2C	PTG Parent Meetings	O	All	Grade Level Admin	BOY & MOY	Materials for Parents, Hospitalit	Parent Attendance/ Sign In Sheets/ Survey	Persistence, Parent Survey
2C	Quarterly Parent Meetings- Report Card Nights	O	All	Lead Team	Quarterly	Materials for Parents, Hospitalit	Parent Attendance/ Sign In Sheets/ Survey	Persistence, Parent Survey
1E, 1F	Anchor Charts	O	All	Teachers	BOY- EOY	Office Depot	Lesson Plan KDA	Classroom Observations with students using manipulatives
2C	Family Engagement Events	O	All	School Counselor	Montly August- May	Materials for family activities	Attendance Sheet	Persistence, Parent Survey
2C	Award Assessemblies	O	All	Lead Team	December, May	Awards	List of Awards, Attendance	Student Persistence
1E, 1F	Novel studies to build the love for reading	S	All	Maria Vargas	August- May	Novel books	Lesson Plans	Reading: DIBELS, Renstar, STAAR
2C	Maverick Morning Meetings	O	All	Lead Team	Weekly August- May	Awards/ Trophies/ Incentive Materials	Morning Meeting Awards List	Student Persistence

IDEA Public Schools

IDEA College Prep Weslaco Pike



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Weslaco Pike

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 Weslaco Pike, we prepare our students for success in college and citizenship. Our foundation is the promise of college for all and we fulfill the mission by delivering a world-class education to all our Mavericks. Our Mavericks will grow up in their communities knowing that they are future college graduates and future leaders that will initiate transformational change in our communities.

IDEA Public Schools

IDEA College Prep Weslaco Pike

District Goals 2021-2022

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

IDEA Public Schools
IDEA College Prep Weslaco Pike

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Jose Aguilar Hilda Morales Trena Valdez Todd Wilson Jeannette Idol	Yvette Guzman Monica Garza Jacqueline Broshears Haydee Solis	Claudia Razo Elysium Gonzalez Clarisa Pina Laura Vega Hiram Maldonado Sara Barrera Edgar Flores Brooke Bloomquist Jessica Salinas Hilda Del Rio Vazquez Liliana Tapangan Sandra Salazar Brooke Bloomquist Abigale Crittenden Manuel Sanchez
Sixth Grade	Seventh Grade	Eighth Grade
Cassandra Montelong Salma Garcia Stephanie Trevino Dawn Garcia	Jessica Salinas Laurie Pogue Jose Trevino	Ernesto Farias Valerie Curiel Daniel Rodriguez Richard Marmolejo
Ninth Grade	Tenth Grade	Eleventh Grade
Stephanie Martinez Elizabeth Lozano Angel Martinez Erika Davila	Ricardo Suarez Omar Vazquez Julio Turbiartes Tarsis Garcia Marco Hernandez	Gabriel Hernandez Arianna Izaguirre Jonathan Corpus Natilisa Rodriguez
Twelfth Grade	Physical Education	Key
Paul Williams Sandra Huerta Dorelia Barajas Cindy De Los Santos	Rene Venecia Joe Gonzalez	* - Bilingually Certified
	RISE Teachers	
	Brenda Huerta Roberto Gutierrez Alexis Bosler	

IDEA Public Schools

IDEA College Prep Weslaco Pike

Para-Professional Campus Staff 2021-2022

Co-Teachers	Facilitators	Transportation
Joel Garcia Erika Gonzalez Christine Gonzalez Marcela Lopez Karen Conde Blanca Gomez Mikalla Martinez Melinda Rodriguez	Irasema Gracia Hector Lopez	Antonio Hernandez Jose Rodriguez Gilberto Lugo Heriberto Mata Yolanda Sandoval Josue Tafolla Juan Hernandez Bianca Rojas Antonio Ybarra Oscar Sandoval Reyes Soto Daisy Gonzalez Antonio Martinez
Facilities Staff	Child Nutrition	Front Office Staff
Guadalupe Garcia Adan Garcia Monica Beltran Ofelia Tinoco Anahi Medina Juan Carlos Garcia	Rosalinda Alameda Marcy alvarado Karla Barrera Julian Delgadillo Jessica Garcia Juan Garcia Liliana Garza Ana Gutierrez Camerina Juarez Marlene Lopez Irma Ramirez Silvia Saucedo Crystal Lopez Yessica Robles	Nora Rivera Rebecca Garcia Denise Gonzalez Mabely Barbosa Humberto Hinojosa Juana Silva

IDEA Public Schools

IDEA College Prep Weslaco Pike

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/17/2021	1C Keeping our Families Together and Culture of Joy	Invest all stakeholders in students' success.
8/24/2021	SDC Round 1 Goal Setting/TCP	Set SMART goals that drive instruction
8/31/2021	Differentiated Sessions: 2C/2E- Pacing or 3D- Unpacking KD	Impact student engagement and understand/replicate the process of unpacking student knowledge and skills.
9/14/2021	Unpacking the Unit	Identify and understand
9/21/2021	CTL Led- Unpacking KDA 2.0	Strengthen process of unpacking knowledge and skills -- adding the ACCESS component.
9/28/2021	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.
10/5/2021	3C/3D Creating strong exemplars (Criteria for Success, Misconceptions)	Create exemplars for all student practice including criteria for success to address student misconceptions.
10/19/2021	4C Aggressive Monitoring 1.0 (New) Aggressive Monitoring 2.0 (Returning)	Monitor student learning throughout the lesson cycle and adjust instruction accordingly.

Date	Session Title/Topic	Session Objective(s)
10/25/2021	Follow-up on data tracking and SGL	Invest in strong data-tracking practices and identify components of small group instruction.
11/9/2021	Aggressive Monitoring Follow Up	Update to AM 2.0-- Update with the component of reteach/remediation.
11/16/2021	EOC/retesting/Persistence Holiday Cards	Invest students and families to persist at Pike.
11/30/2021	SLL 5F: Building Trust and Team	Invest teachers and staff in TEAM and FAMILY
12/7/2021	GET 2C Reset and Reinvest Culture	Stepback on current culturee and course correct if needed.
12/14/2021	4E Build college ready literacy across contents (Focus: Reading, Writing, Speaking/Listening	Build college ready literacy contents focused on reading, writing, speaking opportunities.
1/11/2022	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.
1/18/2022	DDI Systems Part I- Focus: ET and unit assessments	Track daily and long term assessments to respond to misconceptions.
1/25/2022	DDI Systems Part II-Focus: Reteach Calendar and Strategy	Analyze data in objective tracker to determine reteach strategy.
2/1/2022	TELPAS	Complete TELPAS process.

Date	Session Title/Topic	Session Objective(s)
2/8/2022	Mastery Machine Prep	Understand and implement rollout of Mastery Machine to move the academic needle.
2/15/2022	STAAR Training	Understand and identify roles and responsibilities of STAAR assessments.
3/22/2022	Reteach/Remediation 2.0	Share and implement teacher best practices.
3/29/2022	SLL 5F Building Trust and Team	Invest teachers and staff in TEAM and FAMILY
5/3/2022	EOY Checklist	Close out all end of year next steps.
5/10/2022	Summer Persistence	Invest students and families to persist at Pike.

IDEA Public Schools

IDEA College Prep Weslaco Pike

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 303,883.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 128,899.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 26,963.00

TOTAL \$ 5,779,549.00

IDEA Public Schools

IDEA College Prep Weslaco Pike

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	743	100%
At Risk	338	45%
SPED	66	9%
F.A.R.M		0%
ELL	298	40%
Male	367	49%
Female	376	51%
Amer. Indian	0	0%
Asian	1	0%
Black	0	0%
White	12	2%
Hispanic	729	98%

IDEA Public Schools
IDEA College Prep Weslaco Pike

Campus Committees

English Language Arts	Math
Committee Chair(s): Janet Guerrero Committee Members: 1. Laura Vega 2. Jessica Salinas 3. Valerie Curiel 4. Tarsis Garcia 5. Arianna Izaguirre 6. Stephanie Martinez 7. Cassandra Montelongo 8. Clarissa Pina 9. Dawn Garcia	Committee Chair(s): Trena Valdez Committee Members: 1. Salma Garcia 2. Laurie Pogue 3. Richard Marmolejo 4. Julio Turrubiarres 5. Natilisa Rodriguez 6. Michael Sanchez
Science	Social Studies
Committee Chair(s): Dorelia Barajas Committee Members: 1. Jose Trevino 2. Danel Rodriguez 3. Elizabeth Lozano 4. Omar Vasquez 5. Sandra Huerta 6. Jonathan Corpus	Committee Chair(s): Todd Wilson Committee Members: 1. Gabriel Hernandez 2. Paul Williams 3. Angel Martinez 4. Ricardo Suarez 5. Ernesto Suarez 6. Stephanie Trevino
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 6. Rene Venecia	Committee Chair(s): Monica Garza Committee Members: 1. Valerie Curiel 2. Robert Gutierrez 3. Alexis Bosler 4. Clarissa Pena 5. Brandon De Leon 6. Hiram Maldonado 7. Sam Trevino 8. Joe Gonzalez
School Culture and Climate	100% College Matriculation
Committee Chair(s): Jose Aguilar Committee Members: 1. Dawn Garcia 2. Jessica Salinas 3. Valerie Curiel 4. Elizabeth Lozano 5. Ricardo Suarez 6. Gabriel Hernandez 7. Paul Williams 8. Martha Mendez	Committee Chair(s): Yvette Guzman Committee Members: 1. Lilian Tapangan 2. Brooke Bloomquist 3. Edgar Flores 4. Manuel Sanchez 5. Monica Garza

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Scholastic Scope for MS ELA	S	ALL	Guerrero/Trena Valdez	Yearlong 8/10-5/21	Material/Fiscal	Form/Purchase Order	ELA Benchmark data
1E	Saturday School for Masters Level students in the Fall	S	ALL	Janet Guerrero	Fall Semester 9/15-12/10	Human/Fiscal	Flyer/Information 1-pager Student Permission Slip Staff Sign-in Sheet	Exit Ticket data ELA Benchmark data RenSTAR Data
1E	Student Coaching Academy (twice in the Fall, once in Spring)	S	ALL	Trena Valdez	Yearlong 8/10-5/21	Human/Material/Fiscal	Parent Flyer/Information 1-pager Student Permission Slip Staff Sign-in Sheet	Campus Data-tracking for benchmarks Aggregate Student Achievement Data
1E	Wall maps for all History courses (build context of global areas)	AP	ALL	Todd Wilson	BOY 8/3-9/30	Material/Fiscal	Purchase Order Purchase Receipts	Lesson Plans Exit Ticket data
2C	Student Incentive and recognition	O	ALL	Haydee Solis	Yearlong 8/10-5/21	Material/Fiscal	Order Form/Purchase Order Student Roster	Student ADA% Student Persistence% Student Survey Results
2A	Staff incentives and recognition	O	ALL	Haydee Solis	Yearlong 8/10-5/21	Material/Fiscal	Order Form/Purchase Order Staff Sign-in Sheet	Staff ADA% Staff Retention% GPWS Results Town Halls Listening Tours by Principal
2A	Additional copier to allow more access to printing	O	ALL	Joe Aguilar	BOY 8/3-9/30	Fiscal	Purchase Order Purchase Receipts	GPWS Results Listening Tours by Principal
2A	Accessibility to teacher supply (paper)	O	ALL	Joe Aguilar	Yearlong 8/10-5/21	Human/Fiscal	Staff Request Form	GPWS Results Listening Tours by Principal
2A	Town Halls for staff with Admin Team	O	ALL	Haydee Solis/Jackie Broshears	Yearlong 8/10-5/21; at least once per semester	Human/Fiscal	Order Form/Purchase Order Staff Sign-in Sheet	Staff ADA% Staff Retention% GPWS Results Town Halls Listening Tours by Principal

2C	Town Halls for parents	O	ALL	Haydee Solis/Jackie Broshears	Yearlong 8/10-5/21; at least once per semester	Human/Fiscal	Parent Flyer/Information 1-pager Parent Sign-in Sheet	Student ADA% Student Persistence% Student Survey Results Parent Survey Results Parent Involvement/Participation %
2C	Differentiate Honor Roll celebrations (breakfast, lunch, dinner)	O	ALL	Trena Valdez	Yearlong 8/10-5/21; end of each Quarter	Human/Material/Fiscal	Parent Flyer/Information 1-pager Student Permission Slip Parent Sign-in Sheet	Student ADA% Student Persistence% Student Survey Results Parent Survey Results Parent Involvement/Participation %

II	Incentivize ACT scores (meets a 21-24; 25-30; 30+)	AP	ALL	Yvette Guzman	Yearlong 8/10-5/21; minimum of 3 administrations	Material/Fiscal	Order Form/Purchase Order Parent Flyer Information 1-pager Student Permission Slip	Data-tracking (% students at/above a 21)
ID	Incentive AP scores (passed exams) and AP Scholars	AP	ALL	Yvette Guzman	EOY 5/1-8/31	Material/Fiscal	Order Form/Purchase Order Parent Flyer Information 1-pager Student Permission Slip	Data-tracking (% students earning a 3+; % of students becoming AP Scholar)
1E	Teacher PD for all SpEd students' support	S	SE	Martha Mendez	BOY 8/3-9/30	Human/Material	Staff Sign-in Sheet	SpEd Data-tracking (Exit Ticket and Benchmark)
1E	Imagine Learning for MS grade levels	S	ELL	Martha Mendez	Yearlong 8/10-5/21	Human/Fiscal	Purchase Order Purchase Receipts Parent Flyer Information 1-pager	ELL Data-tracking (Exit Ticket and Benchmark) Reading RenSTAR data-tracking
1E	Increased differentiated tutorials	S	ALL	Janet Guerrero	Yearlong 8/10-5/22	Human/Fiscal	Parent Flyer/Information 1-pager Student Permission Slip Student Roster	Exit Ticket data ELA Benchmark data RenSTAR Data
1A	Senior class activities/festivities	O	ALL	Yvette Guzman	Yearlong 8/10-5/23	Human/Material/Fiscal	Parent Flyer/Information 1-pager Student Permission Slip Student Roster	Student ADA% Student Persistence% Student Survey Results OTG% Matriculation%
1A	Senior class parent meetings	O	ALL	Yvette Guzman	Yearlong 8/10-5/24	Human/Material/Fiscal	Parent Flyer/Information 1-pager Parent Sign-in Sheet Student Roster	Student ADA% Student Persistence% Student Survey Results Parent Survey Results Parent Involvement/Participation % OTG% Matriculation%

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Weslaco



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Weslaco

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 sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subjects is our recipe for success.

IDEA Public Schools

IDEA Academy Weslaco

District Goals 2021-2022

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%
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IDEA Public Schools

IDEA Academy Weslaco

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
*Sylvia Mejia- Sr. Principal Selina Wright- Sr. Admin Assistant Amy Ysquierdo- Sr. API Melissa Mendaoza-Sr. API Amandav Valdez-API Meranda Barron- APO	*Penelope Diaz	Melissa Garcia Jackie Losoya Marlyssa Perez Yesenia Sanchez
Kindergarten	First Grade	Second Grade
Ashley Alvarez Violeta Castaneda Melynda Camacho Margarita Mendoza	Sabrina Esquivel Jessica Saenz Claudia Martinez Renee Gonzales	Eliza Huerta Imelda Bocanegra Stephanie Morales Crystal Rios
Third Grade	Fourth Grade	Fifth Grade
Brianna Flores Hipolita Zapata Alexander Wise Alexus Esquivel	Victoria Loredo Samantha Fraire Linda Garcia Adan Gonzalez	*Melinda Hernandez Priscilla Penuelas Adriana Gonzalez Brenda Trevino
Physical Education	Key	
Beatrice Coronado	* - Bilingually Certified	

IDEA Public Schools

IDEA Academy Weslaco

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Amanda Alaniz Brandy Trevino Irene Gonzales Mariela Vasquez Rosemary Cameron Nancy Sanchez Jennifer Flores Cynthia Mendoza Kathleen Reyes	Cathy Villarreal- AR Rodolfo Ibanez - iLearning Hot Spot	Mariela Montalvo-Transportation Manager Juan Perez Zapata- Assistant Manager Martin Hernandez Marisela Espinosa Maria Garcia Homero De Hoyos Rene Morales Ruben Tostado Gilberto Valdez Rodrigo Garcia Amado Reyna Maria Garces
Facilities Staff	Child Nutrition	Front Office Staff
Paul Closner- Facilities Manager Guadalupe Enriquez Miriam Alcocer Guadalupe Enriquez Esther Silva Israel Leija	Juan Penuelas- Cafeteria Manager Gloria Jasso- Cafeteria Assistant Manager Laura Macias- Cafeteria Assistant Manager Silvia Pineda Maria Caloca Dolores Mayo Maria Franco Martha Covarrubias Maria E. Sanchez Susana Matha	Amelia Silva- Receptionist Maria Cantu- Business Clerk Cynthia Covarrubias- SIS Julissa Araguz- Registrar Gracie Garcia- Health Aid Alex Covarrubias- Student Enrollment Coordinator

IDEA Public Schools
IDEA Academy Weslaco

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
8/2/2021	Welcome and Norms for 2021-2022	TWBAT Staff will be able to share expectations with a partner and hold each other accountable to meeting them during the year/week. Share our campus vision for 2021-2022 with a colleague in a way that informs and inspires.
8/2/2021	IDEA Weslaco Academy Staff introductions	TWBAT Staff will be introduced to new and returning staff members on our campus including lead team members.
8/2/2021	State of The School, Goals & Priorities for 2021-2022 and Staff awards	TWBAT learn about the state of the school, strengths, areas of growth and priorities
8/2/2021	Overview of a school week for Teachers and students	Staff will understand and articulate what the student schedule, teacher schedule, assignments and responsibilities will look like for the start of the new year
8/2/2021	Post COVID classrooms: Creating Psychologically Safe Spaces for our students	Identify their own emotional responses to returning to in-person learning and identify pathways to get support. Understand COVID's impact as a trauma on all staff and students. Identify trauma-informed strategies to support students in feeling psychologically safe on campus. Plan for school-wide and in-class supports for anticipated responses from students
8/2/2021	Family Communication	TWBAT Teachers will internalize the role they play in family engagement throughout the year and the campus expectations specific to the systems they use to communicate with parents.
8/2/2021	Introducion to Move this World	TWBAT Participants will understand the program implementation on their campus and practice delivering a lesson.
8/2/2021	Family phone calls	TWBAT Teachers will learn the campus process for tracking and grouping student/family contact to check in on the family and help ensure they return for the 2021 school year.

Date	Session Title/Topic	Session Objective(s)
8/2/2021	Introduction to Core Values	TWBAT internalize IDEA's new core values
8/2/2021	First week of school culture camp preparation	Explain the schedule for the first week of school and prepare/rehearse to deliver culture camp lessons .
8/3/2021	Creative Being	TWBAT gain tools to increase motivation, empowerment and self-worth. Participants will reflect on their why and understand the whole child and left right brain concept.
8/4/2021	Course Collaboration	Content specific district training

Date	Session Title/Topic	Session Objective(s)
8/4/2021	Pre B2SB Celebration	During these 30 minutes we will host fun activities and games. Get all staff pumped up before our regional B2SB.
8/4/2021	District B2SB Celebration	Join Live on Teams hosted by our regional Team.
8/5/2021	BOY Operations Processes	Get an introduction to the ops team structure and review the tenets that guide the work in operations. Define the measures of success used for BOY internalize the health/safety & clinic protocols and review the BOY binder
8/5/2021	Attendance and Grading Processes	Review attendance and grading processes for in-person, synchronous or asynchronous instruction. Practice how to accurately post attendance in powerTeacher starting FDOS
8/5/2021	Student Arrival/Dismissal Expectations and Safe Transitions	Identify key safety supervision roles and responsibilities. Describe their specific role in the arrival and dismissal process. Internalize systems to determine what transportation mode each student takes (bus, pick-up or walkers). Practice arrival and dismissal procedures to prevent and problem-solve difficult scenarios.
8/5/2021	Standard Response Protocol and Safety Drills	Internalize the Teacher response actions under the standard response protocol. Discuss and norm on safety drill procedures utilizing SRP. Practice the implementation of safety drills on campus
8/5/2021	Meal Distribution and counting Civil Rights	Communicate best practices and non-negotiables on how to distribute meals in the classroom, and how to use rosters and/or clickers to account for those meals in accordance with TDA regulations. Familiarize teachers with Civil Rights principles as they apply to meals.
8/5/2021	Tech Trainings: Student Devices and Procedures	Implement best practices for using 1:1 student tech on campus. Understand the logistical procedures related to student devices.
8/5/2021	Tech Trainings: systems, applications and support	Meet their campus computer Technician, access key staff systems and applications. Effectively utilize classroom technology devices.
8/5/2021	Tech Training: Instructional Technology Applications	Teachers will be able to access approved instructional technology applications and resources. New Teachers will spend 1 hour learning how to navigate key instructional applications.

Date	Session Title/Topic	Session Objective(s)
8/5/2021	Tech Training 1:1 Technology implementation	Set a vision for how student devices and instructional applications can be used to enrich their classrooms. Identify the 9 elements of digital citizenship.
8/6/2021	First week of school culture camp preparation	Explain the schedule for the first week of school and prepare/rehearse to deliver culture camp lessons .
8/6/2021	Joy Factor	
8/6/2021	Strong Start	
8/6/2021	Heggerty Curriculum	
8/6/2021	Data Tracking	Set expectations on how this will look.
8/6/2021	Grading Policy	Participants will be able to explain the grading process
8/6/2021	Meet the Teacher Prep	
8/7/2021	Meet the Teacher	In person event
8/7/2021	Special Pops: Getting to know Sped, 504 and ELL	Participants will be aware of their EL, SPED and 504 students and know how to best serve them.
Date	Session Title/Topic	Session Objective(s)
8/7/2021	Behavior Plan	Review grade specific think sheets and behavior plan.
8/9/2021	Staff Meeting	Teacher weekly will inform all staff if a Monday will be used as a Staff meeting
8/16/2021	Academic Teams Meeting	Lead by Content Leaders, DI Coaches or Lead Team.
8/23/2021	Staff Meeting	Grading Policy and Gradebook
8/30/2021	Staff Meeting	Behavior Tracker, New student Mentor program, Red Ribbon week, Book reviews
9/2/2021	Lead Team Strategy Meeting	First Month of School feedback
9/7/2021	Academic Teams Meeting	Exit tickets, data tracked outside on board, Know/Do charts withKey points
9/16/2021	Lead Team and GTL Strategy Meeting	first Month of School feedback
9/20/2021	Staff Meeting	Discipline Flow charts, Roles & Responsibilities
9/27/2021	Academic Teams Meeting	Exemplar Exit Tickets & Re-Teach
10/4/2021	Staff Meeting	Red Ribbon week/Videos and speaking to students on Bullying
10/8/2021	Course Collab	District Professional Development
10/18/2021	Academic Teams Meeting	Exemplar Exit Tickets & Re-Teach
10/20/2021	Content student work Analysis meeting	SWAM materials/Criteria for success, student work analysis
10/25/2021	Staff Meeting	Christina Vasquez Creative Being Consulting
11/4/2021	Lead Team Strategy Meeting	Family Events/Campus events/Student celebrations
11/8/2021	Academic Teams Meeting	Exemplar Exit Tickets & Re-Teach

11/15/2021	Staff Meeting	Finalize House cup cheers & Team planning
11/29/2021	Staff Meeting	Awards assemblies/Student celebrations
12/6/2021	Academic Teams Meeting	Exemplar Exit Tickets & Re-Teach
12/13/2021	Staff Meeting	Christina Vasquez Creative Being Consulting
1/3/2022	Course Collab	District Professional Development
1/6/2022	Lead Team Strategy Meeting	After school Tutorials/ Saturday school planning
1/10/2022	Academic Teams Meeting	Exemplar Exit Tickets & Re-Teach
1/18/2022	Staff Meeting	TELPAS PLD's Training
1/19/2022	STAAR Planning Meeting	Restructure class prioritizing lowest objectives, critical students identified and grouped by class. Small group pull out by leader, push in to support and campus based bi-weekly assessments, in addition to AE to monitor progress and adjustment.
1/24/2022	Academic Teams Meeting	Exemplar Exit Tickets & Re-Teach
1/30/2022	Staff Clinics	Writing and ELA clinics led by content
2/7/2022	Staff Meeting	STAAR Security Training- All campus staff
2/18/2022	Course Collab	District Professional Development
2/21/2022	Staff Meeting	christina Vasquez Creative Being Consulting
2/28/2022	Academic Teams Meeting	Planning, exemplar Exit Tickets & Re-Teach
3/7/2022	Staff Meeting	Student Exit Tickets, Spring Break student work packets/AR & Math work
3/11/2022	Course Collab	District Professional Development
3/21/2022	Academic Teams Meeting	Planning, exemplar Exit Tickets & Re-Teach
3/28/2022	Staff Meeting	STAAR Security Logistics
4/4/2022	Academic Teams Meeting	Planning, exemplar Exit Tickets & Re-Teach
4/18/2022	Staff Meeting	Student Praise, Student celebrations, Tutorials
4/25/2022	Academic Teams Meeting	Planning, exemplar Exit Tickets & Re-Teach
5/2/2022	Staff Meeting	Grading, EOY Awards assemblies

IDEA Public Schools

IDEA Academy Weslaco

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Sylvia Mejia - Principal	Thursday, September 30, 2021	Parent Involvement Committee Meeting, Culture, Academic Expectations, Granola for Grandparents, Data Review, Report Card Pick up, Behavior and ADA Celebrations.
Melissa Mendoza- API ELA/ Social Studies Amy Ysquierdo- API RMT/Wit and Wisdom Amanda Valdez- API Math/Science	Thursday, October 28, 2021	Make a difference week, Red Ribbon Week, Book Character Dress up, Bully Prevention Month, Quarter 1 Awards, Data Review, Fall Festival
Meranda Barron- APO Penelope Diaz- AC	Thursday, November 18, 2021	Can Drive, Veteran's Day Project, Sports Day with Dad, PTG Meetings, Data Review, Behavior and ADA Celebrations.
Ashley Alvarez- Kinder GTL Sabrina Esquivel- 1st Grade GTL Eliza Huerta- 2nd Grade GTL	Thursday, December 16, 2021	Toy Drive, Sports Day with Dad, Scholastic Book Fair, Christmas celebrations for students and Staff, Data Review, Behavior and ADA celebrations.
Brianna Flores- 3rd Grade GTL Melissa Garcia - 4th Grade GTL Melinda Hernandez- 5th Grade GTL	Thursday, January 27, 2022	Quarter 2 Awards, Career week, Field Lesson (5th Grade), Parent Info Session, Data Review
Hipolita Zapata- ELA Content Leader Melinda Hernandez- Science Content Leader	Thursday, February 24, 2022	100th Day of School, Campus Culture, Parent info session, Valentine's Celebrations, Data Review, Behavior and ADA Celebrations.
Parent Representative: Claudia Gomez Arelí Flores	Thursday, March 24, 2022	Dr. Seuss Birthday Week Activities, Parent info Session, Quarter 3 awards, Data Review, Behavior and ADA Celebrations.
	Thursday, April 28, 2022	Earth Day, Family Picnic, Autism Awareness, Parent Info Session, Data Review

IDEA Public Schools

IDEA Academy Weslaco

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$317,475
212	Title I Migrant	
224	IDEA-B Formula	\$68,356
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$41,177

TOTAL \$ 5,378,340.00

IDEA Public Schools

IDEA Academy Weslaco

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	713	100%
At Risk	351	49%
SPED	35	5%
F.A.R.M	655	92%
ELL	283	40%
Male	360	50%
Female	353	50%
Amer. Indian	1	0%
Asian	6	1%
Black	7	1%
White	27	4%
Hispanic	672	94%

IDEA Public Schools

IDEA Academy Weslaco

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Melissa Mendoza	Committee Chair(s):	Amanda Valdez
Committee Members:	Brianna Flores Victoria Loredo Brenda Trevino Violeta Castaneda Jessica Saenz Eliza Huerta	Committee Members:	Stephanie Morales Margarita Mendoza Adrianna Gonzalez Claudia Martinez Sabrina Esquivel
Science		Social Studies	
Committee Chair(s):	Amanda Valdez	Committee Chair(s):	Melissa Mendoza
Committee Members:	Melinda Hernandez Crystal Rios Alexus Esquivel	Committee Members:	Adan Gonzalez Priscilla Penuelas Arlene Camacho
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Amy Ysquierdo	Committee Chair(s):	Penelope Diaz
Committee Members:	Selina Wright Penelope Diaz	Committee Members:	Sabrina Esquivel Imelda Bocanegra Melissa Garcia
School Culture and Climate		Special Populations	
Committee Chair(s):	Sylvia Mejia	Committee Chair(s):	Melissa Mendoza
Committee Members:	Selina Wright Amy Ysquierdo Penelope Diaz Beatrice Villarreal	Committee Members:	Jackie Losoya Marlyssa Perez

IDEA Public Schools

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Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2C	Building a strong Classroom culture with Todd Neslony. This course was designed to provide real ideas and resources that you can use tomorrow to build a better culture in your classroom	S, RR,	ALL	Teachers, APIs	8/2/21-5/26	Culture Lessons and Strategic	Walkthroughs, Check ins	GET 2C
IH	Implement Heggerty Phonological and Phonemic Awareness to build the skills in struggling readers	RR,	AR	Teachers, APIs	8/2/21-5/26	Tier 1 support cards, lessons, and Professional Development.	Walkthroughs, Check ins	DI Mastery results, Lesson progress (LPC form)
IE	The lead4ward one-day Intervention Conference provides a framework for redesigning our thinking around intervention and ensuring that all students become successful, lifelong learners. We'll explore how to help	S	ALL	Teachers, APIs	8/2/21-5/26	Teachers, Consultant, writing posters,	Walk throughs / Data Check-ins/lesson plans	STAAR results, IA results
IA	Uncommon Schools: Joy Factor and Start Strong PD modules	S, RR,	ALL	Teachers, APIs	8/2/21-5/26	Teachers, Consultant, writing posters,	Walk throughs / Data Check-ins/lesson plans	STAAR results, IA results
IE	Implement Bilingual Strategies with ELL students, sheltered instruction, and use of manipulatives/anchor charts	S, RR, O	EL	Teachers, APIs	8/2/21-5/26	train teachers on strategies, Camps and small group tutorials	Walk throughs / Data Check-ins/Lesson Plans	STAAR results, IA results
IE	Sylvan personalized tutorials	S, RR, O	EL	Teachers, APIs	8/2/21-5/26	train teachers on strategies, Camps and small group tutorials	Walk throughs / Data Check-ins/Lesson Plans	STAAR results, IA results

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
IA	Implement Being a Writer curriculum in 3rd and 4th	S	All	Teachers, APIs	8/2/21-5/26	Teachers, Consultant, writing posters,	Walk throughs / Data Check-ins/lesson plans	STAAR results, IA results
1F	Create IW work and rigorous literacy centers for K-2 with new Reading Mastery Transformation.	S, D	All	Teachers, APIs	8/2/21-5/26	Teachers, APIs, variety of paper products and craft products	Walk throughs / Data Check-ins/lesson plans	DI Mastery results, Lesson progress (LPC form)
1E/1F	Bi-weekly Mandatory teacher/parent conference with struggling students and mail out letters.	S, D	All	Teachers, APIs, Principal	8/2/21-5/26	Teachers, APIs	Data check-ins	STAAR results, IA results/Parent Contact logs
2C	Parent Academies (Curriculum Nights)	S, D, O	All	Teachers, APIs	8/2/21-5/26	Teachers, APIs	Agendas, observations	Sign-in sheets
1E	Data will be collected for daily independent work/exit slips and weekly assessments	S, D	All	Teachers, APIs	8/2/21-5/26	Teachers, APIs	Data check-ins	STAAR, Reading IW Grades
1A	STAR-REn test that is given in the AR Zone will be utilized to backwards plan and ensure that students meet a year's growth in their reading level.	S, RR	ALL	AR Manager Reading Teachers	8/2/21-5/26	STAR test, weekly AR reports, student reading logs	Walk throughs / Data Check-ins	STAR results
1H	Intervention pull outs for math and reading for students showing more than 2 years gap.	S	AR	Interventionist / 3rd, 4th, & 5th teachers/ Lead Team	8/2/21-5/26	District Scope and Sequence/Reading and Math Curriculum/DI Anthologies/AR books/Teacher	Walk throughs / Data Check-ins	Exit Slips / WA/ RTI
1A	Ambitious goals are set for students and follow NIFDI/IDEA curriculum guidelines	O	ALL	K-5 Teachers and Lead Team	8/2/21-5/26	Teachers/Lead Team/DI Goal Guidelines/Trackers	Walk throughs / Data Check-ins	Low-inference data collection/goals met by quarter and year
1E	Backwards planning is tracked throughout the year to insure that goals are met	O	ALL	K-5 Teachers and Lead Team	8/2/21-5/26	Teachers/Lead Team/DI Goal Guidelines/Trackers	Walk throughs / Data Check-ins	Low-inference data collection/goals met by quarter and year
1E	DI Data is used to identify students in need and provide intervention.	O	AR/ELL/ED/SE	K-5 Teachers and Lead Team, Interventionist, Sped Teacher	8/2/21-5/26	Teachers/Lead Team/DI Goal Guidelines/Trackers	Walk throughs / Data Check-ins	Low-inference data collection/goals met by quarter and year
1E/2C	Students are held accountable and celebrated for their goals by using objective trackers, lesson trackers and thermometer charts	O	ALL	K-5 Teachers and Lead Team	8/2/21-5/26	Teachers/Lead Team/DI Goal Guidelines/Trackers	Walk throughs / Data Check-ins	Low-inference data collection/goals met by quarter and year
1H	Ensure BOY placement is accurate	O	ALL	APIs	8/2/21-5/26	APIs/Rosters	Rosters	Data collection
1A	After School tutorial opportunities for struggling students in September	S, O	AR/ELL/ED/SE	K-5 Teachers and Lead Team, Interventionist, Sped Teacher	8/2/21-5/26	K-4 Teachers and Lead Team, Interventionist, Sped Teacher/Sylvan Learning	Attendance Rosters	Exit Slips / WA/
1E	Ensure that struggling students are on the RTI plan and tracked.	S,O	AR/ELL/ED/SE	Teachers, APIs, RTI Point personPrincipal	8/2/21-5/26	Teachers, AC, APIs	RTI logs, meeting forms, tutoring logs	RTI Meeting logs
2B	Coach and develop teachers through classroom observations followed by feedback and on the spot coaching. Use GBF, GET rubric and culture rubric.	O	All	Lead Team	8/2/21-5/26	APIs, PIR, Principal	Walk-throughs Teacher Observation Anecdotal records Data check-ins	EOY DI results, STAAR results Check-in documentation

2C	Invest parents in student goals during meeting the teacher, open house and campus tours.	S, O, RR, ST	ALL	K-5 Teachers and Lead Team	8/2/21-5/26	Teachers, AC, APIs	Walk throughs / Data Check-ins	Parent contact logs.
1E	Use STAAR data to provide intervention for students in need. (CSI)	S	AR/ELL/E D/SE	3rd - 5th grade teachers and Interventionist	8/2/21-5/26	Teachers, APIs, Interventionist	Tutoring logs, planning meeting notes, agendas,	STAAR results, IA results
1E	Students will practice stem questions missed on exit tickets/weekly assessments and get a parent signature on any failing exit ticket/weekly	S, O	ALL	Teachers, APIs	8/2/21-5/26	Teachers, APIs, Interventionist, stem questions,	Walk-throughs Teacher Observation Anecdotal records Data check-ins	STAAR results, IA results
2C	Use various methods of communication to relate important messages to parents. Remind/Facebook/Class Dojo, Parent weekly and Teacher	O	ALL	AC, APO Teachers Principal	8/2/21-5/26	Teachers, Lead Team, Admin asst. school messenger, parent weekly	parent weekly, school messenger	parent weekly, school messenger
2C	Teachers are to send graded student work home on a weekly basis for parents to review. Leaders will Audit Grades during teacher check ins	O	ALL	Teachers, APIs	8/2/21-5/26	Teachers, grade work, binder/folders, planners	Walk-throughs Teacher Observation Anecdotal records Data check-ins	Report Cards, Graded Work, Parent contact logs
1E/1F	Increase vocabulary through various research-based strategies. Add sound walls for K-1 and word walls for 2nd-5th.	RR, S	All	Administration Teachers	8/2/21-5/26	K-5 Classroom Teachers Administration E.L.A. Interventionist	Walk-throughs Word Walls Lesson Plans	STAAR Benchmark tests, MT and C/Os
2B	Make home visits for those students who have three or more absences by quarter.	O	All	AC, APO, SIS, Registrar	8/2/21-5/26	AC, APO, SIS, Registrar	Attendance Log	Weekly Attendance Report
2B	Make daily phone calls for those students who are absent and home visits for students who are chronically absent.	O	All	AC, APO Teachers SIS Registrar	8/2/21-5/26	AC, APO Teachers SIS Registrar	Attendance Clerk Support Staff	Attendance Reports Weekly Attendance Report
2A/2B	Monthly Rewards for Teacher Perfect Attendance. Ex. Jean Day!, Extended Lunch!	O	All	Principal	8/2/21-5/26	Principal, Admin Asst.	Attendance Log	Weekly Attendance Report
2A/2B	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	O	ALL	Lead Team	8/2/21-5/26	Lead Team	Observations, data conversations, student data	Observation forms, Data conversation forms, Weekly Assessments
2B	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	O	All	Principal	8/2/21-5/26	Lead Team	Faculty meeting sign-in sheets	Sign-in sheets
2C	Incentives for passing big assessments and meeting goals; field day, family night events, parades, incentives	O	All	Teachers, APIs	8/2/21-5/26	Teachers, APIs, Budget Clerk, incentive items	Schedules, data check-ins, observations	STAAR results, IA results
2B	Incentives for perfect attendance every Weekly, Monthly and Quarter for students.	O	All	APO Teachers SIS Registrar	8/2/21-5/26	APO, teachers	Attendance records	Attendance records
2C	Implementing Intensive Culture Training during the first week of school for students.	O	All	Teachers, APIs, Principal	8/2/21-5/26	Teachers, Lead Team AC, District Culture Kit	Walk-throughs Data Conversations Lesson Plans	Discipline referrals
2B	Teacher Weekly to include; shout outs, important dates and events, inspirational messages, birthday shoutouts	O	ALL	Principal	8/2/21-5/26	Lead team, teacher observations, data check-ins	Printed Teacher weekly	Teacher Weekly
2B	Staff "Shout Out Board" for students and staff to post shout outs in the Breakroom and picture wall.	O	ALL	Principal	8/2/21-5/26	School staff, bulletin board	Shout Outs posted	Low-inference data collection/goals met by quarter and year
2A	Bi-weekly check ins with high performing teachers to give feedback to provide with professional growth; do not deprioritize high performing	O	ALL	Lead Team	8/2/21-5/26	Lead team, teacher observations, data check-ins	Walk-throughs Teacher Observation Anecdotal records	Low-inference data collection/goals met by quarter and year

2A	Mentor Program for new hires and teachers moving to a different program.	O	ALL	Principal	8/2/21-5/26	Principal, APIs, PIR	Meeting logs	Low-inference data collection
2C	Parent events such as: Welcome To IDEA, Welcome Back to School, Father/Daughter Dance, Mother/Son dance, Winter festival, Fall festival.	S,D, O	All	AC, APO Teachers Principal	8/2/21-5/26	School staff	Meeting notes, Flyers, Parent notes, school messenger, Parent Weekly,	Agendas, sign-in sheets
2C	Implement RULER character program, Move this World, IDEA 55 and words of wisdom and SEL lessons, second step	O	All	AC	8/2/21-5/26	AC, teachers, mood meter	Mood Meter	Walk-throughs Teacher Observation Anecdotal records
2C	21st Century Grant after school program to homework support, dance squad, theatre, sports, art, Grosology	O	All	PIR	8/2/21-5/26	PIR, outside personel, teachers, pianos, classroom to meet in.	Scheduled activities, student attendance,	Sign-in sheets, participation numbers
1A Read	Use strategies from Teach Like a Champion to enhance reading comprehension in all classrooms.	S	All	Facilitators Teachers	8/2/21-5/26	Book studys	Walk-throughs/ Lesson Plans	2016 STAAR Benchmark tests
2D & 2F	Kinder-Culture Camp	O	ALL	Lead Team/Teachers	8/2/21-5/26	Lead Team/Teachers/Culture Binders	Walk throughs / Data Check-ins	Walkthroughs and Observations/Persistence
1A Read	Increase ELLs comprehension during small groups reading by using anchor charts and all other Kaegan strategies from PD.	S	ELL/ALL	Teachers/Interventionist	8/2/21-5/26	English Language Learners /Kaegan Professional Development	observations	Unit assessments, ET, STAAR
1A Read	Incorporate the writing process during Wit and Wisdom	S	All	Teacher	8/2/21-5/26	Ready to write prompt box	writing prompts	Weekly writing assignments
1A Math	Use to do hands on activities when introducing a new Objective with Eureka Math	S	All	Teacher/Interventionist	8/2/21-5/26	Manipulatives (3D shapes), Fraction Models.	observation	Unit assessments, ET, STAAR
1A Read	Task Cards and Novel Comprehension Packets	RR S	SE	Teachers Interventionist	8/2/21-5/26	Teachers Pay Teachers \$200 www.teacherspayteachers.com	Walk-throughs Running records Anecdotal records	IA, STAAR
1A Math	Math vocabulary words with pictures for ELL students	S	ELL	Teacher/Interventionist	8/2/21-5/26	Eureka Math	observations	IA, STAAR
1E	TELPAS - increase EL student composite growth by EOY through teacher PD, imagine learning software	O	EL	Teachers, Counselor, Admin.	8/2/21-5/26	professional Development, software	walkthroughs Lesson Plans Observations	TELPAS 2022
1A	Use strategies from Teach Like a Champion to enhance reading comprehension in all classrooms.	RR	All	Facilitators Teachers	8/2/21-5/26	Book studys	Walk-throughs/ Lesson Plans	2022 STAAR Benchmark tests

2C	Target social/emotional needs of students after pandemic through counselor (Christina Vasquez) led sessions using SEL curriculum and trainings for teachers.	O	All	Teachers, AC	8/2/21-5/26	Curriculum and Gradelevel Sessions	Observations	Quarterly Persistence PTG/Student surveys
2C	Target SEL: Sense of empowerment Focus on achieving wholeness as an individual Become aware of their inner voice Self-reflection and discovery	O	All	Principal	8/2/21-5/26	Professional Development and Counseling	Student Surveys Walkthroughs	
2A	Region one training/conferences to support PK-2 teacher preparation	RR	All	Teachers, Administration	8/2/21-5/26	Professional Development	Lesson Plans Observations	DIBELS, EOM, MT
1E Read	Use May the fours be with you resources that are more aligned with STAAR writing	S	All	Teachers	8/2/21-5/26	Teacher/Daily Language Review	Writing Portfolio	Weekly Assessments
1E	Mini-Camps (3rd-5th)	S	All	Teachers	8/2/21-5/26	Review grade level foundational concepts	Observations	Weekly Assessments
1A Math	Strategies Continued : STAAR Step up to TEKS (3rd-5th) Serius and Think up STAAR Master Math (3rd-5th)	S	All	Administration	8/20-8/8/2/21-5/26	Administration Math Dept. C-Scopes Region 1 Consultants	Walk-throughs SRI Lesson Plans	2021 STAAR Benchmark tests
ID	Special Education Training	S	SE	Teachers	Fall	Special Education Conference and region one training	Walkthroughs Lesson Plans Observations	STAAR Alt 2
2D & 2F	PK-5th grade culture camps - after pandemic and hybrid learning systems all students need to attend culture camps to re-familiarize with culture expectations and to begin building relationships with teachers.	O	ALL	Lead Team/Teachers	BOY/EOY	Lead Team/Teachers/Culture Binders	Walk throughs / Data Check-ins	Walkthroughs and Observations/Persistence

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Weslaco



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Weslaco

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



CAMPUS MISSION

The School community at IDEA Weslaco College Preparatory prioritizes our College for All 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.

IDEA Public Schools

IDEA College Prep Weslaco

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools
IDEA College Prep Weslaco

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Spanish and Electives
Leanna Sarinana, Principal Sean Brown, PIR (named principal) Janet Guerrero, PIR Viviann Lopez, API Lorraine Vasquez, API	Oscar Martinez III, DCC April Flores, CC Melissa Medina, CC Miguel Salinas, SSA (pending SC title)	Mirna Hernandez Aglae Quinones Salvador Campos Carlos Puentes Kimberlee Klostermann
Sixth Grade	Seventh Grade	Eighth Grade
Christine Elliott Selene Aleman Joel Guerrero Daisy Alvarado	Alanisa Galindo Dina Ysasi Rick Garza Isaac Aguirre Mark Silva	Daniel Rodriguez Karisa Loya Amanda Garza Jaqueline Moreno
Ninth Grade	Tenth Grade	Eleventh Grade
Ana Hernandez Jennifer Campos Juan Vaca Sabrina Perez	Gildardo Fernandez Nancy Cabrales Hector Hernandez Amsi Zuno	Hugo De Hoyos Christian Resurreccion Wesley Suggs Jonathan Elliott
Twelfth Grade	Physical Education	Art
Lizbeth Mendoza Thomas D'Adamo Michael Blackmon Adrian Correa	Jerry Montes Julio Montes	Abigail Garcia Christian Wilcox
SPED	RTTC	Key
Brenda Gonzalez Valerie Jimenez Osvaldo Cantu	Jessica McGowan Jerry Gutierrez Vanessa Hernandez	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Weslaco

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jaritze Calderon	N/A	Mariela Montalvo
Facilities Staff	Child Nutrition	Front Office Staff
Paul Closner	Juan Penuelas	Amelia Silva - Receptionist Maria Cantu - Business Clerk Cynthia Covarrubias - Student Information Systems Julissa Araguz - Registrar Gracie Garcia - Health Aide

IDEA Public Schools
IDEA College Prep Weslaco

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/12/2021	Priority Students and Tracking	TWBAT establish year-long systems for tracking student achievement measures according to EOY goals.
8/11/2021	3B Unit Unpack Part 1 - Unpacking assessments and making connections to daily level of rigor.	TWBAT complete lesson assessments and utilizes responses to write aligned question stems for the unit.
8/18/2021	3B Unit Unpack Part 2 - Calendaring instructional days with key point alignment in daily lessons.	TWBAT complete lesson assessments and utilizes responses to write aligned question stems for the unit.
8/31/2021	KDA - Building exemplar Know/Do/Access charts for daily lessons.	TWBAT write exemplar KDA charts that improve lesson planning.
9/21/2021	SWAM Training	TWBAT write a lesson re-teach via modeling built from KDA and in response to student achievement results.
10/12/2021	SWAM Training	TWBAT write a lesson re-teach via guided discourse built from KDA and in response to student achievement results.
11/2/2021	Annotations Across Campus	TWBAT practice and implement aligned annotations for various purposes.
going (3 week rotation)	Content Internalization	TWBAT rehearse weekly lessons with content teams with feedback on GET 4A Instructional Clarity.
11/30/2021	Data Conversation Preparation	TWBAT name look-fors in effective data response - build priority re-teach lessons and create a planning calendar.

IDEA Public Schools
IDEA College Prep Weslaco

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Alanisa Galindo Karisa Loya Ana Hernandez Amsi Zuno Hugo De Hoyos Adrian Correa Oscar Martinez III Janet Guerrero Miguel Salinas	August 17th	BOY Follow Up
	September 7th	Campus Events Planning
	September 28th	Responding to Teacher Stress
	October 19th	Problem of Practice
	November 9th	Review of Special Populations Accommodations Planning/Implementation
	December 7th	S2 Schedule for Saturday Schools
	January 12th	Rattlesnake and Pythons Follow Up
	February 2nd	Culture Assessment
	February 23rd	Preview of Testing Schedule/Training Feedback
	March 23rd	Data Response Planning
	April 13th	Problem of Practice
	May 4th	EOY Awards Planning

IDEA Public Schools

IDEA College Prep Weslaco

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	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 351,941.00
212	Title I Migrant	
224	IDEA-B Formula	\$ 60,544.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$ 30,772.00

TOTAL \$ 5,763,061.00

IDEA Public Schools

IDEA College Prep Weslaco

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	790	100%
At Risk	445	56%
SPED	31	4%
F.A.R.M	455	58%
ELL	210	27%
Male	398	50%
Female	392	50%
Amer. Indian	2	0%
Asian	1	0%
Black	3	0%
White	21	3%
Hispanic	763	97%

IDEA Public Schools

IDEA College Prep Weslaco

Campus Committees	
English Language Arts	Math
Committee Chair(s): Jennifer Campos Committee Members: Selene Aleman Karisa Loya Nancy Cabrales Christian Resurreccion Thomas D'Adamo	Committee Chair(s): Hugo De Hoyos Committee Members: Christine Elliott Alanisa Galindo Daniel Rodriguez Ana Hernandez Gildardo Fernandez Lizbeth Mendoza
Science	Social Studies
Committee Chair(s): Jaqueline Moreno Committee Members: Joel Guerrero Sabrina Perez Amsi Zuno Jonathan Elliott Adrian Correa	Committee Chair(s): Amanda Garza Committee Members: Rick Garza Juan Vaca Hector Hernandez Wesley Suggs Michael Blackmon
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Valerie Jimenez Committee Members: Osvaldo Cantu Brenda Gonzalez Aglae Quinones Salvador Campos	Committee Chair(s): Miguel Salinas Committee Members: April Flores Melissa Medina Oscar Martinez III
School Culture and Climate	Matriculation
Committee Chair(s): Jessica McGowan Committee Members: Jerry Montes Julio Montes Mirna Hernandez Kimberlee Klostermann Abigail Garcia Christian Wilcox	Committee Chair(s): Oscar Martinez III Committee Members: Jessica McGowan Jerry Gutierrez Vanessa Hernandez

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
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- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%
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- 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
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PRIORITY #3: Achieve Mission at Scale

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

- S-STAAR
- D-DIBELS
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- RR-Reading Renaissance
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- AP-AP Tests
- O-Other

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- All
- AR-At Risk
- ELL-English Language Learners
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- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Toros



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Toros

DISTRICT MISSION

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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

IDEA Public Schools

IDEA College Prep Toros

District Goals 2021-2022

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IDEA Public Schools

IDEA College Prep Toros

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Viviane Manzano Nora Cuevas Gabriela Godinez Diego Reyna	Rolando Gonzalez Mara Castillo	Erika Gaytan Cecilia Martinez Amanda Gutierrez *
Sixth Grade	Seventh Grade	Eighth Grade
N/A	N/A	Daniella Gutierrez Michele Inocencio Samantha Vasquez Mary de la Cruz
Ninth Grade	Tenth Grade	Eleventh Grade
Daniella Gutierrez Christopher Olivarez Yaritza Escamilla Lizeth Grajeda	Yvonne Garcia Christopher Olivarez Samantha Vasquez Mary de la Cruz	Hector Chavez Michele Inocencio Raymond Villagomez Jonathan Ayala
Twelfth Grade	Physical Education	Key
Hector Chavez Cayetano Castro Yaritza Escamilla Jonathan Ayala	Jason McGlothern	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Toros

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
NA	NA	Enrique Diaz - TM Jorge Aldana Mariel Villarreal David Gomez Jose Segovia Bobby Cancino
Facilities Staff	Child Nutrition	Front Office Staff
Randy Coreno Michael Vargas Rosa Mendez	Imelda Rojas Mireida Chapa Carla Ramirez Esperanza	Myrna Gomez - Receptionist Shirley Salinas - SIS Lydia Gonzalez - HA Teresa Lopez - BC Gerardo Martinez-EC

IDEA Public Schools
IDEA College Prep Toros

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/24/2021	Student Culture	Teachers will know the BOY student culture expectations & objectives
9/28/2021	Data Driven Instruction	Teachers will be able to analyze and identify student work gaps through data
10/26/2021	Positive Student Culture	Teachers will be able to determine which teacher actions lead to positive student culture; staff will action plan to increase positive student culture.
11/30/2021	Progress Toward Goals & OCS	Teachers will be able to analyze and create next steps based off of current student independent assessment data
12/28/2021	Tracking	Teachers will be able to develop clear methods for student tracking of data
1/25/2022	Effective Reading & Writing Strategies	Teachers will be able to implement effective writing and reading strategies across contents in their classrooms
2/22/2022	Exit Ticket Huddles & Mastery Machine	Teachers will be able to effectively lead and participate in daily exit ticket huddles and incorporate mastery maching
3/29/2022	Planning for Quality Projects	Teachers will be able to revisit current projects and ensure pending standards are incorporated into projects through project additions
4/26/2022	Summit Basecamp Regional Training	Teachers will be able to implement high level rigor strategies in their personalized learning projects
5/24/2022	Staff Step Back	Teachers will be able to reflect on current school culture and academic data. Staff will write an action plan to fill in gaps.

IDEA Public Schools

IDEA College Prep Toros

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Viviane Manzano, Principal Nora Cuevas, Assistant Principal of Instruction Yvonne Garcia, English Teacher/Content Team Leader Mary de la Cruz, Math Teacher/Grade Team Leader	Wednesday, August 18, 2021	Student Culture
	Wednesday, September 15, 2021	Family Outreach
	Wednesday, October 20, 2021	Quarterly Workshops
	Wednesday, November 17, 2021	Student Performance
	Wednesday, December 15, 2021	Tracking
	Wednesday, January 19, 2022	Quarterly Workshops
	Wednesday, February 16, 2022	College Matriculation
	Wednesday, March 16, 2022	End of Year Events
	Wednesday, April 20, 2022	Summer Professional Development Planning

IDEA Public Schools

IDEA College Prep Toros

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	\$	110,237.00
164	State Compensatory	\$	1,533,424.00
404	Accelerated Reader/Math	\$	370,384.00
165	State Bilingual	\$	50,928.00
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular	\$	116,990.00
212	Title I Migrant		
224	IDEA-B Formula	\$	11,718.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology		
263	Title III, Bilingual	\$	18,170.00

TOTAL \$ 2,211,851.00

IDEA Public Schools

IDEA College Prep Toros

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	264	100%
At Risk		0%
SPED	5	2%
F.A.R.M	225	85%
ELL	110	42%
Male	198	75%
Female	66	25%
Amer. Indian	2	1%
Asian	0	0%
Black	2	1%
White	12	5%
Hispanic	248	94%

IDEA Public Schools

IDEA College Prep Toros

Campus Committees	
English Language Arts	Math
Committee Chair(s): H. Chavez Committee Members: Y. Garcia D. Gutierrez	Committee Chair(s): M. de la Cruz Committee Members: L. Grajeda J. Ayala
Science	Social Studies
Committee Chair(s): Y. Escamilla Committee Members: S. Vasquez R. Villagomez	Committee Chair(s): C. Olivarez Committee Members: C. Castro M. Inocencio
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): V. Manzano Committee Members: D. Reyna N. Cuevas G. Godinez	Committee Chair(s): D. Reyna Committee Members: R. Gonzalez M. Castillo
School Culture and Climate	Special Populations
Committee Chair(s): N. Cuevas Committee Members: G. Godinez R. Gonzalez M. Castillo	Committee Chair(s): G. Godinez Committee Members: A. Gutierrez Y. Garcia C. Castro

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

SAN ANTONIO

IDEA Public Schools

IDEA Academy Brackenridge



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Brackenridge

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

IDEA Brackenridge prepares scholars for success to and through college.

IDEA Public Schools

IDEA Academy Brackenridge

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA Academy Brackenridge

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Marlitha Williams-Ragland (Principal) Jessica Loera (API) Juan Gonzalez (API) Sheena Miller (API) Priscila Osorio (API) Carlos Montero (APO)	Africa Martinez (SSA) ISabel Mata (SC)	J. Prosperi J. Culwell
Kindergarten	First Grade	Second Grade
S. Perez C. Rodriguez P. Adams M. Lunsford	M. Torres L. Stinnett J. Bocanegra G. Petit V. Zamarripa	R. Gonzales G. Word C. Lawerence D. Lucios R. Cepeda
Third Grade	Fourth Grade	Fifth Grade
O. Setamou M. Renteria A. Sanchez K. McCoy	D. Collins L. Geigenmiller T. Simmons	A. Cisneros B. Brewster B. Smith
Physical Education	SpEd Teachers	Interventionist
V. Vasquez	S. Khantharoth (Pre-K - 3rd) K. Sherrow (4th - 5th)	D. Chatman P. Garcia

IDEA Public Schools

IDEA Academy Brackenridge

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
S. Gamez B. Corona M. Traviews T. McNeil Y. Molina J. Kraus A. Trevino S. Leonard E. Rodriguez	n/a	none
Facilities Staff	Child Nutrition	Front Office Staff
Miguel Plata -FM John Marquez - Lead Custodian Adrian Paradez - Custodian Kara Farias - Custodian Alfredo Gamez - Custodian	Maria Lopez- CNP Manager Isabel Garcia- Assistant CNP Manager Patricia Ruesga- Assistant CNP manager Ernestina Duran- FSS Maria Gelacio- FSS Edna Galaviz- FSS Blanca Torres- FSS Joshua Ahumada- FSS Dora Ayala- FSS Silvia Gutierrez- FSS	Christina Gutierrez- Receptionist Natalie Casias Nadine Castilleja- Business Clerk

IDEA Public Schools
IDEA Academy Brackenridge

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July 26-27	Returning Teacher Lesson Planning	TWBAT Deconstruct TEKS to create lesson objectives aligned to state learning standards
August 2- 6	BOY PD	TWBAT analyze and explain instructional strategies and expectations for the 20-21 school year
9-Aug	DIBELS Training	TWBAT administer testing in alignment to state requirements
16-Aug	Teacher Committees	TWBAT choose a committee that aligns with organizing a science fair, cross grade level collabs, celebrations, and an academic triathlon
23-Aug	RenStar Training	TWBAT administer RenStar Testing
30-Aug	Lead4Ward- Content Builder	TWBAT learn how to maximize use of Lead4Ward and blueprint to improve instruction.
13-Sep	Parent Teacher Conference	TWBAT effectively communicate with parents how students performance levels are.
20-Sep	Curriculum Mapping	TWBAT outline a sequence for delivering content and provide a clear scope for what must be taught to all students as specified in their curriculum.
Date	Session Title/Topic	Session Objective(s)
27-Sep	Data Analysis	TWBAT inform their practice thus making decisions about what to teach, how to teach, and how to determine whether students have learned what their taught.
4-Oct	SWAM	TWBAT look at student work and identify what students have learned, what they are developing in, and how they apply it.
18-Oct	Integrated Curriculum Planning	TWBAT organize curriculum so that it cuts across subject-matter lines, bringing topics into meaningful discussion and allowing students to focus on broad areas of study.
25-Oct	Online Program	TWBAT utilize online programs to look at progression towards
1-Nov	Intervention and Tutoring	TWBAT map out canary list and appropriate intervention tutoring plans for scholars.
8-Nov	Mock Benchmark	TWBAT understand how to break down scores for mock and analyze growth for scholars.
15-Nov	Building Vocabulary	TWBAT learn how to implement academic vocabulary in the classroom to build student capacity.
29-Nov	Culture and Climate	TWBAT reset expectations for scholars with regard to Culture and Climate.
6-Dec	Maximizing Instruction	TWBAT implement instructional tools that will guide in maximizing instruction.
13-Dec	Mindfulness	TWBAT learn mindfulness techniques that can help them lead a healthier lifestyle.

Date	Session Title/Topic	Session Objective(s)
10-Jan	Culture Reset	TWBABT reset classroom expectations on climate and culture.
24-Jan	GET Rubric - Guidepost 1 - Goal Setting	TWABT set SMART goals, invest students, and
31-Jan	GET Rubric - Guidepost 2 - Culture and Climate	TWABT set SMART goals, invest students, relationships and classroom climate, culture of achievement, systems and procedures, Rules and consequences
7-Feb	GET Rubric - Guidepost 3 - Planning	TWABT apply content knowledge and pedagogy, Unpacking Unit Plan, Planning Lesson Vision, Planning for the lesson cycle
14-Feb	GET Rubric - Guidepost 4 - Lesson Delivery	TWABT instructional clarity, student practice, monitors student learning, responds to gaps in student learning, and literacy.
21-Feb	GET Rubric - Guidepost 5 - Data-Driven Decisions	TWABT analyze assessment data, tracking, feedback and grading, remediation, and re-teaching.
28-Feb	GET Rubric - Guidepost 6 - IDEA Core Values and Professionalism	TWABT embed all IDEA Core Values and implement teacher handbook expectations.
14-Mar	Mindfulness	TWABT learn mindfulness techniques that can help them lead a healthier lifestyle.
21-Mar	Accommodations and Modifications	TWABT apply specific accommodations for scholars who fall under special pops.
28-Mar	TELPAS Training	TWABT understand testing component and testing guidelines for compliance.
4-Apr	Response to Intervention - Tier 3	TWABT learn and apply all about Tier 3 interventions for scholars.
11-Apr	Retention and Promotion	TWABT understand retention interventions for scholars.
18-Apr	STAAR Blitz	TWABT implement Targeted instruction for ALL scholars to ensure they are STAAR ready.
25-Apr	STAAR Blitz	TWABT implement Targeted instruction for ALL scholars to ensure they are STAAR ready.
2-May	STAAR Blitz	TWABT implement Targeted instruction for ALL scholars to ensure they are STAAR ready.
9-May	STAAR TRAINING	TWABAT understand the systems and procedures being used for STAAR testing
16-May	EOY Projects	TWABT embed TEKS-based projects for scholars.
23-May	EOY Checklist	TWABT understand the checkout procedures to ensure all components for EOY are followed.

IDEA Public Schools

IDEA Academy Brackenridge

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Marlitha Williams-Ragland (Principal, Administration) Jessica Loera (API) Juan Gonzalez (API) Sheena Miller (API) Priscila Osorio (API) Africa Martinez (SSA) ISabel Mata (SC) April Carrillo (Pre-K Teacher) Sarah Perez (Kinder Teacher) Melissa Torres (1st Teacher) Roberto Cepeda (2nd Teacher) Kelli McCoy (3rd Teacher) Priscilla Garcia (Interventionst) Donte Chatman (Interventionst)	September 20th	1. Teacher Incentives, 2. Culture Rubric, 3. Campus Health and Wellness, 4. Hispanic Heritage Dia De Los Muertos	
	October 11th	1. Fall Festival, 2. Data Review, 3 Holiday Celebrations,	
	November 8th	1. Food Drive, 2. Giving Tree, 3. Data Review, 4. Winter Festival	
	December 6th	1. Giving Tree, 2. Data Review, 3. TELPAS planning	
	February 7th	1. Data Review, 2. Spring Fling, 3. DIBEL	
	March 7th	1. Science Fair, 2. Triathlon, Data Review	
	April 4th	1. 2022-23 school calendar	
	9-May	1) EOY procedures	

IDEA Public Schools

IDEA Academy Brackenridge

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	\$215,966
164	State Compensatory	\$3,004,144
404	Accelerated Reader/Math	\$725,623
165	State Bilingual	\$99,774
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 199,514.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 70,309.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ 19,782.00
263	Title III, Bilingual	\$ -

TOTAL \$ 4,335,112.00

IDEA Public Schools

IDEA Academy Brackenridge

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	917	100%
At Risk	290	32%
SPED	56	6%
F.A.R.M	811	88%
ELL	180	20%
Male	467	51%
Female	450	49%
Amer. Indian	2	0%
Asian	2	0%
Black	40	4%
White	64	7%
Hispanic	801	87%

IDEA Public Schools

IDEA Academy Brackenridge

Campus Committees	
English Language Arts	Math
Committee Chair(s): M. Williams Committee Members: S. Miller A. Gonzalez M. Cadde D. CHatman	Committee Chair(s): A. Gonzalez Committee Members: R. Sepeda L. Geigenmiller
Science	Social Studies
Committee Chair(s): B. Brusto Committee Members: T. Simmons S. Leonard	Committee Chair(s): S. Reyes Committee Members: J. Morenon S. Perez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): I. Mata Committee Members: J. Loera P. Osorio	Committee Chair(s): A. Martinez Committee Members: A. Carillo L. Moffatt
School Culture and Climate	Special Populations
Committee Chair(s): M. Williams Committee Members: S. Miller P. Osorio	Committee Chair(s): M. Williams Committee Members: A. Martinez S. Khantharoth

IDEA Public Schools Brackenridge Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
IE	Achieve 3000	S	all	S. Miller	8/13-5/22	material	data reports	EOY district assessment
IE	NO red Ink	S	all	S. Miller	8/13-5/22	material	data reports	EOY district assessment
IE	Reflex	S	all	J. Gonzalez	8/13-5/22	material	data reports	EOY district assessment
IH	Vocab Development	D	all	P.Osorio	8/13-5/22	Human/ Fiscal	data reports	EOY district assessment
2A	The together Teacher	O	all	M. Williams		materials	data reports	EOY district assessment

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
IF	Imagine Learning	D	all	J. Loera	8/13-5/22	material	district reports	EOY district assessment
IE	Lead 4Ward	S	all	J. Gonzalez	8/13-5/22	material	district reports	EOY district assessment
IH	Rosetta Stone	S	ELL	A. Martinez	8/13-5/22	material	district reports	EOY district assessment
IE	Edulastic	S	all	M. Willaims	8/13-5/22	Human/ Fiscal	district reports	EOY district assessment
2B	B.A.L.A.N.C.E Period	O	all	I. Mata	9/6-5/25	materials	district reports	EOY district assessment

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IDEA Public Schools

IDEA College Prep Brackenridge



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Brackenridge

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CAMPUS MISSION

IDEA BRACKENRIDGE prepares students from our community to be prepared for college and citizenship by ensuring the quality of our work is impeccable and how we treat people builds lasting relationships.

IDEA Public Schools

IDEA College Prep Brackenridge

District Goals 2021-2022

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IDEA Public Schools

IDEA College Prep Brackenridge

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Zachary Stingl- Campus Principal Ashley Boudreaux- Assistant Principal of Instruc. Carlos Montero- APO	Vanessa Angeles- Academic Counselor Alyssa Solano- College Counselor	Lead Interventionist ? Patricia Andazola Josiah Farley- Sped Sped Teacher? Sped Teacher?
Sixth Grade	Seventh Grade	Eighth Grade
Vacant Richard Moreno Alissa Huerta	Selene Mireles Flore Ponce Regginaldo Garcia	Brianna Sandoval Shania Thomas Vacant-Math Vacant-History Vacant- Spanish 1
Ninth Grade	Tenth Grade	Eleventh Grade
Sarah Andrade- Geometry Corrie Rosen- English I Spanish 2- ? Lidia Garza- Phy Ed & Health Jordan Williams- Human Geo Thomas Dillard- Biology	English II - Alissa Alvarado Amber Gutierrez- Chemistry Karina DeLeon- RTTC Trevor Malley-AP World History Francisco Ramos- AP Spanish	n/a
Twelfth Grade	Physical Education	Key
n/a	Lydia Garcia Chassity Ballderrama	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Brackenridge

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Elizabeth Erdy Valerie Salinas	n/a	n/a
Facilities Staff	Child Nutrition	Front Office Staff
Mike Plata- FM John Marquez- Lead Custodian Adriana Paradez- Custodian Kara Farias- Custodian Alfredo Gamez- Custodian	Maria Lopez- CNP Manager Isabel Garcia- Assistant CNP Manager Patricia Ruesga- Assistant CNP manager Ernestina Duran- FSS Maria Gelacio- FSS Edna Galaviz- FSS Blanca Torres- FSS Joshua Ahumada- FSS Dora Ayala- FSS Silvia Gutierrez- FSS	Christina Gutierrez- Receptionist Jerica Salinas- SIS Nadine Castilleja- Business Clerk

IDEA Public Schools

IDEA College Prep Brackenridge

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July 12-16	New Teacher Unit Breakdown Planning	TWBAT break down their unit assessment and build a day by day calendar. They will be able to write a units worth of lesson plans.
August 2-6	BOY PD	TWBAT explain: their daily schedule, BOD/EOD/LUNCH procedures, Safety procedures like fire drill and lock down as well as prepare their classrooms and prep for BOY culture camp.
August 9-11	FIRST WEEK EOD DEBRIEF	TWBAT: give and get feedback for EOD/BOD procedures as well as take part in exit ticket huddles and reteach planning.
Weekly August-May 27th	Staff PD	Exit ticket sorts, behavior management, data tracking, unit planning, RTI...etc.
April 4th	STAAR PD	Campus wide STAAR training
Feb 18th	TELPAS TESTING/PD	Campus Wide TELPAS Testing/ Teacher PD/Writing Rating Party
25-Mar	Last push to an A	lazer focus on data to close gaps
22-Apr	Students matter PD	start thinking about how to keep all students . What will last weeks of school look like.

IDEA Public Schools

IDEA College Prep Brackenridge

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Zachary Stingl (Principal, Administration) Vanessa Angeles (Academic Counselors) Ashley Boudreaux (Assist. Princ. of Instruc) Alyssa Solano (College Counselor) Richard Moreno (6th Teacher) Selene Mireles (7th Teacher) Brianna Sandoval (8th Teacher) Sarah Andrade (9th Teacher)	Tuesday, Sept 7	1. Student Incentives 2. TEACHER INcentives 3. Culture Rubric
	Tuesday, Oct 5	1. Fall Festival 2. Red Ribbon week 3. Bully prevention month 4. Core Value Awards 5. Data Review
	Tuesday, Nov 2	1. Can Drive 2. Blanket Drive 3. Holiday Celebration for students & Staff 4. Data review
	Tuesday, Dec 7	1. Toy Drive 2. Blanket Drive 3. Holiday celebration for students and staff 4. Data review
	Tuesday, Jan 4	1. Career week 2. Data review 3. Field lessons
	Tuesday, February 2	1. Career week 2. Data review 3. Field lessons
	Tuesday, March 1	1. Spring fling 2. Data review 3. campus culture 4. Commitment to college
	Tuesday, April 5	1. Earth month 2. Budget review 3. Data review
	Tuesday, May 3	1. EOY celebration 2. Family 3. 5 de Mayo 4. Royal Readers 5. Parent Satisfaction

IDEA Public Schools

IDEA College Prep Brackenridge

Campus Budget Summary

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165	State Bilingual	\$ 99,774.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

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211	Title I Regular	\$ 199,514.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 70,309.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
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TOTAL \$ 4,335,112.00

IDEA Public Schools

IDEA College Prep Brackenridge

Campus Demographics

Student Populations	Number of Students	Percentage of Students
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ELL	140	31%
Male	212	47%
Female	243	53%
Amer. Indian	0	0%
Asian	0	0%
Black	17	4%
White	22	5%
Hispanic	413	91%

IDEA Public Schools

IDEA College Prep Brackenridge

Campus Committees	
English Language Arts	Math
Committee Chair(s): Jennifer Culver Committee Members: Richard Moreno Flor Ponce Brianna Sandovol	Committee Chair(s): Ashley Boudreaux Committee Members: Selene Mireles Alissa Huerta Sarah Andrade
Science	Social Studies
Committee Chair(s): Shania Thomas Committee Members: Reginaldo Garcia Amber Gutierrez	Committee Chair(s): Zachary Stingl Committee Members: Jordan Williams Peter Coons Trevor Malley
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Zachary Stingl Committee Members: Ashley Boureaux Alyssa Solano Vanessa Angeles	Committee Chair(s): Vanessa Angeles Committee Members: Selene Mireles Patrica Andazola
School Culture and Climate	Special Populations
Committee Chair(s): Vanessa Angeles Committee Members: Ryan Henarie Alyssa Solano Chasity Balderrama	Committee Chair(s): Josiah Farley Committee Members: Elizabeth Erdy Zachary Stingl Vacant Position

IDEA Public Schools

IDEA College Prep Brackenridge

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2c	Grade Level Newsletters- Monthly	n/a	n/a	GTL's	Aug-May	n/a	file submission	admin review
2c	Spelling Bee	n/a	n/a	English department	February 14th	n/a	level and campus winners	Admin review
2c	StuCCo	n/a	n/a	Selene Mireles (TBD)	Aug-May	n/a	Meeting minutes	Admin review
2c	Green Club	n/a	n/a	TBD	Aug-May	n/a	meeting minutes	Admin review

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2c	Monthly heritage month visibility			Stingl	Aug-May		Dojo posts/ posters on walls	Completed
2c	VIP Program			Vanessa Angeles	Aug-May		VIP wall	not-completed (covid)
2c	New Student Touchpoints			Vanessa Angeles	Aug-May		Calendar	25% completed
2c	Ruler Method			Vanessa Angeles	aug-May		Daily touch when entering class	not-completed (covid)
2c	DEAT: Drop Everything and Tutor (Whole campus tutoring program)			Ashley Boudureaux	aug-May		Daily walk throughs by Admin	50%

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools
IDEA Academy Burke



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Burke

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

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

IDEA Burke sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subjects is our recipe for success

IDEA Public Schools

IDEA Academy Burke

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
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- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools IDEA Academy Burke

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Tiffany Langbein - Principal Desiree Trejo - API Emilie Fernandez - API Priscilla Olivarez - API Adrian Sena - APO Charnis Irvine - PIR Ashley Learned - API-R Kerri Yuhas - API-R	Sara Hendrix - School Counselor	Carly Medeiros - SpEd Linda Nichols - SpEd Barbara Ogan - SpEd Anne Marie Bullock - Intervention
Kindergarten	First Grade	Second Grade
Ashley Inman - ELA Stephanie Rivera - ELA Monica Nevarez - ELA Kaily Factuar - Math Diana Garcia - Math Kayla Sims - Fellow Johnessa Curry - Fellow	Luis Arellano - ELA Jessica Garcia - ELA Samantha Ortiz - ELA Liza Chermak - Math Ashley Garcia - Math Shirann Jordan-Myers - Fellow	Giselle Gallegos - ELA Sara Jimenez - ELA Bianca Benavidez - ELA Veronica Carrillo - Math Cusandra Serrano - Math Jaymie Dietz - Fellow Wyn Evoy - Resident
Third Grade	PreK	Fifth Grade
Alyssa Hernandez - ELA Beth Krager - ELA Christina Calderon - Math Alison Young - Science/Humanities Adrienne Reid - Resident	Britany Luna Ariel Ortega Cassandra Reyes	
Physical Education		Key
Monica Gonzalez - PE		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Burke

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Veronica Herrera - PreK Marina Marroquin - PreK Jenali White - PreK Dennise Maldonado - PreK Tiffany Osander - K Nadia Rodriguez - K JaWuan Miller - 1st Genevieve Gaitan - 1st Eunice Velasquez - 1st Mikayla Smith-Douglas - 2nd Kiersten Friesenhahn - SpEd Abel Alderete- SpEd Kyleigh Langbein - 3rd Cassandra Gomez - PE Phelencia Wheaton - Electives Nelly Herevia - 3rd	Guadalupe Chelmis Betty Pancake Dyshane Martin Myrna Cervantez	Eric Hendrix
Facilities Staff	Child Nutrition	Front Office Staff
Gregory Bosmans Carmen Duran Fidelina Hobbs Lester Hobbs Larry Salinas	Elsa Barrientos Olga Rodriguez Maria Campos Elvira Flores Zuniga Alma Garcia Trevino Maria Guardiola Juana Mondragon Kattia Murillo Jocelyn Tovar	Sonia Coultress Tracy Conroy

IDEA Public Schools
IDEA Academy Burke

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July	Behavior Hierarchy (2+1)	BWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
July	TEKS Breakdown	BWBAT breakdown the knowledge and skills needed to master standards at procedural and conceptual levels.
August	RtI	BWBAT identify the RtI process and how to track each Tier interventions using our district online platform
August	Instructional Clarity	BWBAT identify key components of 4A - Instructional Clarity by unpacking the snapshot and practicing through lesson rehearsals and script
August	Aggressive Monitoring	BWBAT monitor scholar work in the moment to identify gaps / trends and analyze gaps / trends in the moment to provide aligned feedback and close
Sept	Student Tracking	BWBAT implement systems for individualized student tracking
Sept	Student Work Analysis PD	BWBAT analyze student work to identify gaps in both procedural and conceptual understanding.
Sept	Effective Reteach	BWBAT utilize gaps identified in student learning to plan an effective reteach lesson utilizing varied structures and techniques.
October	Guided Discourse	BWBAT plan an effective guided discourse based on student work analysis
October	Family Project	BWBAT will set up their family projects for November and December
October	Rigor in Lesson Planning	BWBAT 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.
November	GPTW Survey Results	BWBAT will review our GPTW survey data.
November	Alignment of Managing Culture	BWBAT align in behavior responses and strategies to set and manage clear expectations.
November	Joy Factor	BWBAT identify how they are bringing in joy and share best practices.
December	STAAR Ready Part 1	BWBAT will prepare for STAAR/semester exams
December	PTG 2x2	BWBAT will meet with their manager to discuss mid-year PTG via 2x2s.
January	Campus Culture Reset	BWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
Januart	Full Day PD/Various Topics	BWBAT will participate in differentiated PD and be given the opportunity to freshen up their classrooms.
January	Data Analysis	TWBAT use Driven by Data learning to track students, in particular ELL and Sped.

Date	Session Title/Topic	Session Objective(s)
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February	Pace for the Race	BWBAT collaborate on strategies for endurance during test taking. Scholars will be able to take strategic breaks on longer test to ensure sustainable test taking for the state assessment.
February	Build Team and Family	BWBAT form connections with team members to cultivate trust within teams and know more about each other.
March	TELPAS	BWBAT communicate the timelines and expectations for upcoming TELPAS. BWBAT communicate the expectations for the teacher of record
March	Tracker/Conferencing	BWAT update and revise trackers as well as plan for one on one conversations with scholars on PTG.
April	STAAR Ready Part 2	BWBAT will prepare for STAAR/semester exams
April	DI Testing	BWBAT will support incoming scholar DI testing.
May	APRs	BWBAT will learn how to close out their yearly goals.
May	Summer PD	BWBAT will register for summer PDs.

IDEA Public Schools IDEA Academy Burke

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	\$242,194
164	State Compensatory	\$3,368,973
404	Accelerated Reader/Math	\$813,744
165	State Bilingual	\$111,890
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$182,038
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$52,732
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$8,646

TOTAL \$ 4,780,217.00

IDEA Public Schools

IDEA Academy Burke

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	576	100%
At Risk	68	12%
SPED	28	7%
F.A.R.M	375	65%
ELL	57	11%
Male	282	50%
Female	294	50%
Amer. Indian	2	0%
Asian	14	3%
Black	74	12%
White	82	14%
Hispanic	389	68%

IDEA Public Schools

IDEA Academy Burke

Campus Committees	
English Language Arts	Math
Committee Chair(s): Tiffany Langbein Committee Members: Emilie Fernandez Desiree Trejo Kerry Yuhas Ashley Learned Charnis Irvine	Committee Chair(s): Priscilla Olivarez, Tiffany Langbein Committee Members: Charnis Irvine Ashley Learned Carly Medeiros
Science	Social Studies
Committee Chair(s): Emilie Fernandez, Tiffany Langbein Committee Members: Ashley Learned Charnis Irvine Priscilla Olivarez	Committee Chair(s): Emilie Fernandez, Tiffany Langbein Committee Members: Ashley Learned Charnis Irvine Priscilla Olivarez
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Tiffany Langbein Committee Members: Emilie Fernandez Priscilla Olivarez Desiree Trejo Carly Medeiros Kerry Yuhas Adrian Sena Ashley Learned Ramon Gutierrez Charnis Irvine Sara Hendrix Tracy Conroy	Committee Chair(s): Sara Hendrix, Tiffany Langbein Committee Members: Adrian Sena Priscilla Olivarez Emilie Fernandez Carly Medeiros Desiree Trejo Adrian Sena Kerry Yuhas Ramon Gutierrez Ashley Learned Charnis Irvine
School Culture and Climate	Special Populations
Committee Chair(s): Tiffany Langbein, Sara Hendrix Committee Members: Emilie Fernandez Priscilla Olivarez Desiree Trejo Carly Medeiros Kerry Yuhas Adrian Sena Ashley Learned Ramon Gutierrez Charnis Irvine Tracy Conroy	Committee Chair(s): Carly Medeiros, Priscilla Olivarez Committee Members: Tiffany Langbein Emilie Fernandez Desiree Trejo Kerry Yuhas Ashley Learned Charnis Irvine

IDEA Public Schools IDEA Academy Burke

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	2 math teachers in grades K-2nd	S	All	Tiffany Langbein	8-21 to 5-22	Math	Scholar, Teacher and schoolwide data tracking systems	ET, MM and EOM
1E	2 ELA teachers with 150 minutes of Reading and Writing	S	All	Tiffany Langbein	8-21 to 5-23	ELA	Scholar, Teacher and schoolwide data tracking systems	ET, BWAs and FA
1F, 1H	Strategic Intervention with an assigned Interventionist for 1st and 2nd grade reading	S	All	Tiffany Langbein	8-21 to 5-23	ELA	Scholar, Teacher and schoolwide data tracking systems	Reading Online Dashboard and RtI Tracking

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Implementation of Novels in 2 nd grade aligned to TEKS using RACE responses and daily skills with Exit Ticket tracking	S	All	Tiffany Langbein	8-21 to 5-23	ELA	Scholar, Teacher and schoolwide data tracking systems	ET, BWAs and FA
1E	Daily lesson rehearsals with the API during planning period	S	All	Tiffany Langbein	8-21 to 5-23	ELA	Scholar, Teacher and schoolwide data tracking systems, GET Ratings for Staff	ET, BWAs and FA

Annual Performance Objective

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- 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%
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- S-STAAR
- D-DIBELS
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- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

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- All
- AR-At Risk
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- SE-Special Education

IDEA Public Schools

IDEA College Prep Burke



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Burke

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IDEA Public Schools

IDEA College Prep Burke

District Goals 2021-2022

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IDEA Public Schools

IDEA College Prep Burke

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Shared Administrative Staff
Ramon Gutierrez Belinda Medina Itzel Zepeda Diana Villarreal Victoria Castillo Mariah Ruiz	Heather Cortinas	Adrian Sena Dyshane Martin
Sixth Grade	Seventh Grade	Eighth Grade
Sasha Mullenbach Andrea Gutierrez Javier Sena Cassandra Valdez	Divina Valdez Victoria Smedley Marco Watts Fayth Kumro	Joshua Gutierrez Caitlin Gonzalez Nelly Flores Arauza Jessica Sustaita Jammi Robinson
RISE- Life Skills	Special Education	Physical Education
Taqwa Benikaab Patsy Dsouza Sylvia Gonzalez	Itzel Zepeda Kristina Ortiz	Ryan Lawson
		Key
		* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Burke

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Sylvia Gonzalez Patsy D'Souza Rise Co-Teacher (TBD)		Eric Hendrix
Facilities Staff	Child Nutrition	Front Office Staff
Gregory Bosman Larry Salinas Fidelina Hobbs Leslie Hobbs Manuel Olvera	CNP Manager Olga Rodriguez Laura Sanchez Elvira Flores Juanita Mondragon Kattia Murillo Alma Trevino Maria Campos Sylvia Michelle Martha Rios	Adrian Sena Sonia Coultress Betty Pancake Lupe CHelmis Angelica Wolf Carmen Duran

IDEA Public Schools

IDEA College Prep Burke

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July	Behavior Hierarchy (2+1)	BWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
July	TEKS Breakdown	BWBAT breakdown the knowledge and skills needed to master standards at procedural and conceptual levels.
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November	Joy Factor	BWBAT identify how they are bringing in joy and share best practices.
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May	APRs	BWBAT will learn how to close out their yearly goals
May	Summer PD	BWBAT will register for summer PDs.

IDEA Public Schools

IDEA College Prep Burke

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163	State Special Education	\$ 132,366.00
164	State Compensatory	\$ 1,841,249.00
404	Accelerated Reader/Math	\$ 444,737.00
165	State Bilingual	\$ 61,152.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 82,524.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 68,356.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 5,422.00

TOTAL \$ 2,635,806.00

IDEA Public Schools

IDEA College Prep Burke

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	235	100%
At Risk	54	17%
SPED	35	15%
F.A.R.M	170	47%
ELL	43	18%
Male	117	49%
Female	118	52%
Amer. Indian	1	44%
Asian	5	2%
Black	30	13%
White	24	9%
Hispanic	173	74%

IDEA Public Schools

IDEA College Prep Burke

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Diana Villarreal	Committee Chair(s):	Belinda Medina
Committee Members:	Caitlin Gonzalez Sasha Mullenbach Divina Valdez	Committee Members:	Jessica Sustaita Marco Watts Javier Sena
Science		Social Studies	
Committee Chair(s):	Belinda Medina	Committee Chair(s):	Heather Cortinas
Committee Members:	Fayth Kumro Cassandra Valdez Jammi Newsom	Committee Members:	Joshua Gutierrez Victoria Smedley Andrea Gutierrez
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Ramon Gutierrez	Committee Chair(s):	Heather Cortinas
Committee Members:	Belinda Medina Heather Cortinas Itzel Zepeda JP Trevino	Committee Members:	Belinda Medina Itzel Zepeda Ramon Gutierrez Diana Villarreal
School Culture and Climate		Special Populations	
Committee Chair(s):	Ramon Gutierrez	Committee Chair(s):	Itzel Zepeda
Committee Members:	Itzel Zepeda Belinda Medina Heather Cortinas Kristina Ortiz Caitlin Gonzalez	Committee Members:	Kristina Ortiz Taqwa Benikaab Erik Perez

Annual Performance Objective

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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- 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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Carver



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Carver

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We Build Team & Family

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CAMPUS MISSION

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IDEA Public Schools

IDEA Academy Carver

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IDEA Public Schools

IDEA Academy Carver

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Alyssa Vela API	Jennifer SPain- Academic COounselor	Alexandria Carraman- SPed
Armando Vela - API		Huberto Barrera
Martha Hernandez- API 3-5		Vacant- Sped Co
Justina Gonzalez- APO		J. Charles- Hot spot
		M. Perez- AR
		C. Morrow- health
		R. Okpu- PE
		Carlo Wade- Math Interventionist
		Cecilia Ibarra- Reading Interventionist
Kindergarten	First Grade	Second Grade
D. Rainey- Transformations	K. Marshall- Math	A. Casey Tharpe- Math
S. Huerta- Humanities	A. King- tranformations	E. Benson- transformations
J. Lopez- Math	Luis Villarreal- Humanities	P. Holguin- W& W
M. Soza- W&W	G. Hernandez- W&W	N. Mora- Humanities
Third Grade	Fourth Grade	Fifth Grade
C. Santa Cruz- Math	J. Oliviera- BAW	D. Gil - W& W
J. Henderson- W & W	J. Aguilar- Math	J. Jimenez Science
E. Sistos- BAW	J. Silva - W & W	E. Carmona- Social Studies
K. Augilar- Humanities	V. Valdez- humanities	T. Stewart- Math
Physical Education	Physical Education	Key
Christopher Morrow		* - Bilingually Certified

IDEA Public Schools IDEA Academy Carver

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
M. Alex- kinder J. Wilson- Kinder A. Hanson- Kinder B. Jenkins- Kinder Alisha Rivers-Gabriel- 1st Royale Bush- 1st V. Gonzalez- 2nd	J Charles- HS M. Perez- AR R. Okpu- PE	
Facilities Staff	Child Nutrition	Front Office Staff
John De Leon Luis Maciel Justina Gonzalez	Sandra Goode	Michelle Gonzalez- SR. Admin Assistan Gabrielle Johnson- Receptionis Eamika Jones- Health Aide Adriana Morales- Business Clerk Alexis Lara- SIS Laura Martinez- Testing coordinator

IDEA Public Schools

IDEA Academy Carver

Date	Session Title/Topic	Session Objective(s)
7/26-7/30	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 21-22
8/2- 8/6	BOY PD- All teachers	Boy Scope
Week of August 10	<p>I Learning Hot spot/ My On</p> <p>Designer: Jenny Spain</p> <p>Presentation: Missy Perez/ J. Charles</p>	<p>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.</p> <p>Key Point: Teachers will be able to make connections between what they are teaching and what students will be doing in labs.</p>
Week of Aug 17	<p>Restorative Discipline</p> <p>Designer & Presentation: Jenny Spain</p>	TWBAT learn what RD is and how to utilize it in the classroom setting.
Week of Aug 24	<p>RTI I, II, and III</p> <p>Designer & Presentation: M. Hernandez</p>	TWBAT learn about RTI, receive electronic document on which to record services/outcomes, and role play RTI meeting scenarios
Week of Aug. 31	<p>Behavior Modification Plan</p> <p>Designer & Presentation: Jenny Spain</p>	TWBAT learn what BIP is; how to implement it; how to track it; and how to communicate progress/regress with parents
Week of September 7	<p>Engaging Students With Poverty in Mind</p> <p>Designer & Presentation: A. Vela</p>	TWBAT examine poverty paradigms and learn how to approach kids from disadvantaged backgrounds effectively and caringly.
September 14/21	K-2 Vertical Alignment ELA/Math	K-2 TWBAT revisit ELA/Math TEKS, alignment and share strategies they are using to increase writing in classroom.

	3-5 Content Training Designer & Presentation: A. Vela / M. Hernandez	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.
Week of Sept .28	ALL STAFF PD	ALL STAFF PD
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.
Week of October 12	Building Culture: Professional Development for Parent Communication Designer & Presentation: Jenny Spain	TWBAT observe and apply Parent Communication Strategy taught at Boy, using school scenarios (WHAT TO DO AND WHAT TO AVOID)
Week of 11/2/2021	ALL STAFF PD	ALL STAFF PF
Week of November 9/16	Data Analysis using Driven by Data Data Analysis and what to expect in a data conversation All STAFF Presentation: A. Vela	TWBAT use Driven by Data learning to track students, in particular ELL and Sped.
Week of December 1	All STAFF	ALL STAFF

Week of December 7	MOY GEAR SHIFTING Designer & Presentation: Principal	TWBAT examine available data and make plans to adjust gears for the 2nd semester in order for campus goals to be reached.
Week of December 14	CSI: 90-30 Designer & Presentation: M. Hernandez	
Week of January 4	ALL STAFF PD	ALL STAFF PD
11-Jan	STAAR Plan Designer & Presentation: Principal	TWBAT prepare STAAR plans for differentiated groups
Week January 18	SMART Goals and Trackers/Discipline or Culture Trackers/PM Folders Designer & Presentation: Martha Hernandez	TWBAT revisit SMART goals and share best trackers in maintaining student mastery trackers.
1-Feb	ALL STAFF PD	ALL STAFF PD
Week of February 8	Buddy System Designer & Presenter: Jennifer Spain	TWBAT understand the benefits of the buddy system and effectively implement that system in classroom.
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.
Week of Mar 1-8	ALL STAFF PD	ALL STAFF PD

8-Mar	Rigorous Curriculum and Delivery of Instruction Designer & Presentation: Principal	TWBAT identify next steps in planning and delivering a rigorous instruction. TWBAT identify the scope and sequence of the yearly PD for this priority.
Week of 3/22/2021	STAAR PLAN Designer & Presentation: Principal	TWBAT revisit the STAAR plan implementation and shift gears in order to meet the annual goals.
Week of 3/30/2021	ALL STAFF PD	ALL STAFF PD
5-Apr	Retention Training Designer & Presentation: Vela	TWBAT determine the criteria for retention, language economy for parent conferences, and learn rationale for retention.
12-Apr	Teacher Retention Dialogue Designer & Presentation: Spain/Vela	TWBAT discuss the retention spheres of influence and how to make the campus more powerful workplace
Week of May 3	Campus Needs Assessment Work time and Q and A Designer & Presentation: Principal	TWBAT spend time creating surveys, collecting data for CAN and making place for campus Stepback.
Week of May 31	Campus Stepback Designer & Presentation: Principal	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.

IDEA Public Schools IDEA Academy Carver

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Principal Jennifer Spain Armando Vela API Martha Hernandez- API 3-5 Justina Gonzalez APO Delana Rainey GTL -k Kenisha Marshall GTL- 1st Patricia Holguin GTL- 2nd Catrina SantaCruz GTL 3rd Jonathan Silva GTL 4th Desiree Gil GTL 5th Christopher Morrow- PE (electives rep) Michelle Gonzalez - AA	Aug 19th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	Sept 2nd Sept 16th Sept 30th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	Oct 14th Oct 28th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	Nov 11th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	Dec 2nd Dec 16th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	Jan 13th Jan 27th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	Feb 10th Feb 24th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	March 17th March 31st	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health
	April 14th April 28th	1) Data Review 2) Curriculum Alignment 3) campus Safety 4) org Health

IDEA Public Schools IDEA Academy Carver

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	\$ 264,323.00
164	State Compensatory	\$ 3,676,798.00
404	Accelerated Reader/Math	\$ 888,097.00
165	State Bilingual	\$ 122,114.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 291,747.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 97,651.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 9,818.00

TOTAL \$ 5,350,548.00

IDEA Public Schools

IDEA Academy Carver

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	654	100%
At Risk	171	26%
SPED	57	9%
F.A.R.M	602	92%
ELL	63	10%
Male	314	48%
Female	340	52%
Amer. Indian	4	1%
Asian	1	0%
Black	72	11%
White	41	6%
Hispanic	536	82%

IDEA Public Schools

IDEA Academy Carver

Campus Committees	
English Language Arts	Math
<p>Committee Chair(s): Martha Hernandez API</p> <p>Committee Members: Desiree Gil -5 Jonathan Silva 4 Jessica Henderson- 3 Patricia Holguin 2 Gladis Hernandez-1 Soza- k Reading interventionist</p>	<p>Committee Chair(s): Carlo Wade- Interventionist</p> <p>Committee Members: Lopez- K Augilar 4 Marshall-1 Kroll- 5th Tharpe-2 Sanata Cruz 3</p>
Science	Social Studies
<p>Committee Chair(s): Jose Jimenez- 5th</p> <p>Committee Members: Valeria Valdez 4 Kara Augilar 3 Nicolas Mora 2 Luis Villarreal-1 Huerta- k</p>	<p>Committee Chair(s): Alyssa Vela-</p> <p>Committee Members: Valeria Valdez 4 Kara Augilar 3 Nicolas Mora 2 Vacant 1 1 Huerta- k Avery Gagne- 5</p>
Staff Quality, Recruitment, and Retention	Family and Community Involvement
<p>Committee Chair(s): Alyssa Vela- & Martha Hernandez- API</p> <p>Committee Members: Justina Gonzalez- APO Armando Vela- API Michelle Gonzalez- AA</p>	<p>Committee Chair(s): Jennifer Spain- AC Martha Hernandez- API</p> <p>Committee Members: Desiree Gil- 5 Antoinette King- 1st Justina Gonzalez- APO Shawnee Huerta- K</p>
School Culture and Climate	Special Populations
<p>Committee Chair(s): Jennifer Spain & Alyssa Vela</p> <p>Committee Members: Justina Gonzalez- APO Maritza Perez- AP Martha Hernandez API Josalynn Oliviera- 4 Antionette King- 1</p>	<p>Committee Chair(s): Laura Flack- Principal</p> <p>Committee Members: Alex Carraman- SPed Caral Alvarado- Sped Co Vacant- sped Wade Carlo- math Interven Cecilia Ibarra Martha Hernandez- API</p>

IDEA Public Schools
IDEA Academy Carver

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
IG, 1E	K-2 * Wit and Wisdom curriculum (in k-1) * Kinder will be departmentalized * Amplify Science Curriculum for K-4 * District Social Studies Curriculum K-4	S	All	Principal/API/K-2 Teachers	Aug 21- May 22		Data Trackers, ET trackers, Teacher Weekly	Exit tickets and Independent Work, EM, MM

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
IG	ELA K-2 •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.	D, RR	ALL	API/Reading Interventionist	Aug 21- May 22	Teacher planning, Reading Transformations Wit & Wisdom,	Data Trackers, ET trackers, Teacher Weekly	Exit tickets and Independent Work, EM, MM
1E	Math K-2 * Aligning curriculum to TEKS *Providing intervention opportunities through the use of tutoring •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 mastery * Daily exit ticket tracking * Reteach plans to include modeling or guided discourses	ST	ALL	API/Math Interventionist	Aug 21- May 22	Teacher planning, Reading Transformations Wit & Wisdom,	Data Trackers, ET trackers, Teacher Weekly	Exit tickets and Independent Work, EM, MM
1H, 1E	3-5 ELA/Math 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.	S, RR	ALL	API/Math Interventionist	Aug 21- May 22	Teacher planning, Reading Transformations Wit & Wisdom,	Data Trackers, ET trackers, Teacher Weekly	Exit tickets and Independent Work, EM, MM

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IDEA College Prep Carver



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IDEA Public Schools

IDEA College Prep Carver

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IDEA Public Schools

IDEA College Prep Carver

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
BOY	Special Pops: 504/ ELL	TWBAT have an understanding of how to accommodate and modify work for incoming scholars.
BOY	Illuminate 101: Teacher basics	TWBAT navigate their way through the Illuminate testing software, including scanning in scantrons, Creating an exam, Reviewing data, and printing reports.
BOY	Introduction to Move this world (SEL) Program	TWBAT plan and implement the SEL curriculum during their homeroom
BOY	Culture Camp	TWBAT establish culture norms that students, parents, and staff need to be reaccustomed to.
Aug	Adjusting Procedures and Routines	TWBAT reflect on current practices and outcomes of their own classrooms and make necessary adjustments
Aug	Round 1: Goal Setting	TWBAT set goals aligned to district goals and create a strategized plan to meet them
Sept	Handling Class Misbehaviour	TWBAT understand classroom management techniques and how to escalate misbehaviours.
Sept	21st Century teaching and learning data science	TWBAT understand important evidence we have now about the working of the brain that is meaningful in all subjects.

Date	Session Title/Topic	Session Objective(s)
October	Building resilience in the classrooms	TWBAT to build strong emotional connections with scholars and identify early signs of distress with proper tier 1 interventions
October	Classroom management tools to increase student engagement	TWBAT to develop effective classroom management strategies to create a positive, calm, SAFE learning environment
Nov	Aggressive Monitoring	TWBAT create strategic monitoring systems in order to ensure 100 students being on task all the time.
Nov	Guided Discourse	TWBAT conduct guided discourse sessions in order to increase mastery over a given topic.
Dec	Analizing Data	TWBAT analyze their assessment data in order to create strategies to close student achievement gaps.
Dec	2X2	TWBAT understand the 2X2 process.
Jan.	Advancing on TCP	TWBAT understand IDEA Teacher Carrer pathway and identify their path.
Jan.	SE Data Analysis	TWBAT analyze their SE data in order to create strategies to close student achievement gaps.
Feb.	Content Collaboration	TWBAT collaborate with content team in order to share best practices.
Feb.	STAAR/AP/EOY Calendars	TWBAT create a specific academic calendar leading to STAAR/AP or EOY Test.
Date	Session Title/Topic	Session Objective(s)
March	Mock Exam Review Plan	TWBAT create an effective and detailed Mock Exam Review Plan.
March	Mock Exam Data	TWBAT reflect on MC Data and create an action plan to close any gaps.
April	Test Preparation	TWBAT implement all techniques and resources in order to finalized students' preparation for testing season.
April	Testing Plans	TWBAT explain campus testing plans.

IDEA Public Schools

IDEA College Prep Carver

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Chang Yu Delisa Morales /Kiwanda Riley Tennile Shaw Felipe Butanda / Chetollyer Coleman Denise Delgado Justina Gonzalez Tabitha Strong / Jennifer Carrejo	Nina Avila Lara Miller Ciara Powell	Heather Slomchinski Nailea Rivas / Sergio Garcia Cindy Estrella / Eddy Velazquez Sherly Moreno /Ericka Santos / Mitch Williams / Aide Martinez Wise-Moore / Luke Heineman Jeannette Montes/ Melissa Franklin
Sixth Grade	Seventh Grade	Eighth Grade
Shawn Avina Cecil Reyes Sandra Pinedo Carly Castillo **	Erica Triana Danyelle Simmons Ariel Aung Isabel Ortiz Linda Chavarria **	Jennifer Culwell Forisse Hardin Javier Tovar Randall Richards Stephanie Canales **
Ninth Grade	Tenth Grade	Eleventh Grade
Jasmin Rollins Tonya Slagle Luis Vazquez Kyle Forar Alexandra Valdez **	Alison Ayala Savannah Cerna Tiffany Garcia David Ellis	Kathleen Martin Juan Garcia Ugur Buldur Monica Flores
Twelfth Grade	Physical Education	Key
Frank Westry Staphanie Keys Kathryn Greene Crystal Martinez	Jesse Galvan Ashley Trevino Claudine Herrera	* - Bilingually Certified ** sped certified Linda Chavarria Carly Castillo

IDEA Public Schools

IDEA College Prep Carver

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Eduardo Velazquez Audrey Mendoza Derrick Gonzalez Anita Thomas FTF Residents Tameka Wiggins / Joshua De Leon Kaitlyn Randall / Kelvin Coley Relay Jeannette Blanco / John Pardo Kassandra Kim / Oscar Sanchez Flex Teacher / Flex Co Teachers Rebecca Gonzalez/ Jose Meyo/ Jordan Rice / Claudine Herrera / Jennifer Trujillo		
Facilities Staff	Child Nutrition	Front Office Staff
John De Leon Luis Maciel Jenaive Hernandez	Sandra Good Zula Green Zelt Speaker Brittney Lowe Maria Echeverria	Erica Mendez Lilian Chagoy Monica Cantu Kimberly Mayans

IDEA Public Schools

IDEA College Prep Carver

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Chang Yu Principal Delisa Morales P.I.R. Tabitha Strong Academic Counselor Felipe Butanda A.P.I. Denise Delgado A.P.I. Nina Avila D.C.C. Lara Miller C.C. Ciara Powell C.C. Erica Mendez A.A. Jennifer Carrejo Social Worker Kiwonda Riley P.I.R. Chetollyer Coleman A.P.I. Tennile Shaw A.P. I.	8/10/2021	First Week Logistics
	9/10/2021	Culture and Teacher Expectations
	10/15/2021	Instructional Coaching
	12/10/2021	Semester Exams
	1/14/2022	Test Preparations
	2/2/2022	Instruction and Testing Best Practices
	3/11/2022	Testing week by week plan.
	4/15/2022	Testing Logistics.
	5/13/2022	Testing

IDEA Public Schools

IDEA College Prep Carver

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

161	State Gifted & Talented	0
163	State Special Education	\$ 283,993.00
164	State Compensatory	\$ 3,950,421.00
404	Accelerated Reader/Math	\$ 954,188.00
165	State Bilingual	\$ 131,202.00
411	Technology Allotment	0
192	Technology Sp. Fund	0

Funding Sources—Federal

204	Title IV Drug Free School	0
211	Title I Regular	\$ 302,426.00
212	Title I Migrant	0
224	IDEA-B Formula	\$ 126,946.00
255	Title II, Part A, Classroom Size Red./Eisenhower	0
262	Title II, Part D, Technology	0
263	Title III, Bilingual	\$ 10,990.00

TOTAL \$ 5,760,166.00

IDEA Public Schools

IDEA College Prep Carver

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment		103%
At Risk		28%
SPED		10%
F.A.R.M		100%
ELL		8%
Male		48%
Female		52%
Amer. Indian		0%
Asian		0%
Black		14%
White		5%
Hispanic		80%

IDEA Public Schools

IDEA College Prep Carver

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Kathleen Martin	Committee Chair(s):	Denise Delgado
Committee Members:	Alison Ayala Jennifer Culwell Shawn Avina Danyelle Simmons Ericka Triana Jasmin Rollins Frank Westry	Committee Members:	Cecil Reyes Ariel Aung Florisse Hardin Juan Garcia Stephanie Keys
Science		Social Studies	
Committee Chair(s):	Javier Tovar	Committee Chair(s):	David Ellis
Committee Members:	Sandra Pinedo Luis Vasquez Tiffany Garcia Katrynn Greene Ugur Buldur	Committee Members:	Kile Forar Randall Richards Monica Flores Crystal Martinez
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Delisa Morales	Committee Chair(s):	Tabitha Strong
Committee Members:	Javier Tovar Felipe Butanda Stephanie Keys	Committee Members:	Jennifer Carrejo Nina Avila Sherly Moreno
School Culture and Climate		Special Populations	
Committee Chair(s):	Jennifer Carrejo	Committee Chair(s):	Linda Chavarria
Committee Members:	Erica Mendez Jeannette Blanco	Committee Members:	Carly Castillo Velasquez Stephanie Canales

IDEA Public Schools

IDEA College Prep Carver

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
A.P.I.	Daily Grade Team afternoon Huddle			GTM, GTL	8-11-21 - 5-28-22	Teachers, classroom	N/A	Number of attendees.
L.T.	Daily A.D.A. meeting			L.T.	8-11-21 - 5-28-22	L.T.	N/A	A.D.A.
A.P.I.	New to Carver Ice Cream social			APO / SSA/ SW / API	First 2 weeks of school		purchasing forms	Number of attendees.
A.P.I.	90/60/30 Montly meetings		All	GTL	First week of Sep.	Teachers	90/60/30 Tracker	Improvement Plan
A.P.I.	Teacher of the Week			A.P.I.	First week of Sep.	Newsletter	Newsletter	Teacher data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
A.P.I.	Saturday School for students of concern.	E.T.	All	Teachers	8:00 am - 12:00 pm	Teachers and classrooms	Lesson Plans	Exit Ticket
A.P.I.	After School Tutorials	E.T.	All	Teachers	3:45 pm - 4:45	Teachers and classrooms	lesson Plans	Exit Ticket
A.P.I.	Content Boot Camps	Test Data	All	Teachers	Varies	Teachers and classrooms	Lesson Plans	Exit Ticket
Spanish Team	Pozada		All	Spanish Team	12-17-21 After School	Courtyard, tables, extension cords	Purchasing forms	Number of attendees.
C.C.	Montly C.C. Parent Meetings		All	College Counselors	First week of Sep.	C.C.s and Parents	Graduation Plans	Graduation Plans

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Converse



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Converse

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

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

IDEA Converse Academy is committed in sending scholars to and through college. In 2032, 100% of IDEA Converse Academy's founding 1st grade class will walk the College Signing Day stage, announcing their commitment to the four-year university of their choice. Their success will prove the seemingly

IDEA Public Schools

IDEA Academy Converse

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy Converse

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Hely Hillman - Principal	Laurie Wagner - CSC	Elizabeth Suero Duran - AR Facilitator
Cedina Gutierrez - API		Vacancy - Hotspot Facilitator
Annette Gomez - API		
Vanessa Rangel - APO		
Krystal Alcorta - AA		
Kindergarten	First Grade	Second Grade
Jasmine Jackson - Lead ELA Teacher	Aimee Almanza - Lead DI Teacher	Melissa Reyes - Lead DI Teacher
Victoria Garza - Lead ELA Teacher	Meghan Valles - Lead W&W Teacher	Rebekah Saiz - Lead W&W Teacher
Marisa Cisneros - Lead Math/Sci/SS Teacher	Emily Garza - Lead Math Teacher	Kathleen Bautista - Lead Math Teacher
Zoey Ward - Lead Math/Sci/SS Teacher	Minerva Morales - Lead Sci/SS Teacher	Briana Garcia - Lead Sci/SS Teacher
Shanikwa Ezenwa - Co-Teacher	Candance Williams - Co-Teacher	Yanzelle Arreola - Co-Teacher
Karen Bonner - Co-Teacher	Amber Gold - Co-Teacher	
Pre-Kindergarten	Fourth Grade	Fifth Grade
Camille Kempf - Lead Teacher	n/a	n/a
Karen Patterson - Lead Teacher		
Vacancy - Lead Teacher		
Tara Quiroz - Co-Teacher		
Physical Education	Physical Education	Key
David Alfaro - Lead PE Teacher		* - Bilingually Certified
April Tagle - PE Co-Teacher		

IDEA Public Schools

IDEA Academy Converse

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Shanikwa Ezenwa Karen Bonner Candance Williams Amber Gold Yanzelle Arreola Gwyneth Brown Tara Quiroz April Tagle	Elizabeth Suero Duran	n/a
Facilities Staff	Child Nutrition	Front Office Staff
Jordan Saiz Christine Rodriguez Cori Hardy Rodrigo Garcia	Lisa Macias Monica Mora Lluvia Alvarado Mariluz Garzon Martha De La Fuente	Anna Martinez - SIS Diana Trevino - Health Aide Magnolia Mccumber - Receptionist Melissa Santiago - Business Clerk Vanessa Gallegos - Enrollment Coordinator

IDEA Public Schools
IDEA Academy Converse

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
17-Aug	I-Learning/Electives	TWBAT: Discuss rationale for I-Learning electives and how these courses support the core content.
24-Aug	SpEd/504 Students	TWBAT: Review SpEd and 504 procedures and laws. Teacher will also review scholars IEP and 504 plans.
31-Aug	RTI Tier I, II, III	TWBAT: Review the RTI process and explain rationale of RTI and the different tiers.
7-Sep	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.
14-Sep	All Staff PD	Determined based on campus trends.
21-Sep	PTG + Staff Town Hall	Grade teams will report out on PTG for driving goals. All staff will be given an opportunity to lift upwards feedback.
28-Sep	All Staff PD	Determined based on campus trends.
5-Oct	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.
Date	Session Title/Topic	Session Objective(s)
12-Oct	All Staff PD	Determined based on campus trends.
19-Oct	PTG + Staff Town Hall	Grade teams will report out on PTG for driving goals. All staff will be given an opportunity to lift upwards feedback.
26-Oct	All Staff PD	Determined based on campus trends.
2-Nov	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.
9-Nov	All Staff PD	Determined based on campus trends.
16-Nov	PTG + Staff Town Hall	Grade teams will report out on PTG for driving goals. All staff will be given an opportunity to lift upwards feedback.
30-Nov	All Staff PD	Determined based on campus trends.
7-Dec	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.
14-Dec	All Staff PD	Determined based on campus trends.
21-Dec	PTG + Staff Town Hall	Grade teams will report out on PTG for driving goals. All staff will be given an opportunity to lift upwards feedback.
Date	Session Title/Topic	Session Objective(s)
11-Jan	All Staff PD	Determined based on campus trends.
18-Jan	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.
25-Jan	All Staff PD	Determined based on campus trends.
1-Feb	PTG + Staff Town Hall	Grade teams will report out on PTG for driving goals. All staff will be given an opportunity to lift upwards feedback.
8-Feb	All Staff PD	Determined based on campus trends.
15-Feb	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.
22-Feb	All Staff PD	Determined based on campus trends.
1-Mar	PTG + Staff Town Hall	Grade teams will report out on PTG for driving goals. All staff will be given an opportunity to lift upwards feedback.
15-Mar	All Staff PD	Determined based on campus trends.
22-Mar	Grade Team Meetings	Grade teams will meet to review tactical items, progress toward goals, RTI students and persistence.

IDEA Public Schools

IDEA Academy Converse

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Hely Hillman (Principal) Cedina Gutierrez (API) Annette Gomez (API) Vanessa Rangel (APO) Laurie Wagner (CSC) Camille Kempf (PK GTL) Jasmine Jackson (K GTL) Emily Garza (1 GTL) Rebekah Saiz (2 GTL) Elizabeth Suero Duran (Electives GTL) Penelope Silva (SPED GTL)	12-Aug-21	Begining of the year review-Review protocols to determine effectiveness and provide feedback
	9-Sep-21	Determine after school electives/clubs. Create RASI for each club to ensure all logistics are covered.
	14-Oct-21	Quarter 1 PTG/Goals Review
	11-Nov-21	TBD
	13-Jan-22	Quarter 2 PTG/Goals Review
	10-Feb-22	TBD
	17-Mar-22	Q3 PTG/Goals Review
	14-Apr-22	Review 2022-2023 School Year Calander
	12-May-22	End of year PTG meetings to review data, goals, provide feedback, and detemrine next steps.

IDEA Public Schools

IDEA Academy Converse

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	n/a
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Funding Sources—State

161	State Gifted & Talented	n/a
163	State Special Education	\$ 176,215.00
164	State Compensatory	\$ 2,451,199.00
404	Accelerated Reader/Math	\$ 592,064.00
165	State Bilingual	\$ 81,409.00
411	Technology Allotment	n/a
192	Technology Sp. Fund	n/a

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 131,553.00
212	Title I Migrant	n/a
224	IDEA-B Formula	\$ 31,248.00
255	Title II, Part A, Classroom Size Red./Eisenhower	n/a
262	Title II, Part D, Technology	n/a
263	Title III, Bilingual	\$ 4,689.00

TOTAL \$ 3,468,377.00

IDEA Public Schools IDEA Academy Converse

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	377	100%
At Risk	39	10%
SPED	16	4%
F.A.R.M	268	71%
ELL	33	9%
Male	178	47%
Female	199	53%
Amer. Indian	1	0%
Asian	7	2%
Black	96	25%
White	68	18%
Hispanic	200	53%

IDEA Public Schools

IDEA Academy Converse

Campus Committees	
English Language Arts	Math
Committee Chair(s): Cedina Gutierrez Committee Members: Rebekah Saiz Meghan Valles Victoria Garza	Committee Chair(s): Annette Gomez Committee Members: Emily Garza Marisa Cisneros Kathleen Bautista
Science	Social Studies
Committee Chair(s): Annette Gomez Committee Members: Briana Garcia Minerva Morales Zoey Ward	Committee Chair(s): Annette Gomez Committee Members: Briana Garcia Minerva Morales Zoey Ward
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Hely Hillman Committee Members: Camille Kempf Bailey Rayner Tara Quiroz	Committee Chair(s): Laurie Wagner Committee Members: Shanikwa Ezenwa Karen Patterson Amber Gold
School Culture and Climate	Special Populations
Committee Chair(s): Hely Hillman Committee Members: Jasmine Jackson Aimee Almanza Tara Quiroz	Committee Chair(s): Laurie Wagner Committee Members: Penelope Silva Mariana Pena Shamar Nation

IDEA Public Schools

IDEA Converse Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1F	Consistent remediation	D	All	Content Teacher	8/10 - 5/27	Script practice, RMT Materials	Campus Data Tracker	DIBELS, COs and Mastery Tests
2C	Additonal Clubs/Electives	O	All	Counselor	8-10/5-27	Basketball league, soccer league	Persistence Tracker	End of Year Parent Survey
2A/2C	FuelED Empathy School	DR	All	Prinicpal	8-10/5-27	Contracted through FuelEd	Educators Handbook	Educators Handbook
3B	Principal Family 1 on 1's	O	All	Prinicpal	6-1/8-10	fmailies w/refreshments	Onboarding Tracker	Enrollment FDOS
2B	Principal Staff 1 on 1s	O	All	Prinicpal	8-10/5-27	Quarterly check-ins	Staff Satisfaction Tracker	GPTW

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1F	Content Huddles	S	All	Content Teacher	8-10/5/27	Weekly LP and Mastery	Campus Data Tracker	Content Assessments
1H	Decoding	S	AR	Interventionist	8-10/5-27	NIFDI Materials	CSI Data Tracker	Ren. STAR
1E	Lesson Planning Clinics	S	All	Content Teacher	8-10/5/27	Lesson Plans and curriculum	Campus Data Tracker	Dist. Assessments
3B	Culture Camp	O	All	Assitant Prinicpal	6-1/8-10	fmailies w/refreshments	Onboarding Tracker	Enrollment FDOS

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Converse



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Converse

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

100% of all students going to college is not just a statement at IDEA Converse, it is a promise. IDEA Converse aims to be the highest performing school in IDEA Public Schools and the best education option for the families in the Converse community. We will motivate and challenge our scholars daily to ensure they are supported academically, emotionally, and socially. At IDEA Converse we will foster a joy of learning that will create a sense of belonging to our campus. Through our 3 pillars, we WILL deliver on our promise of 100% of scholars going to and through a four-year university.

Pillars:

- 1)Community as 1
- 2)Reflect, Create, Implement
- 3)Culture of High Expectations

IDEA Public Schools

IDEA College Prep Converse

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Converse

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Joseph Lowe (Principal) Odesser Gardner (Academic Counselor) Hosanna Diaz (Assistant Principal) Vanessa Rangel (Assistant Principal of Operations)	Odesser Gardner (Academic Counselor)	David Alfaro (PE)
Sixth Grade	Seventh Grade	Eighth Grade
Jennifer Neudek (ELA) Marte Marrtinez (Math) Natalie Torres (Science/Social Studies)	Samantha Brooks (Science/Social Studies) Brandi Noreiga (Math) Donica Dennard	n/a
Ninth Grade	Tenth Grade	Eleventh Grade
n/a	n/a	n/a
Twelfth Grade	Physical Education	Key
n/a	David Alfaro	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Converse

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Benna Kilbride	n/a	none
Facilities Staff	Child Nutrition	Front Office Staff
Jordan Siaz (Facility Manager)	Lisa Macias (CNP Manager)	Magnolia McCumber (Receptionist) Anna Martinez (SIS) Melissa Santiago (Business Clerk) Krystal Alcorta (Admin. Assistant)

IDEA Public Schools

IDEA College Prep Converse

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
17-Aug	I-Learning/Electives	TWBAT: Discuss rationale for I-Learning electives and how these courses support the core content.
24-Aug	SpEd/504 Students	TWBAT: Review SpEd and 504 procedures and laws. Teacher will also review scholars IEP and 504 plans.
31-Aug	RTI Tier I, II, III	TWBAT: Review the RTI process and explain rationale of RTI and the different tiers.
7-Sep	Restorative Discipline	TWBAT: Review restorative practices and model how it will look in their classrooms.
14-Sep	TEKS Alignment	TWBAT: Teacher work time to collaborate with their peers and create a plan that aligns our curriculum to the TEKS.
21-Sep	Engaging Students with Poverty in Mind	TWBAT: Begin book study on how to engage students with poverty in mind.
28-Sep	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
5-Oct	Behavior Modification Plan	TWBAT: Explain the rationale and benefits of a BIP.
Date	Session Title/Topic	Session Objective(s)
12-Oct	Rigor in Lesson Plans	TWBAT: Collaborate and discuss ways in which to make their instruction more rigorous by utilizing different stem questions and CFU's.
19-Oct	Quarter 1 PTG/Goals Review	Review Quarter 1 PTG and provide feedback.
26-Oct	Building Culture; Parent Communication	TWBAT: Know expectations and importance of parent communication.
2-Nov	All Staff PD	All Staff PD
9-Nov	CSI 90/60/30 Meeting	TWBAT: Discuss priority scholars and all scholars in SpEd, 504, ELL, or RTI.
16-Nov	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
30-Nov	Engaging Students in Learning	TWBAT: Incorporate best practices to engage students in the classroom.
7-Dec	All Staff PD	All Staff PD
14-Dec	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
21-Dec	Data Analysis/Data Deep Dive	TWBAT: Review semester data and create an intervention scope and sequence based off their data reflections.

Date	Session Title/Topic	Session Objective(s)
11-Jan	Quarter 2/PTG/Goals Review	Review Quarter 2 PTG and provide feedback.
18-Jan	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
25-Jan	CSI 90/60/30 Meeting	TWBAT: Discuss priority scholars and all schoalrs in SpEd, 504, ELL, or RTI.
1-Feb	All Staff PD	All Staff PD
8-Feb	SpEd/504 Tracker Update	TWBAT: Use this time to ensure all SpEd/504 trackers are updated.
15-Feb	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
22-Feb	All Staff PD	All Staff PD
1-Mar	Quarter 3 PTG/Goals Review	Review Quarter 3 PTG and provide feedback.
15-Mar	CSI 90/60/30 Meeting	TWBAT: Discuss priority scholars and all schoalrs in SpEd, 504, ELL, or RTI.
22-Mar	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
12-Apr	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
26-Apr	Content Huddle	TWBAT: Collaborate with their peers and align content across grade levels.
10-May	Quarter 4 PTG/Goals Review	Review Quarter 4 PTG and provide feedback.

IDEA Public Schools

IDEA College Prep Converse

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Joseph Lowe (Principal) Hosanna Diaz (Assistant Principal of Instruction) Vanessa Rangel (Assistant Principal of Operations) Odesser Gardner (Academic Counselor) Jennifer Neudek (6th Grade GTL) Samantha Brooks (7th Grade GTL)	12-Aug-21	Beginning of the year review-Review protocols to determine effectiveness and provide feedback
	9-Sep-21	Determine after school electives/clubs. Create RASI for each club to ensure all logistics are covered.
	14-Oct-21	Quarter 1 PTG/Goals Review
	11-Nov-21	TBD
	13-Jan-22	Quarter 2 PTG/Goals Review
	10-Feb-22	TBD
	17-Mar-22	STAAR Review and Planning
	14-Apr-22	Review 2022-2023 School Year Calander
	12-May-22	End of year PTG meetings to review data, goals, provide feedback, and determine next steps.

IDEA Public Schools

IDEA College Prep Converse

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	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 36,408.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 29,295.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 1,465.00

TOTAL \$ 1,717,612.00

IDEA Public Schools

IDEA College Prep Converse

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	88	100%
At Risk	16	18%
SPED	15	17%
F.A.R.M	75	85%
ELL	11	13%
Male	40	45%
Female	48	55%
Amer. Indian	0	0%
Asian	0	0%
Black	29	33%
White	10	11%
Hispanic	46	52%

IDEA Public Schools

IDEA College Prep Converse

Campus Committees	
English Language Arts	Math
Committee Chair(s): Jennifer Neudek Committee Members: Vacant 7th ELA	Committee Chair(s): Brandi Noriega Committee Members: Marte Martinez Natalie Torres
Science	Social Studies
Committee Chair(s): Samantha Brooks Committee Members: Natalie Torres	Committee Chair(s): Hosanna Diaz Committee Members: Samantha Brooks Natalie Torres
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Joseph Lowe Committee Members: Hosanna Diaz Odesser Gardner Vanessa Rangel	Committee Chair(s): Odesser Gardner Committee Members: Vanessa Gallegos Vannesa Rangel Melissa Santiago
School Culture and Climate	Special Populations
Committee Chair(s): Odesser Gardner Committee Members: Joseph Lowe Hosanna Diaz Jennifer Neudek Samantha Brooks	Committee Chair(s): Joseph Lowe Committee Members: Joeisha Weary David Dvorak

IDEA Public Schools

IDEA College Prep Converse

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Scholar Enrichment Class	S	All	Content Teacher	8-10/5/27	IXL, Study Island, NewsELA	Campus Data Tracker	Dist. Assessments
2C	Additional Clubs/Electives	O	All	Counselor	8-10/5-27	Materials for the following clubs; Art, Photography, Journalism, Robotics, and Dance.	Persistence Tracker	End of Year Parent Survey
2A/2C	Restorative Discipline Professional Development	DR	All	Prinicpal	8-10/5-27	Contracted through Region 20	Educators Handbook	Educators Handbook
1H	Reading for Success	S	AR	Interventionist	8-10/5-27	Reading for Success Curriculum	CSI Data Tracker	Ren. STAR
3B	Principal 1 on 1's	O	All	Prinicpal	6-1/8-10	Presentation to fmailies w/refreshments	Onboarding Tracker	Enrollment FDOS

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Content Huddles	S	All	Content Teacher	8-10/5/27	Lesson planning materials, district assessments.	Campus Data Tracker	Dist. Assessments
1H	Decoding	S	AR	Interventionist	8-10/5-27	NIFDI Materials	CSI Data Tracker	Ren. STAR
1E	Lesson Planning Clinics	S	All	Content Teacher	8-10/5/27	Lesson Plans and curriculum	Campus Data Tracker	Dist. Assessments
2C	Athletics	O	All	Counselor	8-10/5-27	Sporting Equipment and practice facilities.	Persistence Tracker	End of Year Parent Survey
3B	Culture Camp	O	All	Assitant Prinicpal	6-1/8-10	Presentation to fmailies	Onboarding Tracker	Enrollment FDOS

Annual Performance Objective

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
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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
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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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Eastside



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Eastside

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

CAMPUS MISSION

At IDEA Eastside Academy we are dedicated to the well-being and academic success of every scholar. We do whatever it takes and make no excuses to ensure 100% of our scholars are prepared to go to and through college! We prepare scholars in our community for success in college and life through high expectations, rigorous academic programming, and character development.

IDEA Public Schools

IDEA Academy Eastside

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA Academy Eastside

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
La'Keshia Cook, Principal Veronica Flores, API K-2 Reina Mendiola, API 3-5 Reginald Orr, APO	Yamilee Gonzalez	B Jalomo, 3-5 math interventionist A Gallegos, 3-5 Reading interventionist
Kindergarten	First Grade	Second Grade
B Ugarte A Morin	A. Meza A. Garza K. Garza S. Moreno	B. Villarreal K. Thomas K. Bell S. Soto
Third Grade	Fourth Grade	Fifth Grade
J Bergquist S. Rodriguez A. Espinoza A. Daigneault	D. Davila R. Salgado J. Haugan A. Sterken	B. Meza J Ramon A Pena D Bostick
Physical Education	SPed/Rise	Key
Naquawn Lee	A Rheel, Rise N. Tapia, SpEd L. Burnett, SpEd vacant	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Eastside

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
J Flores D Alcala R Seiler C Haygood D Mata E Fowler S Espinosa A Silva J Caples Vacant	R Rodriguez, HS Facilitator N Coronado, AR Facilitator	Alicia Hernandez-SpEd Non-CDL Driver Gladymar Divila-SpEd Non-CDL Driver
Facilities Staff	Child Nutrition	Front Office Staff
Ronnie Casarez-Custodian Naomi Palacio-Facilities Manager Peggy Palacio-Facilities Manager Omar Rodriguez-Custodian Calvin Sayles-Custodian Vacant-Custodian	Gloria Zuniga De Galvan-CNP Manager Gloria Mayorga-CNP Ricardo Sanchez- Patricia Cuellar Cindy Nino Claudia Garay Cecilia Gaitan Gloria Nieto Gabriela Padilla Maria Hernandez Angelica Cantu Dolores Rodriguez Nelida Sernas Claribel Otamendi	Desirae Alavarez-Enrollment Coordinator Leticia Gonzalez-Registrar Gloria Munoz-Receptionist Janet Ortiz-Health Aide Blanca Mendiola-Administrative Assistant Johannellys Lopez Vidal-Business Clerk

IDEA Public Schools
IDEA Academy Eastside

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
7/26-7/30/2021	Teaching and learning institute for new teachers (NTI)	Newly Hired Teachers will be onboarded by the local campus staff in order to acculturate, inform, and set expectations for the SY 21-22
8/2-8/9/2021	BOY PD All Teachers	BOY Scope
Week of 8/10	First Day of School Debrief (GTLs only)	TWBAT identify gaps in daily schedule, arrival, dismissal, rosters, transitions, and navigating the HUB for attendance, student phone numbers. Key Point: Teacher will be able to successfully navigate through the day by the end of the first week of school.
	Exit Ticket Sort+ Guided Discourse	TWBAT to close the gaps in student learning before they fully form by identifying key student errors and adjusting instruction to close gaps for remaining periods.
Week of 8/16	Exit Ticket Data tracking	TWBAT track daily student exit ticket data
Week of 8/23	Student Portfolios/ parent conferences SMART Goals trackers/ discipline or culture trackers/PM folders	TWBAT create individual student portfolios TWBAT set smart goals and share best practices in maintaining student mastery trackers
Week of 8/30	SWAM Pre-work How to SPED_CSI data analysis	TWBAT prepare to conduct successful SWAM and data conversations for all students including special populations
Week of 9/6	Parent Conference Week	NO PD Parent conference week
Date	Session Title/Topic	Session Objective(s)
Week of 9/14	RTI I-III Subpop tracking and Illuminate how to	TWBAT learn about RTI, receive electronic document on which to record services/outcomes, and role play RTI meeting scenarios. TWBAT track PTG for subpop groups
Week of 9/21	ELL Support	TWBAT use tools to close the gaps with our ELL students
Week of 9/28	Team building	TWBAT build team and family through problem solving and collaboration
Week of 10/5	TELPAS	TWBAT understand the rationale and implications of TELPAS testing and articulate the TELPAS testing plan
Week of 10/12	Flex PD Day based on campus needs	This PD will be purposed to campus needs based on data, culture observations or other trends
Week of 10/18	Data Analysis using driven by data: Using data to prepare for MOY Exams	TWBAT to craft an action plan for preparing their scholars to master the semester exam
Week of 10/25	QTR 1 PTG Celebration + GPTW temp check	TWBAT to understand the overall performance of the campus towards driving goals and the implications it has on future work.
Week of 11/1	Parent Conference Week	NO PD Parent Conference week
Week of 11/8	MOY Semester Exam Prep PD	TWBAT to understand what to expect for MOY exams to include test taking strategies, the systems, processes and procedures necessary for successful testing.
Week of 11/15	Team building: Thanksgiving Dinner	TWBAT build team and family through problem solving and collaboration

Date	Session Title/Topic	Session Objective(s)
Week of 11/29	Preparing for the semester data conversation	TWBAT understand the criteria for success for holding an effective data conversation and know the elements of the data conversation.
week of 12/6	Flex PD Day based on campus needs	This PD will be purposed to campus needs based on data, culture observations or other trends
Week of 12/13	Team building: Holiday Engagement	TWBAT build team and family through problem solving and collaboration
Week of 1/3/22	Student Culture	TWBAT to understand the impact of strong student culture and high expectations on student academic achievement.
Week of 1/10/22	Mock Exam Backwards planning	TWBAT use backwards planning to create a data driven acceleration plan for students to meet 90/60/30 on internal Mock Exam
Week of 1/17/22	Retention Meetings	TWBAT determine the criteria for retention, language economy for parent conferences, and learn rationale for retention
Week of 1/24/22	PTG QTR 2 Celebration+GPTW temp check	TWBAT to understand the overall performance of the campus towards driving goals and the implications it has on future work.
Week of 1/31/22	Parent teacher conference week	NO PD. Parent teacher conferences are the priority this week.
Week of 2/7/22	Teacher Retention	TWBAT discuss the retention spheres of influence and how to make the campuse a more powerful workplace
Week of 2/14/22	Subject area mock exam step back	TWBAT to report out on progress to mock exam preparedness goal with outcomes, causes and solutions. Teachers will push each others thinking so the plan can be adjusted urgently to close gaps and improve outcomes.
Week of 2/21/2022	Flex PD Day based on campus needs	This PD will be purposed to campus needs based on data, culture observations or other trends
Week of 2/28/22	Unpack the STAAR Success Unit PD with subect area team	TWBAT locate the marterials for the STAAR success unit and unpack the plan
Week of 3/14/22	Create STAAR Success Unit Plan	TWBAT to be able to begin planning the STAAR SUCCESS UNIT with their subjecat area teams
Week of 3/21/22	Reflection on Day 1 of STAAR Success Plan Team building: spring break fun	TWBAT build team and family through problem solving and collaboration
Week of 3/28/22	Flex PD Day based on campus needs	This PD will be purposed to campus needs based on data, culture observations or other trends
Week of 4/4/22	Prepaing for retention meetings	TWBAT determine the criteria for retention, language economy for parent conferences, and learn rationale for retention
Week of 4/11/22	PTG QTR 3 Celebration+GPTW temp check	TWBAT to understand the overall performance of the campus towards driving goals and the implications it has on future work.
Week of 4/18/22	Parent teacher conference week	NO PD. Parent teacher conferences are the priority this week.
Week of 4/25/22	Flex PD Day based on campus needs	This PD will be purposed to campus needs based on data, culture observations or other trends
Week of 5/2/22	EOY Activities Planning w/ GL API	TWBAT collaborate to create a plan and schedule for EOY activities
Week of 5/9/22	Review EOY checklist	TWBAT internalize the requirements for checking out at the EOY
Week of 5/16/22	Flex PD Day based on campus needs	This PD will be purposed to campus needs based on data, culture observations or other trends
Week of 5/23/22	End of year celebration!	TWBAT build team and family and end the year strong!

IDEA Public Schools IDEA Academy Eastside

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
La'Keshia Cook, Principal Veronica Flores, K-2 API Reina Mendiola, 3-5 API Reginald Orr, APO Yamilee Gonzalez, SCC Alejandra Morin, GTL K Cassandra Garza, GTL 1 Bryanna Villarreal, GTL 2 Bianca Johnson, GTL 5 Alan Rheel, GTL Sped/Rise	Aug-21	Data driven instruction; goal setting; culture
	Sep-21	DDI; recruiting; family engagement
	Oct-21	Q1 Stepback; Testing plan
	Nov-21	GPTW; Family Engagement; Semester data conversations
	Dec-21	Retention plan;
	Jan-22	Mid year step back; retention conversations begin
	Feb-22	Mock exams; recruiting
	Mar-22	STAAR success unit; recruiting/registration
	Apr-22	EOY checklists; recruiting/registration
	May-22	SAIP/CNA; EOY stepback; EOY checklists

IDEA Public Schools IDEA Academy Eastside

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$305,339
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$134,759
255	Title II, Part A, Classroom Size Red./Eisenhower	\$-
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$20,662

TOTAL \$ 5,412,092.00

IDEA Public Schools

IDEA Academy Eastside

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	669	100%
At Risk	246	37%
SPED	70	10%
F.A.R.M	626	94%
ELL	144	22%
Male	323	48%
Female	346	52%
Amer. Indian	1	0%
Asian	0	0%
Black	154	23%
White	25	4%
Hispanic	485	72%

IDEA Public Schools

IDEA Academy Eastside

Campus Committees	
English Language Arts	Math
Committee Chair(s): LaKeshia Cook Committee Members: Bianca Johnson Kyandria Thomas Adriana Gallegos Nehemiah Coronado	Committee Chair(s): Reina Mendiola Committee Members: Brenda Jolomo Rorie Rodriguez Kanasha Bell Adriana Espinoza
Science	Social Studies
Committee Chair(s): Reina Mendiola Committee Members: Anthony Pena Audrey Daigneault Stephanie Soto	Committee Chair(s): Veronica Flores Committee Members: Daniel Bostick Grace Sterken Sarai Moreno
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): La'Keshia Cook Committee Members: Veronica Flores Reina Mendiola Bianca Johnson Byranna Villarreal Alan Rheel	Committee Chair(s): Yamilee Gonzalez Committee Members: Veronica Flores Yolanda Stem LaKeshia Cook Reina Mendiola
School Culture and Climate	Special Populations
Committee Chair(s): Yamilee Gonzalez Committee Members: Veronica Florees LaKeshia Cook Yolanda Stem Bryana Villareal Alejandra Morin	Committee Chair(s): Alan Rheel Committee Members: Lisa Burnett Nicole Tapia Gallegos, Adriana Jalomo, Brenda

IDEA Public Schools

IDEA Academy Eastside

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1A	Amplify Science Curriculum for K-4	o	All	Teachers/ Principal	Aug- May	curriculum budget line item	Assessment results	IA; observations
1F; 1G	Wit and Wisdom curriculum K-1	o	All	Teachers/ Principal	Aug- May	curriculum budget line item	Assessment results	IA; observations
1A	Social Studies Curriculum K-4	o	All	Teachers/ Principal	Aug- May	curriculum budget line item	Assessment results	IA; observations
2c	Family Engagement	o	All	AC	Aug- May	family engagement budget	percentage of family engagement at events tracked internally	Parent surveys
1 F; 1G	DI Transformations	o	All	Teachers/ Principal	Aug- May	curriculum budget line item	DI Data	IA; observations
2c	Culture Rounds	o	All	Principal/ AC/ APIs	Aug- May	budget for staff pay	results from culture rubrics	Parent/ student survey; observations; culture rubric
2b	GPTW: Staff Satisfaction	0	NA	Principal and APIs	Aug- May	Budget line item: Teacher retention	GPTW survey results	GPTW Survey
2A	Friday Night Lights	O	ALL	Principal	once a month starting in august-may	Line item in budget: teacher retention	teacher participation %	Faculty agenda
2D	West Wing	O	ALL	API	1st week of September last week of April	two teachers & classroom, Line item in budget for staff pay	amount of students at beginning of year vs. amount of students at end of year	Hero
2F	Social Media	O	ALL	APO	2nd week of Sept-	Facebook & twitter accounts for school, email address of parent base	amount of followers,	accounts actually set up & internal survey on effectiveness
1A, 1B, 1C, 1D, 1F	Writing - provide more opportunities to write in classes, and during homeroom time/quarterly writing projects in every classroom	S	All	Classroom Teachers/Instr uctional Managers hold accountable	BOY-EOY	Supplements to curriculum provided; unit plans for each content; common rubric/criteria for success across contents	Writing scores, quarterly writing projects, grades, check ins with managers	IA; observations

2D	Grade K-5: Grade wide behavior system	DR	All	classroom teachers/ LT	BOY-EOY	Roadrunners Merit Tracker and Incentive System	Tracker by homeroom that is kept by Homeroom Teacher - points added to Class Dojo for homerooms that have fewest marks	EOY referral numbers/suspensions
1A, 1B, 1C, 1D, 1F, 2F	Increase in parent meeting attendance	O	All	APO	Q1 Parent Mtg-EOY	Meeting incentives, raffles, dinners	Sign in sheets, parent surveys	Final attendance rosters
1A, 1B, 1C, 1D, 1F	for instruction for students struggling in basic Reading and Math Skills	S	All	Principal, Counselors, Teachers	BOY-EOY	STAAR Master, Sirius Education, APEX	Master Schedule, GradeBook	2019 STAAR report, Renaissance STAR, ACT and ACT prep benchmarks, AP exams
1A, 1B, 1C, 1D, 1F, 2D, 2F	Increasing participation in Accelerated Reading and AR incentives to build fluency and excitement around reading	S, A, AP	All	AR Facilitator	BOY-EOY	AR program purchase, Library book increase	AR reports	AR reports, # of pages read over time and quizzes
1A, 1B, 1C, 1D, 1F	Writing - provide integrated time to write in classes, and separate writing intervention classes to support foundational skill building	S	All	Classroom Teachers/Instructional Managers hold accountable	BOY-EOY	Supplements to curriculum provided; unit plans for each content; common rubric/criteria for success across contents	Reading and Writing scores, quarterly writing projects, grades, check ins with managers	2019 STAAR Report for 7, 9, 10
2D, 2F, 3B	School Culture & Climate: handbook & code of conduct implementation consistency across grade levels in rules/consequences	O	All	All teachers & admin	BOY-EOY	all teachers & admin, culture camps, quarterly culture resets	communication, discipline reports	quarterly checks, GTLMs
2A, 2E	Staff Quality Recruitment/Retention : Teaching as Leadership	O	All	All Admin	BOY-EOY	Campus Book Study, Ongoing PD	Staff survey on training effectiveness, observation of team meetings	Survey
2D, 2F	Family & Community Involvement: Student Persistence	O	All	AC	BOY-EOY	Incentives for new to IDEA students and returning students; APO/AC partnership	ADA Results	Final attendance

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Eastside



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Eastside

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

CAMPUS MISSION

IDEA Eastside College Prep's mission is to engage, inspire, and empower all scholars to reach their fullest potential by setting high expectations, creating opportunities, and closing achievement gaps to ensure college success.

IDEA Public Schools

IDEA College Prep Eastside

District Goals 2021-2022

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

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

IDEA Public Schools

IDEA College Prep Eastside

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Mr. Byong Yu, Interim Principal Ms. Nerina Chugani, Principal in Residence Mr. Adam Navarro-Jusino, Director of College Counseling Mr. Reginald Orr, Assistant Principal of Operations Ms. Shannon Tolliver, Assistant Principal of Instruction Ms. Kimberly Kroll, Assistant Principal of Instruction Mr. Alvoyd Jackson, Assistant Principal of Instruction Mrs. Andria Rodriguez, College Counselor Mr. Javier Gonzalez, College Counselor Mrs. Savahna Silvas, School Counselor	Mr. Adam Navarro-Jusino, Director of College Counseling Ms. Andria Rodriguez, College Counselor Mr. Javier Gonzales, College Counselor Ms. Savahna Silvas	Dustin Flores, AP ART Jacinda Jackson, AP ART History Adrian Martinez, Computer Science Alexander Post, Creative Writing Monica Ruiz, RTTC/ACT Reymundo Garcia III, Blended Learning
SPED	Language	Testing
Tina Leonard, RISE Robert Sifuentes, SPED Reymundo Garcia, SPED Daniellie Gutierrez, SPED Ladonna Pa Ilda Leija, RISE	Wendy Hernandez, Spanish 1 Karina Cruz Moreno, Spanish 2 & 3 Melisa Riley, AP Spanish	Savahna Silvas, School Conselor Rachel Christoph, Testing Coordinator
Sixth Grade	Seventh Grade	Eighth Grade
Benigna Nascimento, ELA Briney James, Social Studies Mark Tafolla, Math Oscar Morles, Math Intervention	Latangala James, ELA Jason Whitehead, 6th/7th Science Adrian Briseno, Math Sarah Tovar, ELA Intervention	Bryana Godinez, ELA Cody Christian, US Hisotry Melissa Mendoza, Algebra 1 Rod Edmond, Pre-AP Biology Alma Salcedo, Algebra Intervention
Ninth Grade	Tenth Grade	Eleventh Grade
Julio Villarreal, English I Edgar Cardenas, AP Human Geography Victoria McCulley, Pre AP Geometry Audrey Contreras Biology	Gilbert Trevino, English II Jeffery Kennedy, AP World History Vivian Yzaguirre Algebra II Elizabeth Plake, Chemistry Abigail Perez, ELA Intervention	Meghan Cude, English III Alan Cunningham, AP US History Gabriel Martinez, Pre AP Calculus Kristela Garcia, Physics
Twelfth Grade	Physical Education	FLEX
Matthew Tavares, AP Lit Wesley Martin, Econ/AP Government Rafael Moya, AP Calculus Eric Kim, AP Biology	Reymundo Garcia, Athletic Director Mark Crump, PE Teacher	La Chelle Chilton, FLEX Science

IDEA Public Schools

IDEA College Prep Eastside

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Noe Geovani Alas Romero, RISE co Russell Carver, RISE co Jamal Lemons, RISE co Giovan Rankin, RISE Co Joseph Burnett Flex Co Kaitlyn Lopez, Flex Co Daphne Jones-Sgro - Math Co Israel De La Rosa, PE Co		Gladymar Diviles, SPED Driver Alicia Hernandez, SPED Driver
Facilities Staff	Child Nutrition	Front Office Staff
Naomi Palacio, Facilities Manager	Gloria Zungia, CNP Manager	Johannellys Lopez, Business Clerk Gloria Munoz, Receptionist Shauna Cox, CP Registrar/SIS Janet Ortiz, Health Aide

IDEA Public Schools

IDEA College Prep Eastside

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
BOY	Special Pops: 504/ ELL	TWBAT have an understanding of how to accomodate and modify work fon incoming scholars.
BOY	Illuminate 101: Teacher basics	TWBAT naviagate thier way through the illuminate testing software, including scanning in scantrons, Creating an exam, Reviewing data, and printing reports.
BOY	Introduction to Move this world (SEL) Program	TWBAT plan and implement the SEL curricuulum during thier homeroom
BOY	Culture Camp	TWBAT establush culture norms that students, parents, and staff need to be reaccostomed too.
Aug	Adjusting Procdures and Routines	TWBAT refelect on current practices and outcomes of their own classrooms and make necessary adjustments
Aug	Round 1: Goal Setting	TWBAT set goals alinged to district goals and create a strategized plan to meet them
Sept	Handeling Class Misbehaviour	TWBAT understand classroom managment techniques and how to escalate misbehaviors.
Sept	21st Century teaching and learning data science	TWBAT understand important evidence we have now about the working of the brain that is meaningful in all subjects.

Date	Session Title/Topic	Session Objective(s)
October	Building resilience in the classrooms	TWBAT to build strong emotional connections with scholars and identify early signs of distress with proper tier 1 interventions
October	Classroom management tools to increase student engagement	TWBAT to develop effective classroom management strategies to create a positive, calm, SAFE learning environment
Nov	Aggressive Monitoring	TWBAT create strategic monitoring systems in order to ensure 100 students being on task all the time.
Nov	Guided Discourse	TWBAT conduct guided discourse sessions in order to increase mastery over a given topic.
Dec	Analizing Data	TWBAT analyze their assessment data in order to create strategies to close student achievement gaps.
Dec	2X2	TWBAT understand the 2X2 process.
Jan.	Advancing on TCP	TWBAT understand IDEA Teacher Carrer pathway and identify their path.
Jan.	SE Data Analysis	TWBAT analyze their SE data in order to create strategies to close student achievement gaps.
Feb.	Content Collaboration	TWBAT collaborate with content team in order to share best practices.
Feb.	STAAR/AP/EOY Calendars	TWBAT create a specific academic calendar leading to STAAR/AP or EOY Test.
Date	Session Title/Topic	Session Objective(s)
March	Mock Exam Review Plan	TWBAT create an effective and detailed Mock Exam Review Plan.
March	Mock Exam Data	TWBAT reflect on MC Data and create an action plan to close any gaps.
April	Test Preparation	TWBAT implement all techniques and resources in order to finalized students' preparation for testing season.
April	Testing Plans	TWBAT explain campus testing plans.

IDEA Public Schools

IDEA College Prep Eastside

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Mr. Byong Yu, Principal Nerina Chugani, Principal in Residence Adam Navarro-Jusino, Director of College Counselor Reginald Orr, Assistant Principal of Operations Shannon Tolliver, Assistant Principal of Instruction Benigna Nascimento, GTL Latangala James, GTL Bryanna Godinez, GTL Alexander Post, GTL Gilbert Enrique Trevino, GTL Melisa Riley, GTL Ruiz GTL	8/10/2021	First Week Logistics
	9/10/2021	Culture and Teacher Expectations
	10/15/2021	Instructional Coaching
	12/10/2021	Semester Exams
	1/14/2022	Test Preparations
	2/2/2022	Instruction and Testing Best Practices
	3/11/2022	Testing week by week plan.
	4/15/2022	Testing Logistics.
	5/13/2022	Testing

IDEA Public Schools

IDEA College Prep Eastside

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	\$226,085.00
164	State Compensatory	\$4,164,713.00
404	Accelerated Reader/Math	\$726,298.00
165	State Bilingual	\$126,583.00
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 \$ 5,243,679.00

IDEA Public Schools IDEA College Prep Eastside

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	645	100%
At Risk	205	32%
SPED	85	13%
F.A.R.M	0	0%
ELL	139	22%
Male	327	51%
Female	318	49%
Amer. Indian	1	0%
Asian	1	0%
Black	80	12%
White	60	9%
Hispanic	211	33%

IDEA Public Schools

IDEA College Prep Eastside

Campus Committees	
English Language Arts	Math
Committee Chair(s): Gilbert Trevino Committee Members: Benigna Schutter Gilbert Enriquez Latangala James Bryana Godinez Matthew Tavares Julio Villareal Meghan Cude	Committee Chair(s): Melissa Mendoza Committee Members: Mark Tafolla Oscar Morales Victoria McCulley Vivian Yzaguirre Gabriel Martinez
Science	Social Studies
Committee Chair(s): Elizabeth Plake Committee Members: Jason Whitehead Rod Edmund Lisa Rosales Kristela Garcia Audrey Contreras	Committee Chair(s): Cody Christian Committee Members: Briney James Jeffery Kennedy Alan Cunningham Edgar Cardenas Wesley Martin
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Shannon Tolliver Committee Members: Latangala James Gilbert Trevino Sarah Olivarri Joseph Burnett Abigal Perez	Committee Chair(s): Benigna Nascimento Committee Members: Lisa Rosales Jeffery Kennedy Audrey Contreras AC Rachel Christoph
School Culture and Climate	Special Populations
Committee Chair(s): Nerina Chugani Committee Members: Bryanna Godinez Wendy Hernandez Reymunda Garcia Israel De La Rosa	Committee Chair(s): Robert Sifuentes Committee Members: Kristela Garcia Noe Romero Tina Leonard Reymundo Garcia Miosha Evans Ilda Leija

IDEA Public Schools

IDEA College Prep Eastside

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
A.P.I.	Daily Grade Team afternoon Huddle			GTM, GTL	8-11-21 - 5-28-22	Teachers, classroom	N/A	Number of attendees.
L.T.	Daily A.D.A. meeting			L.T.	8-11-21 - 5-28-22	L.T.	N/A	A.D.A.
A.P.I.	New to Eastside Socials			APO / SSA/ SW / API	First 2 weeks of school		purchasing forms	Number of attendees.
A.P.I.	90/60/30 Montly meetings		All	GTL	First week of Sep.	Teachers	90/60/30 Tracker	Improvement Plan
A.P.I.	Teacher of the Week			A.P.I.	First week of Sep.	Newsletter	Newsletter	Teacher data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
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IDEA Public Schools

IDEA Academy Ewing Halsell



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Ewing Halsell

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We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

Ewing Halsell sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking, mastery of core subjects is our recipe for success. Go Pioneers!!

IDEA Public Schools

IDEA Academy Ewing Halsell

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Pam Ray Kathleen DeLeon Karen Gonzalez Alexis Botello Valarie Alvarado Lucia Armstrong	Mary Henderson Social Worker- Pending	Emily Maxberry Yolanda Meza Victoria Rodriguez Linda Rodriguez Judy Soto Jessica Stellrecht
Kindergarten	First Grade	Second Grade
Laura Salazar Diana Leos Karla Ruiz- Cantu Anna Trevino	Nichole Cook Ashlee Rodriguez Diego Porras Monica Salinas Erica Molina Claude Reynolds	Samantha Mendiola Venessa Camacho Luis Arreola Jessica Stellrecht Janae Ortiz
Third Grade	Fourth Grade	Fifth Grade
Marc Chezem Oralia Vasquez Angelina Martinez Kaitlynn Tall Bear	Norma Rodriguez Ashley Arrellano Sarah Antu Brittany Priour	Casey Robertson Aaron Botello Tara Palmer Araceli Estrada Aaron Botello
Physical Education		Key
Joseph Sanchez		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Ewing Halsell

District Goals 2021-2022

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IDEA Public Schools

IDEA Academy Ewing Halsell

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Marina Zuniga Julie Perez Christine Guzman Lina Caballero Richard Solis Marina Gonzales Marivel Galvan Diana Ibarra Miranda Villanueva Olga Llanes Ehsan El-Kirdany Christina Jimenez Gabriela Trejo Tabitha Mascorro Jacqueline Lara Sierra Perry		
Facilities Staff	Child Nutrition	Front Office Staff
Javier Calderon - Manager Jeremiah Duran Arturo Rodriguez Mariana Rodriguez Guadalupe Bernal Cruz Ortiz	Natele Hagee-Ortiz - Manager Rebecca Martinez - Asst. Manager Jennifer Gonzales- Asst. Manager Maria Garza Christina Garcia Anthony Urrabazo Sandra Johnson Benigno Ortega-Cortes Zoraida Ramirez	Connie Perez - Admin. Assistant Audrey Gutierrez - Receptionist Claudia Morales - Registrar Adriana Rioja De Jimenez - SIS Pamela Garza - Enrollment Coordinator Elva Garcia - Campus Tech Jaqueline Campa- Health Aide

IDEA Public Schools
IDEA Academy Ewing Halsell

Tentative Staff Development for 2021-2022 School Year		
Date	Session Title/Topic	Session Objective(s)
8.6.21	EL: 7 practices to build a language rich classroom.	A. Identify and implement the core principles and best practices in language acquisition ('sheltered instruction'). B. Linguistically accommodate instruction and promote development of academic language for all students. C. Receive feedback through classroom observations and coaching conversations. D. Reach proficient levels of implementation of research-based practices that develop academic language for all students.
9.8.21	Coaching and planning EL instructional practices across all contents.	Coaching / planning sessions in order to learn collaboratively, intentionally implement strategies into lesson plans, and build relationships
2X quarterly dates TBD	EL coaching/learning walks for leaders	Coaching / learning walks in order to learn collaboratively, recognize growth, and provide feedback regarding implementation
	STAAR: ELAR	Teachers and leaders will engage in learning to promote learning about the changes to the ELAR state assessments and leader practices to coach
BOY	Forging strong parent partnerships through effective communication.	Teachers and leaders will gain insight into campus expectations for parent communication and campus platforms.
BOY	Implementing and Managing our Campus Tier 1 Behavior Plan	Staff will understand our campus Tier I Behavior Plan and become proficient in setting clear expectations, managing behaviors, and communicating with parents and leaders to hold scholars accountable and celebrate success.
BOY	Managing a culture of high expectations for culture.	Teachers gain proficiency in CMC Snapshot 2C and roll over feedback to strengthen skills.
BOY	Expectations of our Professional Pioneer Team/Pioneer Tenets	Staff will understand expectations for professional responsibilities-- to include behaviors for teaching and collaborating. Staff will be able to articulate Pioneer Priorities for 2021-22 school year and identify examples of staff actions that contribute to that priority.

Date	Session Title/Topic	Session Objective(s)
Quarter 1	Special Populations	Identify scholars in special populations and describe practices to provide appropriate accommodations. Describe expectations for documenting special population services.
Quarter 1-4	Basic Proficiencies in Direct Instruction to manage behaviors and maximize learning to meet goals.	Staff will engage in practice to build skills to deliver instruction with fidelity and incorporating best practices for lesson progress and mastery. Staff will be proficient with tracking and backward planning.
Quarter 1-4	Backward planning from learning objectives and unit assessments.	Staff will unpack state standards and identify student outcomes.
Quarter 1	Connecting with your grade level and content team	Staff will form connections with team members to cultivate trust within teams and know more about each other.
Quarter 1-4	Managing Culture and response alignment	Staff will align in behavior responses and strategies to set and manage clear expectations. Staff will engage in practice of priority areas of behavior and culture based upon walk through data.
Quarter 2	Special Education: Accommodations and best practices.	Staff will get feedback on IEP accommodations, RTI, and 504 reporting mechanisms and rationale to serve our special populations strategically.
Quarter 3	TELPAS	Staff will communicate the timelines and expectations for upcoming TELPAS. Staff will communicate the expectations for the teacher of record
Quarter 4	STAAR Security	

IDEA Public Schools

IDEA Academy Ewing Halsell

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Pam Ray, Principal Kathleen DeLeon, PIR Mary Henderson, AC Karen Gonzalez, API Parent PK-2nd grade Parent PK-2nd grade Parent 2nd-5th Business Partner Diana Leos, Kinder Grade Team Leader Marc Chezem, 3rd Grade Team Leader Norma Rodriguez, 4th Grade Team Leader Aaron Botello, 5th grade science teacher Joseph Sanchez, PE coach Guiterrez, receptionist (or other operations team Lucia Armstrong, Special Populations Manager	September	EOY PTG 2020-21: Priorities and 2021-22 goals; student and staff safety; parent volunteers; feedback on after school activities
	November	Progress to goals; Family Engagement Events; Feedback on identified areas; Scholar and Staff Celebrations
	February	Progress to goals; Family Engagement Events; Feedback on identified areas; Scholar and Staff Celebrations
	April	Progress to goals; Feedback on identified areas; Scholar and Staff Celebrations
	May	EOY PTG; Reflect on priorities and set focus for 22-23 priorities; EOY survey and feedback on areas of focus for 2022 based upon data.

IDEA Public Schools

IDEA Academy Ewing Halsell

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	\$	-
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 Public Schools

IDEA Academy Ewing Halsell

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	763	100%
At Risk	204	27%
SPED	37	5%
F.A.R.M	598	78%
ELL	104	14%
Male	387	51%
Female	376	49%
Amer. Indian	0	0%
Asian	3	0%
Black	14	2%
White	70	9%
Hispanic	673	88%

IDEA Public Schools

IDEA Academy Ewing Halsell

Campus Committees	
English Language Arts	Math
Committee Chair(s): Linda Rodriguez Committee Members: Kathleen DeLeon Karen Gonzalez Oralia Vasquez Casey Robertson Anna Trevino Samantha Mendiola Monica Salinas Venessa Camacho Norma Rodriguez	Committee Chair(s): Sara Antu Committee Members: Valarie Alvarado Nichole Cook Ashlee Rodriguez Angelina Martinez
Science	Social Studies
Committee Chair(s): Aaron Botello Committee Members: Pam Ray Janae Ortiz Claude Reynolds Kaitlyn Tall Bear	Committee Chair(s): Janae Ortiz Committee Members: Valarie Alvarado
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Pam Ray Committee Members:	Committee Chair(s): Mary Henderson Committee Members: Tory Rodriguez
School Culture and Climate	Special Populations
Committee Chair(s): Committee Members:	Committee Chair(s): Committee Members:

IDEA Public Schools

Ewing Halsell Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1 E	4th grade writing teacher	RR, S, O	ALL	Pam Ray	8.21-5.22	ELAR human	teacher and school wide tracking	ET, MM, STAAR,
1 E	Special Populations Interventionist	S, RR, RM, 0	EL, Spec. Ed, 504	Pam Ray	8.21-5.22	Human	wide tracking systems	District Assessments
1E	Seidlitz partnership and book study-- 7 Steps to a Language Rich	S, RR, RM, 0	ALL	Pam Ray	8.21-5.22	Seidlitz Coaching and Book	data tracking systems	District Assessments
2C	Plan with incentives and family engagement events	RR, S, DR	ALL	Pam Ray	8.21-5.22	Incentives and Pioneer Planners	tracking systems for behavior and	ET, STAAR, RR
2A	achievements, innovative ideas, and on birthdays	O	ALL	GTLs and all leadership	8.21-5.22	announcements, photos, calendar	SMORE, emails, Teams chat	GPTW, campus surveys

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Responsiveness to data with daily exit ticket sorts, huddles, and planning	S, RR, O	All	Pam Ray	8.21-5.22	ELAR/Math	teacher and school wide tracking	District Assessments
2A	Daily lesson rehearsals with coach during planning/check in.	S, RR, O	All	Pam Ray	8.21-5.22	ELAR/Math	campus tracking systems	ET and District Assessments
1F	Script practices and lesson rehearsals for DI teachers to teach to mastery.	RR, D, O	All	Pam Ray	8.21-5.22	ELA- Decoding	classroom and campus tracking	level reports; Dibels, RR

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Ewing Halsell



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Ewing Halsell

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

responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

IDEA Ewing Halsell prepares scholars for college and careers by educating them, building their social emotional awareness, participating in extracurriculars, and giving their time and skills to others.

IDEA Public Schools

IDEA College Prep Ewing Halsell

District Goals 2021-2022

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

IDEA Public Schools

IDEA College Prep Ewing Halsell

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Operations
William Chermak (Principal) Amanda Voglezon (API) Jennifer Pantoja (API) Megan Molano (API) Grecia Ramirez (CC) Annette Hernandez Rangel (AA)	Claudia Gutierrez Lerma (Social Counselor)	Audrey Gutierrez (Receptionist) Claudia Morales (Registrar) Laurie Trevino (Business Clerk) Pam Garza (Student Enrollment Coordinator)
Sixth Grade	Seventh Grade	Sixth & Seventh Grade Shared Staff
Stephanie Pina (ELA) Alexandra Pietrzack-Ramirez (Math)	Ruby Vazquez (ELA) Stephanie Hernandez (Math)	Samuel Tunnel (Social Studies) Alexandria Medellin (Science) Jillian Trejo (Hotspot) Jenna Fernandez (PE) Claire Pegues (DI) Mikayla Phoenix (DI & SPED)
Eighth Grade	Ninth Grade	Eighth & Ninth Grade Shared Staff
Alex Bergeron (ELA) Stephanie Frausto (Algebra 1) Jackson Boland (US History) Matthew Sifuentes (Biology) Yazmin Irigoyen (Spanish)	Janelle Solis (Geometry) Bryana Guerra (English 1) Andrea Salinas (Chemistry) Jacob Ramirez (AP Human Geography) Lizeth Baldwin (Spanish)	Edgar Ortiz (Art) Michael Williams (PE)
Tenth Grade	Ninth & Tenth Grade Shared Staff	Other
Andrew Fernandez (English 2) Clara Garcia (Physics) Ruben Mancha (AP World History) Christopher Dehoyos (Algebra 2) Jackie Garcia (Spanish)	Jade Tijerina (Intervention & SPED) Victoria De Leon (RTTC) Daniel Cordero (Computer Science)	Melanie Kaesberg (Rise Unit)

IDEA Public Schools

IDEA College Prep Ewing Halsell

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Jillian Trejo (6th & 7th Hotspot) Jenna Fernandez (6th & 7th PE) Christopher Riddick (9thSPED)	n/a	n/a
Facilities Staff	Child Nutrition	Front Office Staff
Arturo Rodriguez Mariana Rodriguez-Sanchez Guadalupe Bernal Jeremiah Duran Javier Calderon Jesse Garcia	Nat Hagee-Ortiz Rebecca Martinez Jennifer Gonzalez Maria Garza Sandra Johnson Anthony Urrabazo Andrea Vielma David Daniels Carmen Casiano Bryant Cook	Audrey Gutierrez (Receptionist) Claudia Morales (Registrar) Laurie Trevino (Business Clerk) Pam Garza (Student Enrollment Coordinator)

IDEA Public Schools

IDEA College Prep Ewing Halsell

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
23-Aug	Guidepost 2A, 2C, 3D	Teachers will participate in a See It, Name It, Do It over the Guideposts listed.
20-Sep	Guidepost 2D, 2E, 3B & 3C	Teachers will participate in a See It, Name It, Do It over the Guideposts listed.
18-Oct	Guidepost 4	Teachers will participate in a See It, Name It, Do It over the Guideposts listed.
29-Nov	Guidepost 5	Teachers will participate in a See It, Name It, Do It over the Guideposts listed.
24-Jan	Student Work Analysis	Teachers will analyze their student work and create a reteach over priority standards.
21-Feb	Student Work Analysis	Teachers will analyze their student work and create a reteach over priority standards.
21-Mar	Student Work Analysis	Teachers will analyze their student work and create a reteach over priority standards.
18-Apr	STAAR Professional Development	Teachers will be able to learn and practice the steps to effectively execute STAAR.

IDEA Public Schools

IDEA College Prep Ewing Halsell

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
William Chermak (Principal) Amanda Voglezon (API) Megan Molano (API) Jennifer Pantoja (API) Claudia Gutierrez Lerma (School Counselor) Grecia Ramirez (College Counselor) Kristie McClelland (6th GTL) Alexandria Medellin (7th GTL, Science CTL) Alex Bergeron (8th GTL) Bryana Guerra (10th GTL, ELA CTL) Janelle Solis (Math CTL)	19-Aug	Culture Part 1
	23-Sep	Academics Part 1
	28-Oct	Culture Part 2
	11-Nov	Academics Part 2
	2-Dec	Culture Part 3
	6-Jan	Academics Part 3
	3-Feb	Culture Part 4
	17-Mar	Academics Part 4
	14-Apr	22-23 School Year Prep

IDEA Public Schools

IDEA College Prep Ewing Halsell

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	\$227,031.00
164	State Compensatory	\$3,158,056.00
404	Accelerated Reader/Math	\$762,799.00
165	State Bilingual	\$104,885.00
411	Technology Allotment	\$-
192	Technology Sp. Fund	\$-

Funding Sources—Federal

204	Title IV Drug Free School	\$-
211	Title I Regular	\$174,271.00
212	Title I Migrant	\$-
224	IDEA-B Formula	\$85,933.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$-
262	Title II, Part D, Technology	\$-
263	Title III, Bilingual	\$15,533.00

TOTAL **\$4,528,508.00**

IDEA Public Schools

IDEA College Prep Ewing Halsell

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	447	100%
At Risk	137	31%
SPED	45	10%
F.A.R.M	202	45%
ELL	107	24%
Male	209	47%
Female	238	53%
Amer. Indian	0	0%
Asian	0	0%
Black	9	2%
White	22	5%
Hispanic	414	93%

IDEA Public Schools

IDEA College Prep Ewing Halsell

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	8th to 9th Transition	n/a	n/a	Claudia Gutierrez Lerma	21-22 School Year	Human	n/a	Persistence
	In Person Attendance	n/a	n/a	Jenna Patterson	21-22 School Year	Human	n/a	Attendance
	Lead Team Development	n/a	n/a	Will Chermak	21-22 School Year	Human	n/a	SLLs
	Teacher Development	n/a	n/a	Megan Molano, Amanda Voglezon,	21-22 School Year	Human	n/a	GET Rubric
	SPED Achievemnt	n/a	n/a	Jennifer Pantoja	21-22 School Year	Human	n/a	SPED STAAR Scores

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	Monthly Persistence Event	n/a	n/a	Claudia Gutierrez Lerma	21-22	Human	n/a	Persistence
	Weekly/Monthly Leadership Trainng	n/a	n/a	Will Chermak	21-22	Human	n/a	A Campus
	Attendance Incentives	n/a	n/a	Will Chermak	21-22	Human	n/a	Attendance

Annual Performance Objective

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
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PRIORITY #3: Achieve Mission at Scale

- 3A. % of students with low socio-economic status: 80%
- 3B. Enrollment in August 2020: 64,455
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Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Hidden Meadow



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Hidden Meadow

DISTRICT MISSION

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DISTRICT VISION

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

DISTRICT CORE VALUES

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

At IDEA Hidden Meadow, our mission is to ensure that scholars graduate prepared for college success.

IDEA Public Schools

IDEA Academy Hidden Meadow

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Hidden Meadow

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Gabriel DeMiero - Principal Deandra Rodriguez - Assistant Principal Denise Smasal - Assistant Principal Antonio Cruz - Assistant Principal	Jamonte Banks - School Counselor	Sonia Valle
Kindergarten	First Grade	Second Grade
Erious Rangel Secilie Villarreal Leishka Felix Stephanie Marquis Yvonne DeMendonca Kassandra Noriega	Kristen Lee Christine Davis Joanna Nerio Antonio Flores Jasmine Chavarria	Ashley Huizar Angela Harrenstein Tyrell Morrison Karla Garcia Dario Gonzalez
Third Grade	Fourth Grade	Fifth Grade
Physical Education		Key
Arthur Hardaway		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Hidden Meadow

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Priscilla Martinez Raven Foster Claudia Bell Carmen Ramirez Renee Martin Ashton Bowen Shamarion Flowers Maria Del Carmen Garcia Madelynn Lumreras Mardelle Saldana Twila Daniels Lynelle Lopez	Karen James	Brenda Ramos
Facilities Staff	Child Nutrition	Front Office Staff
Mayra Paredes Juan Arruti Rosa Hernandez Hilda Zapata	Rosa Coronado Valera Yadira Jimenez Marisol Castiniera Blance Mireles Maria Corpus Maria Ortiz	Evelyn Chapman Jackie Cantu Jessica Carrillo Hilda Garza Mariza Cantu Colleen Briggs

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
AUGUST 2021	Special Pops: Getting to Know Sped, 504, ELL	Participants will be aware of their EL, SpEd, and 504 students and how best to serve them.
AUGUST 2021	Illuminate 101: Teacher Basics	
AUGUST 2021	Introduction to TeachBoost for Teachers	
AUGUST 2021	Course Collaboration	
AUGUST 2021	Grading Policy	Participants will be able to explain the grading policy at IDEA.
AUGUST 2021	BOY Operations Processes	Get an introduction to the ops team structure and review the tenets that guide the work in operations Define the measures of success used for BOY Internalize the Health/Safety & Clinic Protocols Review BOY Binder
AUGUST 2021	Attendance and Grading Processes	Review attendance & grading processes for in-person, synchronous or asynchronous instruction Practice how to accurately post attendance in PowerTeacher starting FDOS

AUGUST 2021	Student Arrival/Dismissal Expectations and Safe Transitions	<p>Identify key safety supervision roles and responsibilities</p> <p>Describe their specific role in the arrival and dismissal process</p> <p>Internalize system to determine what transportation mode each student takes (bus, pick-up, walkers, etc.)</p> <p>Practice arrival and dismissal procedures to prevent and problem-solve difficult scenarios</p>
AUGUST 2021	Standard Response Protocol and Safety Drills	<p>Internalize the teacher response actions under the Standard Response Protocol</p> <p>Discuss and norm on safety drill procedures utilizing SRP</p> <p>Practice the implementation of safety drills on their campus</p>
AUGUST 2021	Meal Distribution and Counting Civil Rights	<p>Communicate best practices and non-negotiables on how to distribute meals in the classroom, and how to use rosters and/or clickers to account for those meals in accordance with TDA regulations. 2) Familiarize teachers with Civil Rights principles as they apply to meals.</p>

AUGUST 2021	Post COVID Classrooms: Creating Psychologically Safe Spaces for our Students	<p>Identify their own emotional responses to returning to in-person learning and Identify pathways to get support</p> <p>Understand COVIDs impact as a trauma on all staff and students</p> <p>Identify trauma-informed strategies to to support students in feeling psychologically safe on campus</p> <p>Plan for school-wide and in-class supports for anticipated responses from students</p>
AUGUST 2021	Family Engagement & Persistence	Teachers will internalize the role they play in family engagement throughout the year and the campus expectations specific to the systems they use to communicate with parents.
AUGUST 2021	Introduction to Move this World	Participants will understand the program implementation on their campus and practice delivering a lesson.
AUGUST 2021	Family Phone Calls/Communication	Teachers will learn the campus process for tracking and grouping student/ family contact to check in on the family and help ensure they return for the 21 school year.
AUGUST 2021	State of the School	Identify key areas of strength where we performed well as a campus last year and articulate our priorities for the 19-20 school year to continue to grow and get better.

AUGUST 2021	First Week of School Culture Camp Preparation	Explain the schedule for the first week of school and prepare/rehearse to deliver culture camp lessons.
AUGUST 2021	Introduction to Core Values	Begin to internalize IDEA's new core values.
AUGUST 2021	Back to School Bash	
AUGUST 2021	Round 1 Goal Setting	
AUGUST 2021	Texas Incentive Allotment	
AUGUST 2021	Advancing on TCP - <i>complete only if not previously completed during Summer PD</i>	Participants will gain knowledge on the Teacher Career Pathway and understand how teachers are placed
AUGUST 2021	Tech Training: Student Devices and Procedures	Implement best practices for using 1:1 student technology on campus. Understand the logistical procedures related to student devices. Access technology resources and support. Practice time with teacher resources included
AUGUST 2021	Tech Training: Systems, Applications & Support	Meet their campus computer technician Access key staff systems and applications Effectively utilize classroom technology devices (campus specific models projector, doc cam, etc) Utilize the correct process for accessing tech support throughout the year
AUGUST 2021	Tech Training: Instructional Technology Applications	Teachers will be able to: Access approved instructional technology applications and resources. New teachers will spend 1 hour learning to navigate key instructional applications. Returning teachers will spend 1 hour enriching their current skills by completing self-paced training for recommended instructional applications or setting up their Teams Class.
AUGUST 2021	Tech Training 1:1 Technology Implementation	Set a vision for how student devices and instructional applications can be used to enrich their classroom. Identify the 9 elements of digital citizenship.

AUGUST 2021	Session Title/Topic	Session Objective(s)
AUGUST 2021	Staff Handbook and Expectations	Participants will be able to understand the contents of the staff handbook
AUGUST 2021	Behavior Management Pt1	HMSWBAT explain HM's behavior system including how to proactively build joy factor, and positively respond to and document behavior virtually Know how to track behavior daily and how to celebrate weekly Nest Leaders (SOAR Shoutouts!) Review Nest News Shoutout Sessions
AUGUST 2021	Behavior Management Pt2	HMSWBAT explain HM's behavior system including how to proactively build joy factor, and positively respond to and document behavior virtually Know how to track behavior daily and how to celebrate weekly Nest Leaders (SOAR Shoutouts!) Review Nest News Shoutout Sessions
AUGUST 2021	Lesson Internalization and Lesson Planning	Participants will be able to implement the lesson internalization process. Participants will be able to create lesson plans for the upcoming 2 weeks.
AUGUST 2021	Lesson Rehearsals	Participants will be able to practice lessons to get on-the-spot glow/grow feedback
AUGUST 2021	Family Engagement and Persistence	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. -TWBAT access mission list, explain procedures and operating mechanisms -practice initial parent conversations
AUGUST 2021	Grade Team Time	
AUGUST 2021	Family Communication: Remind/Google Voice Training	
AUGUST 2021	Sensory Training	

SEPTEMBER 2021	GET VISION OF EXCELLENCE - CULTURE	
SEPTEMBER 2021	GOAL SETTING - STAFF DEVELOPMENT CYCLE	
SEPTEMBER 2021	RTI OVERVIEW	
OCTOBER 2021	GET VISION OF EXCELLENCE - RIGOR	
NOVEMBER 2021	FIRMING UP FOR GAPS IN DATA 2X2- STAFF DEVELOPMENT CYCLE	TWBAT identify gaps in scholar progress based on data, practice lesson delivery, and receive feedback for instruction
DECEMBER 2021	GREAT PLACES TO WORK SURVEY	
DECEMBER 2021		
JANUARY 2022	CULTURE RESET	
FEBRUARY 2022		
FEBRUARY 2022	TELPAS FAMILY COMMUNICATION REINFORCEMENT	
MARCH 2022		
APRIL 2022	APR	
MAY 2022	PERSISTENCE	

IDEA Public Schools

IDEA Academy Hidden Meadow

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Gabriel DeMiero (Principal) Deandra Rodriguez (Assistant Principal) Denise Smasal (Assistant Principal) Antonio Cruz (Assistant Principal) Olga Velez (Pre-Kindergarten) Secilie Villarreal (Kindergarten) Antonio Flores (First Grade) Ashley Huizar (Second Grade) Jamonte Banks (School Counselor) Ruby Garza (Assistant Principal of Operations)	19-Aug	Tactical Items, BOY reflection
	2-Sep	Tactical items
	7-Oct	Quarterly Stepback
	4-Nov	Tactical Items
	2-Dec	MOY stepback
	6-Jan	Tactical items
	3-Feb	Tactical items
	3-Mar	Quarterly Stepback
	7-Apr	Tactical items

IDEA Public Schools

IDEA Academy Hidden Meadow

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	\$ 176,215.00
164	State Compensatory	\$ 2,451,199.00
404	Accelerated Reader/Math	\$ 592,064.00
165	State Bilingual	\$ 81,409.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 131,553.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 31,248.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 3,810.00

TOTAL \$ 3,467,498.00

IDEA Public Schools

IDEA Academy Hidden Meadow

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	398	100%
At Risk	31	8%
SPED	16	4%
F.A.R.M	272	68%
ELL	26	7%
Male	197	49%
Female	201	51%
Amer. Indian	1	0%
Asian	5	1%
Black	39	10%
White	71	18%
Hispanic	279	70%

IDEA Public Schools

IDEA Academy Hidden Meadow

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Ashley Huizar	Committee Chair(s):	Antonio Flores
Committee Members:	Secilie Villarreal Erious Rangel Stephanie Marquis Michelle Chavana	Committee Members:	Tyrell Morrison Sonia Valle Yvonne Demendonca Kassandra Noriega
Science		Social Studies	
Committee Chair(s):	Jasmine Chavarria	Committee Chair(s):	Dario Gonzalez
Committee Members:	Yvonne Demendonca Kassandra Noriega	Committee Members:	Yvonne Demendonca Kassandra Noriega
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Gabriel DeMiero	Committee Chair(s):	Jamonte Banks
Committee Members:	Deandra Rodriguez Denise Smasal Ruby Garza Jamonte Banks Colleen Briggs	Committee Members:	Deandra Rodriguez Denise Smasal Ruby Garza Gabriel DeMiero Colleen Briggs Olga Velez
			Secilie Villarreal Antonio Flores Ashley Huizar
School Culture and Climate		Special Populations	
Committee Chair(s):	Deandra Rodriguez	Committee Chair(s):	Denise Smasal
Committee Members:	Jamonte Banks Denise Smasal Ruby Garza Gabriel DeMiero Colleen Briggs Olga Velez	Committee Members:	Carolina Garcia Myriam Ortegon Sonia Valle
	Secilie Villarreal Antonio Flores Ashley Huizar		

IDEA Public Schools

IDEA Academy Hidden Meadow

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
	New K-2 Science and Social Studies Curriculums			A. Cruz		2 teachers, training, schedule shifts		
	New PK-2 Reading Curriculum			D. Smasal		training all reading staff, new materials		
	New K-2 ELA Curriculum			G. DeMiero		training all reading staff, new materials		

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2C	Mission Meetings	O	Focus on special pops	Testing Coordinator	August 16-May 23	Lead Team, Teachers	Mission List Tracker	Persistence %
1E	End-of-Day Data Huddles	S	Focus on special pops	Assistant Principal of Instruction	August 2-May 27	Lead Team, Teachers	Data Tracker	Interim Assessment data
2A	Teacher of the Month	O	All	Administrative Assistant	27-May	Appreciation materials	Team and Family Newsletter	Data, Great Places to Work Survey
3B	Enrollment Huddle	O	All	Assistant Principal of Operations	July 9-June 30	Lead Team, Ops Team	Tracker	Enrollment Data
2C	Grade Level Assemblies	O	All	Grade Team Leader	August 6-May 27	Teachers, Scholar awards supplies	N/A	Persistence %
1E	After School Tutorials	S	All w/ Focus on special pops	Principal	January 11-May 27	Teachers, Curriculum materials, online resources	Data Tracker	Exit Ticket, Interim Assessment data

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Hidden Meadow



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Hidden Meadow

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

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

At IDEA Hidden Meadow, our mission is to ensure that scholars are prepared for their to-and-through college journey and are ready to become involved and impactful citizens of San Antonio.

IDEA Public Schools

IDEA College Prep Hidden Meadow

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA College Prep Hidden Meadow

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Mark Ruth- Principal Sarah Khan-Ponder- Assistant Principal of Instruction Ruby Garza- Assistant Principal of Operations		Isaac Saenz- Interventionist Arthur Hardaway- PE Stephanie Soto- Testing Coordinator
Sixth Grade	Seventh Grade	Eighth Grade
Carrie Worsham- ELA Skyla Zamora- Math Leeroy Clarke- Social Studies Andrew Diaz- Science	Justin Guerra- ELA Brooke Leonard- Math Leeroy Clarke- Social Studies Andrew Diaz- Science	
Ninth Grade	Tenth Grade	Eleventh Grade
Twelfth Grade	Physical Education	Key
	Arthur Hardaway	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Hidden Meadow

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
		Brenda Ramos
Facilities Staff	Child Nutrition	Front Office Staff
Mayra Paredes Juan Arruti Rosa Hernandez Hilda Zapata	Rosa Coronado Valera Yadira Jimenez Marisol Castiniera Blance Mireles Maria Corpus Maria Ortiz	Evelyn Chapman Jackie Cantu Jessica Carrillo Hilda Garza Mariza Cantu Colleen Briggs

IDEA Public Schools

IDEA College Prep Hidden Meadow

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
July 26-30, 2021	New Teacher Institute	Introduce teachers to IDEA methods and IDEA culture
July 6-8, 2021	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.
July 13-14	ELL Training	Leaders will be guided on how to support ELL scholars. Will develop a plan to train teachers at BOY campus PD
15-Jul	504 Training	Leaders will be guided on how to support 504scholars. Will develop a plan to train teachers at BOY campus PD
August 2-6, 2021	Beginning of Year Training	<ul style="list-style-type: none"> -State of School -Core Values -Round 1 Goal Setting -Teachboost -BOY Operations Processes -Remind/Google Voice -Post Covid Classrooms: Psychologically Safe Spaces -Sensory Training -Meal Distribution -Family Communication -Course Collaboration for Content -Behavior Management -Culture Camp -Standard Response Protocol and Safety Drills -Lesson Internalization/Lesson Planning -Grading and Attendance Policies -Advancing on Teacher Career Pathway
17-Aug	Relay- Get Better Faster Training	<ul style="list-style-type: none"> -Focused on Classroom Management section of Get Better Faster Waterfall -Pathway to proficiency
24-Aug-21	Lesson Planning Continued	<ul style="list-style-type: none"> -Followup to BOY training -Focused on GET 3B, 3C
10/7/2021	Data Conversations	<ul style="list-style-type: none"> -PTG slide Template -Data Tracker -Data Conversation Template
11/16/2021	Fall Festival	-Create family engagement plans for families through fall festival events
12/7/2021	Saturday School Tutoring	-Create Saturday tutorial schedules, rosters, and expectations for January, February

Date	Session Title/Topic	Session Objective(s)
1/11/2022	2nd Teach: Tutorial Protocols	<ul style="list-style-type: none"> -Expectations for remediation spaces -Must haves for tutorials and Saturday schools
2/8/2022	Mastery Machine	<ul style="list-style-type: none"> -Criteria for mastery for Mastery Machine -Review of options for Mastery Machine -Collaboration and work time
2/22/2022	STAAR Testing Protocols	<ul style="list-style-type: none"> -Review of requirements for State testing, specifically STAAR -Expectations for prep, testing, and post testing
3/15/2022	STAAR Plan- Possible Retention Parent Meetings	<ul style="list-style-type: none"> -Review flags for retention - Determine steps needed for parent conferences of possible retainees
4/19/2022	Master Schedule for 22-23 School Year	<ul style="list-style-type: none"> -internalize and give feedback on proposed master schedule for 22-23 - create potential homeroom rosters for 22-23
5/10/2022	Persistence	<ul style="list-style-type: none"> -identify priority persistence scholars -create engagement plans for priority persistence scholars

IDEA Public Schools
IDEA College Prep Hidden Meadow

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Mark Ruth (Principal) Sarah Khan-Ponder (Assistant Principal of Instruction) Ruby Garza (Assistant Principal of Operations) Kendra Flores (Teacher, Special Pops Representative) Leeroy Clark (Teacher, 6th Grade Representative) Brooke Leonard (Teacher, 7th Grade Representative) Arthur Hardaway (Teacher, Electives Representative) TBD (Family Representative) TBD (Family Representative)	Monday September 13, 2021	1. Parent Communication strategies 2. Field Lessons and Fundraising 3. SMART Goals 4. Tutoring List 5. Parental Involvement
	Monday October 11, 2021	1. Gear Up Review 2. Fall Festival Plans 3. Upcoming Benchmarks 4. Field Lesson Updates 5. Red Ribbon Week
	Monday November 8, 2021	1. Fall Festival 2. Grades/ Progress Reports 3. Priority Student Parent Meetings 4. December Field Lessons
	Monday December 13, 2021	1. Holiday Celebration 2. Fundraiser Updates 3. Saturday School Tutoring 4. SBAA Review
	Monday January 17, 2022	1. Persistence Review 2. Saturday School Procedures/Expectations 3. Review First Semester Failure Rate 4. Parental Involvement Progress
	Monday February 21, 2022	1. Attendance Goal 2. Culture On Campus Reset 3. Career Day 4. Progress Towards Goals 5. STAAR Plan/Mastery Machine
	Monday March 21, 2022	1. Spring Break Tutoring 2. STAAR Plan Possible Retention Parent Meetings 3. Possible Retention Parent Meetings
	Monday April 11, 2022	1. Field Lessons Fundraising 2. Family Night 3. Master Schedule 2019-2020 School Year 4. Persistence 5. College Signing Day
	Monday May 9, 2022	1. Graduation 2. Senior Banquet 3. IA4/Finals 4. EOY Celebration 5. Culture Camp 6. Summer School Program 7. Registration of New Students 8. Campus Visit Incoming 6th Graders

IDEA Public Schools

IDEA College Prep Hidden Meadow

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	\$ 88,108.00
163	State Special Education	\$ 88,108.00
164	State Compensatory	\$ 1,225,599.00
404	Accelerated Reader/Math	\$ 296,032.00
165	State Bilingual	\$ 40,705.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 33,495.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 19,530.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 2,784.00

TOTAL \$ 1,794,361.00

IDEA Public Schools

IDEA College Prep Hidden Meadow

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	79	100%
At Risk	20	25%
SPED	8	10%
F.A.R.M	64	81%
ELL	18	23%
Male	38	48%
Female	41	52%
Amer. Indian	0	0%
Asian	1	1%
Black	4	5%
White	5	6%
Hispanic	69	87%

IDEA Public Schools

IDEA College Prep Hidden Meadow

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Sarah Khan-Ponder	Committee Chair(s):	Sarah Khan-Ponder
Committee Members:	Carrie Worsham Justin Guerra	Committee Members:	Brooke Leonard Skyla Zamora
Interventionist		Interventionist	
Science		Social Studies	
Committee Chair(s):	Mark Ruth	Committee Chair(s):	Mark Ruth
Committee Members:	Andrew Diaz	Committee Members:	Leeroy Clarke
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Mark Ruth	Committee Chair(s):	Ruby Garza
Committee Members:	Colleen Briggs Ruby Garza	Committee Members:	Mark Ruth Jamonte Banks
Jessica Carillo		Jackie Garza	Mariza Evelyn Chapman
School Culture and Climate		Special Populations	
Committee Chair(s):	Sarah Khan-Ponder	Committee Chair(s):	Kendra Flores
Committee Members:	Mark Ruth Ruby Garza	Committee Members:	Mark Ruth Sarah Khan-Ponder
Colleen Briggs	Kendra Flores Leeroy Clarke	RISE Teacher	
Skyla Zamora	Brooke Leonard		

IDEA Public Schools

IDEA College Prep Hidden Meadow

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Get Better Faster Coaching Program	S	All	Principal	July-January	Lead Team, Books	Teachboost	Teacher Data
3B, 2C	After School Programs- Music, Gardening, Drones, Martial Arts, Dance, Photography/Yearbook, Student Council	O	All	Principal	August 16-May 27	Supplies/Materials, Contracted Instructors, Teacher Instructors	Attendance Tracker	Persistence %
1E	Writing in All Grade Levels	S	All	Assistant Principal of Instruction	August 16-May 27	Teachers, Curriculum	N/A	Exit Ticket, Interim Assessment data
1E	Lifework Responsibility Meetings	S	All	Grade Team Leader	August 23-May 7	Teachers, Paper	Tracker, Student Folders	On-Track to Graduate, Exit Ticket
3B	Monthly Community Events	O	All	Assistant Principal of Operations	August 19-July 30	Lead Team, Teachers, Supplies and Materials, Contracted Services	Tracker, Teams Folder, Nest Newsletter	Student Applications
1E	Monthly Special Pops Training/Review	S	SpEd, ELL, 504	Assistant Principal of Instruction	August 9-May 23	Lead Team, Teachers, Training	Trackers, Lesson Plans	Exit Ticket, Interim Assessment data

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Mission Meetings	O	All w/ Focus on special pops	Testing Coordinator	August 16-May 23	Lead Team, Teachers	Mission List Tracker	Persistence %
1E	End-of-Day Data Huddles	S	All w/ Focus on special pops	Assistant Principal of Instruction	August 2-May 27	Lead Team, Teachers	Data Tracker	Exit Ticket, Interim Assessment data
2A	Teacher of the Month	O	All	Administrative Assistant	27-May	Lead Team, Appreciation materials	Teams Tracker, Team and Family Newsletter	Teacher Retention Data, Great Places to Work Survey
3B	Enrollment Huddle	O	All	Assistant Principal of Operations	July 9-June 30	Lead Team, Ops Team	Tracker	Enrollment Data
2C	Grade Level Assemblies	O	All	Grade Team Leader	August 6-May 27	Teachers, Scholar awards supplies	N/A	Persistence %
1E	After School Tutorials	S	All w/ Focus on special pops	Principal	January 11-May 27	Teachers, Curriculum materials, online resources	Data Tracker	Exit Ticket, Interim Assessment data

Annual Performance Objective

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%
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- 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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Ingram Hills



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Ingram Hills

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

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

At IDEA Ingram Hills we prepare 100% of our scholars with the knowledge, skills and habits to attend and graduate from a 4-year university.

IDEA Public Schools

IDEA Academy Ingram Hills

District Goals 2021-2022

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

IDEA Public Schools

IDEA Academy Ingram Hills

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Nancy Bethencourt-Principal Cameron Leon- Administrative Assistant Vanessa Cruz- Assistant Principal of Instruction Elizabeth Breiten- Assistant Principal of Instruction Lorilee Cantu- Assistant Principal of Instruction Alyssa Echeverria- Assistant Principal of Operations Tanya Thompson- Principal in Residence	Olivia Perez- Student Success Adviser	Alyssa Garcia- Interventionist Luke McConaghy- Interventoinist Jeanette Sanchez- SPED Ashley Gardner- RISE
Kindergarten	First Grade	Second Grade
Stacie Sanchez- ELA Carmina Trejo- ELA Vania Cardenas- Math Juan Pedraza- Science	Elaine Olivarez- ELA Madison Dorrington- ELA Linda Romero- Math Jasmine De La Cerna- Science	Blas Ochoa- ELA Hailey Ruiz- ELA Cynthia Garcia- Math Alexandra Bodin- Reading Eva Quiroga- Reading Carla Camacho- Science
Third Grade	Fourth Grade	Fifth Grade
Stephany Rincon- ELA Maria Flores- ELA Valerie Lugo- Math Alina Fernandez- Science	Perla Gonzalez- ELA Elizabeth Winston- ELA Jasmine DeSha- Math Kelli Sweeney- Science	
Physical Education	Pre-Kindergarten	Key
Julio Vargas	Kelsey Galvan- ELA/Math Marina De La Luz- ELA/Math	* - Bilingually Certified

IDEA Public Schools

IDEA Academy Ingram Hills

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Carina Chapa- Pre-K Gabriella Cortez- RISE Sarai Estrada- RISE Luke Warren- RISE Gabriela Vargas- RISE Hilaria Gomez- RISE Madison Blazzard- PK Ilser Sanchez- RISE Mariana Perez- RISE Elizabeth Villarreal- K Kaylyn Jimenez-Borrego- 1st Jaelyn Tovar- 1st Melissa Caballero- 1st Jennifer Padilla- 1st Elisa Belmares- PK	Ashlee Thorpe- AR Nanette Labrada- Hotspot Kyla Galvan- Physical Education	Lorraine Trevino Crystal Cardenas
Cinthia Servin- K Toni Rizo- K Sarah Garcia- K Megan Hernandez- 2nd		
Facilities Staff	Child Nutrition	Front Office Staff
Raquel Villafranco- Facilities Manager Henry Morales- Custodian David Gonzales- Custodian Josias Lopez- Custodian Darrian Lipsey- Custodian	Joe Morales- Cafeteria Manager Keon Craven- Asst. Cafeteria Manager Cecilia Cervantes- FSS Guadalupe Mata- FSS Delia Martinez- FSS Maria Ortiz de Almaguer- FSS	Maria Moya- Receptionist Diana Morales- Business Clerk Darci Castano- SIS Coordinator Joseph Cirlos- Student Recruiter Frances Tellez- Health Aide Jennifer Martinez- Registrar Alexandra Paiz- Testing Coordinator

IDEA Public Schools

IDEA Academy Ingram Hills

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
August 2-9	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.
17-Aug	Goal Setting	Rams will be able to set yearly goals.
24-Aug	Family Communication Part 1: How to Speak to Parents/Guardians	Rams will learn how to effectively communicate with families.
31-Aug	Scholar Trackers	Rams will learn how to support scholars in setting up their scholar goal trackers.
7-Sep	Family Project Part 2	Rams will set up their family projects for October and November.
14-Sep	Special Populations	Rams will plan for their special populations.
21-Sep	Family Communication Part 2: When/How to Ask for Admin Support	Rams will learn how to effectively communicate with families.
28-Sep	Scholar Work Analysis Meetings	Rams will learn how a SWAM works and break off into small groups to practice.

Date	Session Title/Topic	Session Objective(s)
5-Oct	Family Project Part 3	Rams will set up their family projects for November and December
12-Oct	RTI Part 2	Rams will set up their RtI trackers with scholar data.
19-Oct	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/semester exams
January	Full Day PD/Various Topics	Rams will participate in differentiated PD and be given the opportunity to freshen up their classrooms.
January	Family Project Part 4	Rams will set up 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.

Date	Session Title/Topic	Session Objective(s)
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	Family Project Part 5	Rams will set up 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.

IDEA Public Schools
IDEA Academy Ingram Hills

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Nancy Bethencourt- Principal Vanessa Cruz- Assistant Principal of Instruction Elizabeth Breiten- Assistant Principal of Instruction Lorilee Cantu- Assistant Principal of Instruction Vania Cardenas- GTL, Kinder Alexandra Bodin- GTL, 2nd Valerie Lugo- GTL, 3rd Jasmine DeSha- GTL, 4th Kelsey Galvan- GTL, PK Tanya Thompson- Principal in Residence Olivia Perez- Student Success Advisor	13-Jul	1. Grade Level Leadership Roles and Responsibilities 2. 2020-2021 Driving Goals 3. Calendar of Activities 4. Planning for BOY PD 5. Strategies for Persistence and Attendance
	2-Aug	1. GTL Priorities and Responsibilities
	9-Aug	1. Meet the Teacher Night 2. BOY PD for Teachers
	23-Aug	1. Culture Evaluation of Grade Levels 2. STAAR Parent Meeting 3rd Grade 3. Faculty PD- Doing Whatever It Takes to Keep Our Families
	27-Sep	1. Field Lesson Planning 2. Fall Festival 3. Culture Evaluation of Grade Levels
	11-Oct	1. Progress Towards Goals
	15-Nov	1. Culture Evaluation of Grade Levels
	13-Dec	1. Q2 Report Card Night 2. Tutorial Plan for Quarter 3 3. Field Lessons 4. Culture Evaluation of Grade Levels
	24-Jan	1. 2021-2022 Budget 2. Progress Towards Goals 2 3. Culture Evaluation of Grade Levels
	21-Feb	1. Budget Priorities 2021-2022 2. Culture Evaluation of Grade Levels 3. Q3 Report Card Night
	14-Mar	1. Tutorial Plan for Quarter 4
	18-Apr	1. Begin Plan for Summer School 2. EOY Award Ceremonies 3. Culture Evaluation of Grade Levels
	16-May	1. End of Year Celebrations 2. Field Day 3. Summer Student Persistence Plan 4. Adjust Summer School Plan

IDEA Public Schools

IDEA Academy Ingram Hills

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	\$253,258
164	State Compensatory	\$3,522,886
404	Accelerated Reader/Math	\$850,920
165	State Bilingual	\$117,002
411	Technology Allotment	
192	Technology Sp. Fund	

Funding Sources—Federal

204	Title IV Drug Free School	
211	Title I Regular	\$266,989
212	Title I Migrant	
224	IDEA-B Formula	\$66,403
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$9,085

TOTAL \$ 5,086,543.00

IDEA Public Schools

IDEA Academy Ingram Hills

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	630	100%
At Risk	134	21%
SPED	33	5%
F.A.R.M	549	87%
ELL	62	10%
Male	302	48%
Female	328	52%
Amer. Indian	0	0%
Asian	9	1%
Black	43	7%
White	66	10%
Hispanic	505	80%

IDEA Public Schools
IDEA Academy Ingram Hills

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
IE	STAAR grades have two ELA blocks and two Math blocks	S	All	Nancy Bethencourt Vanessa Cruz, Lorilee Cantu	August 2021-May 2022	ELA & Math	Scholar, Teacher, and Schoolwide Data Tracking Systems	Exit Ticket Trackers
IE	ELA and Math Mastery Machine as daily intervention block in Grades 3-4	S	All	Nancy Bethencourt Vanessa Cruz, Lorilee Cantu	August 2021-May 2022	ELA & Math	IXL, Study Island	Exit Ticket Trackers

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
IG	PK-2 scholars receive two blocks of DI in Reading each day	O	All	Nancy Bethencourt Elizabeth Breiten, Tanya Thompson	August 2021-May 2022	DI Reading	Scholar, Teacher, and Schoolwide Data Tracking Systems	DI Mastery Tests and DI Check Outs
IG	PK-2 scholars receive intervention as needed using DI in Reading each day	O	All	Nancy Bethencourt Elizabeth Breiten, Tanya Thompson	August 2021-May 2022	DI Reading	Scholar, Teacher, and Schoolwide Data Tracking Systems	DI Mastery Tests and DI Check Outs
2A	Monthly Staff Outings	O	N/A	Lead Team GTLs	August 2021-May 2022	Calendar of Events	Certificate	N/A
2A	Staff Weekly	O	N/A	Lead Team	August 2021-May 2022	Smore Subscription	Email	N/A
2A	Teacher of the Month	O	N/A	Lead Team	August 2021-May 2022	Calendar of Events/Monthly Budget	Sign in sheet	N/A
2B	Review of GPTW Survey	O	N/A	Lead Team	August 2021-May 2022	GPTW Survey Results	GPTW Survey Results	N/A
2B	Manager action steps on calendar regarding GPTW Survey	O	N/A	Lead Team	August 2021-May 2022	GPTW Survey Results	Lead team member lists top 2 actions and adds them to their calendar	N/A
2B	Monthly Attendance Incentive	O	All	Alyssa Echeverria SIS Coord.	August 2021-May 2022	Calendar of Incentives/Monthly Budget	ADA, Vender Invoices	N/A
2C	Weekly Grade Team Meetings with focus on scholar persistence	O	All	Olivia Perez GTLs Teachers	August 2021-May 2022	Persistence Tracker	Persistence Tracker	N/A
2C	Monthly Family Projects	O	All	Olivia Perez GTLs Teachers	August 2021-May 2022	TpT Resources	Family Weekly	N/A
2C	Family Weekly	O	All	Olivia Perez GTLs Teachers	August 2021-May 2022	Family Weekly Template	Family Weekly	N/A
2C	Class Dojo	O	All	Olivia Perez GTLs Teachers	August 2020-May 2022	Class Dojo Platform	Class Dojo	N/A

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Ingram Hills



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Ingram Hills

DISTRICT MISSION

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responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

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We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

At IDEA Ingram Hills we prepare 100% of our scholars with the knowledge, skills and habits to attend and graduate from a 4-year university.

IDEA Public Schools

IDEA College Prep Ingram Hills

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA College Prep Ingram Hills

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Nancy Bethencourt- Principal Michelle Perales - API Brenner Green- Sr. API Alyssa Echeverria - APO Tanya Batchelor- APIR Maria Medrano- APIR Veronica Sena- Admin Assistant	Angel David Escalante - CC Anamaria Rodriguez- SSA Jordan Morrison- Social Worker Rafaela Hernandez- Testing Coordinator	Phillip Cortez - 9th Music Kiersten Beal - 9th Art Jordan Huber - SpEd Amy Garza - SpEd Jesus Cantu - SpEd Kessondra Sierakowski - RISE Teacher Zara Hooti- RISE Flex Natasha Croom - Interventionist
Sixth Grade	Seventh Grade	Eighth Grade
Sergio Guzman- Math Lauren Trevino - ELA Destiny Bernal - Science Hybrid	Graciela Ramirez - Pre Algebra Joel Dominguez - ELA Jose Morga - Social Studies Hybrid David Magallanez- Relay Resident Humanities Michelle Flores- Relay Resident ELA	Julia Mora - Algebra 1 Donald Aime - ELA Itzel Garcia - Biology Liliana Lozano - Humanities Samai Rocha - Spanish 1 Kree Clark- Relay Resident Math
Ninth Grade	Tenth Grade	Eleventh Grade
John Royer - Algebra 2 Samuel Garcia - English 1 Alyssa Guitierrez - Chemistry John Garza - AP Human Geo Cynthia Lugo - Spanish 2	N/A	N/A
Twelfth Grade	Physical Education	Key
N/A	Saul Martell - Athletic Coordinator David Fleurant - 9th Grade PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Ingram Hills

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Myles Moore - 6th/7th PE Co Teacher Cynthia Montanya - RISE Co-Teacher Vacant- RISE Co-Teacher Sandra Christian - RISE Co-Teacher	Jhiyra Smith - HS Noah Henry- AR	Lorraine Trevino Crystal Cardenas
Facilities Staff	Child Nutrition	Front Office Staff
Raquel Villafranco - Facilities Manager Henry Morales - Custodian David Gonzales - Custodian Josias Lopez - Custodian Darrian Lipsey - Custodian	Joe Morales - Cafeteria Manager Keon Craven - Asst. Cafeteria Manager Cecilia Cervantes - FSS Guadalupe Mata - FSS Delia Martinez - FSS Jessica Fernandez - FSS David Bishop - FSS Ramona Terrell - FSS	Maria Moya - Receptionist Diana Morales - Business Clerk Darci Castano - SIS Coordinator Joseph Cirlos - Student Recruiter Frances Tellez - Health Aide Jennifer Martinez - Registrar Alexandra Paiz - Testing Coordinator Cithlaly Luna - After School Care

IDEA Public Schools

IDEA College Prep Ingram Hills

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
August 2-9	BOY PD/Various Topics/Meet the Teacher /RTI	Rams will be able to plan and prep to kick start the year and meet families.
17-Aug	Goal Setting	Rams will be able to set yearly goals.
24-Aug	Family Communication Part 1: How to Speak to Parents/Guardians	Rams will learn how to effectively communicate with families.
31-Aug	BOY LPAC	Rams will meet with their grade level to discuss the BOY LPAC decisions for our EL scholars
7-Sep	Scholar Trackers	Rams will learn how to support scholars in setting up their scholar & class goal trackers.
14-Sep	Special Populations	Rams will plan for their special populations.
21-Sep	Family Communication Part 2: When/How to Ask for Admin Support	Rams will learn how to effectively communicate with families.
28-Sep	Scholar Work Analysis Meetings	Rams will learn how a SWAM works and break off into small groups to practice.
Date	Session Title/Topic	Session Objective(s)
5-Oct	GET Focus	Rams will practice classroom strategies to improve their ratings on the GET Rubric
12-Oct	RTI Part 2	Rams will set up their RtI trackers with scholar data.
19-Oct	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/semester exams

January	Full Day PD/Various Topics	Rams will participate in differentiated PD and be given the opportunity to freshen up their classrooms.
January	Tutoring/ Intervention Plan	Rams will set up their plan for tutoring or intervention.
January	Family Communication Part 4: Keeping our Families Engaged	Rams will learn how to effectively communicate with families.
Date	Session Title/Topic	Session Objective(s)
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	STAAR Security Training	Rams will be trained on STAAR security.
March	Tutoring/ Intervention Plan	Rams will set up their plan for tutoring or intervention.
April	Family Communication Part 7: Summer Persistence	Rams will learn how to effectively communicate with families.
April	EOY Student & Family Event	Rams will review the plan for EOY events and provide feedback.
May	APRs	Rams will learn how to close out their yearly goals.
May	Summer PD	Rams will register for summer PDs.

IDEA Public Schools
IDEA College Prep Ingram Hills

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Nancy Bethencourt- Principal Michelle Perales - API Brenner Green- Sr. API Alyssa Echeverria - APO Angel David Escalante - CC Anamaria Rodriguez- SSA Jordan Morrison- Social Worker Tanya Batchelor- APIR Maria Medrano- APIR	13-Jul	1. Grade Level Leadership Roles and Responsibilities 2. 2020-2021 Driving Goals 3. Calendar of Activities 4. Planning for BOY PD 5. Strategies for Persistence and Attendance
	2-Aug	1. Admin & Teacher Priorities and Responsibilities
	9-Aug	1. Meet the Teacher Night 2. BOY PD for Teachers
	23-Aug	1. Culture Evaluation of Grade Levels 2. STAAR Focus Meetings 3. Faculty PD- Doing Whatever It Takes to Keep Our Families
	27-Sep	1. Field Lesson Planning 2. Fall Festival 3. Culture Evaluation of Grade Levels
	11-Oct	1. Progress Towards Goals
	15-Nov	1. Evaluation of Grade Levels
	13-Dec	1. Q2 Report Card Night 2. Tutorial Plan for Quarter 3 3. Field Lessons 4. Culture Evaluation of Grade Levels
	24-Jan	1. 2021-2022 Budget 2. Progress Towards Goals 2 3. Culture Evaluation of Grade Levels
	21-Feb	1. Budget Priorities 2021-2022 2. Culture Evaluation of Grade Levels 3. Q3 Report Card Night
	14-Mar	1. Tutorial Plan for Quarter 4
	18-Apr	1. Begin Plan for Summer School 2. EOY Award Ceremonies 3. Culture Evaluation of Grade Levels
	16-May	1. End of Year Celebrations 2. Field Day 3. Summer Student Persistence Plan 4. Adjust Summer School Plan

IDEA Public Schools

IDEA College Prep Ingram Hills

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	\$176,215
164	State Compensatory	\$2,451,199
404	Accelerated Reader/Math	\$592,064
165	State Bilingual	\$81,409
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	
211	Title I Regular	\$135,436
212	Title I Migrant	
224	IDEA-B Formula	\$97,651
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$10,258

TOTAL \$ 3,544,232.00

IDEA Public Schools

IDEA College Prep Ingram Hills

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	319	100%
At Risk	95	30%
SPED	50	16%
F.A.R.M	279	87%
ELL	71	22%
Male	155	49%
Female	164	51%
Amer. Indian	0	0%
Asian	4	1%
Black	22	7%
White	13	4%
Hispanic	280	88%

IDEA Public Schools

IDEA College Prep Ingram Hills

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Michelle Perales, Brenner Green	Committee Chair(s):	Michelle Perales, Brenner Green
Committee Members:	Lauren Trevino Joel Dominguez Donald Aime Samuel Garcia Natasha Croom	Committee Members:	Graciela Ramirez Sergio Guzman Julia Mora John Royer
Science		Social Studies	
Committee Chair(s):	Michelle Perales	Committee Chair(s):	Michelle Perales
Committee Members:	Destiny Bernal Itzel Garcia Alyssa Gutierrez	Committee Members:	Lilliana Lozano John Garza Jose Morga
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):		Committee Chair(s):	Anamaria Rodriguez
Committee Members:	Nancy Bethencourt Michelle Perales Brenner Green Anamaria Rodriguez	Committee Members:	Nancy Bethencourt Michelle Perales Brenner Green Alyssa Echeverria David Escalante
School Culture and Climate		Special Populations	
Committee Chair(s):	Michelle Perales, Brenner Green	Committee Chair(s):	Brenner Green, Michelle Perales
Committee Members:	Nancy Bethencourt Anamaria Rodriguez David Escalante Jordan Morrison	Committee Members:	Nancy Bethencourt Jesus Cantu Kessondra Sierakowski Zara Hooti Natasha Croom Cynthia Montanya
		Sandra Christian	Amy Cantu

IDEA Public Schools

IDEA College Prep Ingram Hills

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	STAAR & EOC grades will have content specific tutoring days starting in October	S	All	Nancy Bethencourt Michelle Perales, Brenner Green	October 2021-May 2022	All STAAR & EOC contents	Scholar, Teacher, and Schoolwide Data Tracking Systems	Exit Ticket Trackers
1E	ELA and Math Mastery Machine as daily intervention block in Grades 6-7	S	All	Nancy Bethencourt Michelle Perales, Brenner Green	August 2021-May 2022	ELA & Math	IXL, Study Island	Exit Ticket Trackers
1E	AP Humanities Monthly Summer Test Prep Saturday Schools	S	All	Nancy Bethencourt, Michelle Perales, David Escalante	October 2021-May 2022	AP Human Geography	Scholar & Teacher Data Tracking Systems	Exit Ticket Trackers

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1G	CSI scholars receive intervention, as needed, using DI decoding in Reading each day for 45 minutes	O	All	Anamaria Rodriguez	August 2021-May 2022	DI Reading	Scholar, Teacher, and Schoolwide Data Tracking Systems	DI Mastery Tests and DI Check Outs
2A	Monthly Staff Outings	O	N/A	Lead Team	August 2021-May 2022	Calendar of Events	Certificate	N/A
2A	Staff Weekly	O	N/A	Lead Team	August 2021-May 2022	Smore Subscription	Email	N/A
2A	Teacher of the Month	O	N/A	Lead Team	August 2021-May 2022	Calendar of Events/Monthly Budget	Sign in sheet	N/A
2B	Review of GPTW Survey	O	N/A	Lead Team	August 2021-May 2022	GPTW Survey Results	GPTW Survey Results	N/A
2B	Manager action steps on calendar regarding GPTW Survey	O	N/A	Lead Team	August 2021-May 2022	GPTW Survey Results	Lead team member lists top 2 actions and adds them to their calendar	N/A
2B	Monthly Attendance Incentive	O	All	Alyssa Echeverria SIS Coord.	August 2021-May 2022	Incentives/Monthly Budget	ADA, Vender Invoices	N/A
2C	Weekly Grade Team Meetings with focus on scholar persistence	O	All	Grade Level Admin Teachers	August 2021-May 2022	Persistence Tracker	Persistence Tracker	N/A
2C	Family Weekly	O	All	Anamaria Rodriguez Teachers	August 2021-May 2022	Family Weekly Template	Family Weekly	N/A
2C	Class Dojo	O	All	Anamaria Rodriguez Teachers	August 2020-May 2022	Class Dojo Platform	Class Dojo	N/A

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Judson



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Judson

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

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

Our Campus is committed to ensuring that our Scholars experience joy in learning, build healthy relationships with people of diverse backgrounds, and are not afraid to take risk in trying something new. We will partner with our families and the community to prepare the next generation to go to and through college by increasing their ability to problem solve, and to contribute to their communities in positive ways.

IDEA Public Schools

IDEA Academy Judson

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 1D. % of Seniors named AP scholars | Earn IB diploma: 30% | 25%
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- 1F. % of Pre-K-2nd Students End The Year On/Above Grade Level in Reading | Language | (Year 1 Campuses): 80% | 80% | 80%
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- 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

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- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Judson

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Hope Williams-Principal Thomas Kyle Wood-APO Deitra Cockfield-API Amanda Bercher-API Tori Rodney-API Ah-Tavia Greer- PIR Charnese Rainy- PIR	Lacey Huehlefeld: Student Success Advisor	Clifton Ross: Coach
Kindergarten	First Grade	Second Grade
Taylor Trcka Nichelle Gaines Jasmine Torres Amada Nino	Susanna Gaytan Tina Coles Chastity Hebert Caitlyn Connell- K-2 Interventionist	Elicia Duhart Mayra Silva Britney Rimpson Samantha Balzaldia
Third Grade	Fourth Grade	Fifth Grade
Brittaney Braswell Kim Bonds Katelynn Stence Christian Williams Alana Holmes (3-5 Interventionist)	Kimberlee Anaya Tanisha Leblanc Kimberly Witherspoon BreAjanae Falkquay Ms. Cobos (3-5 Math Interventionist) Taylor Williams Flex Teacher	Jessica Mena Cariece Aaron Lisa Traugott Emely Ovalle
Physical Education		Key
Clifton Ross- Coach		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Judson

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Amber Chambers James Bonds (sped) Enjoli Narvaez Lucy Ortega Sarah King Jessica Quiroz Zsatoria Smith Natani Merchand	Craig Grubbs- Hotspot Patric Garza- AR	N/A
Facilities Staff	Child Nutrition	Front Office Staff
Adan Garza Sue Rodriguez Brenda Moreno Jose Saiz Meline	Lee Hocking Lourdes Salinas Perla Velasquez Patricia Esparza Rita Garcia Veronica Carranza Maria Chapa Averí O'Brien Denice Perez Virginia Espinoza Elizabeth Jones Bonita Schela	Byran Spencer John Sherwood Marian Gonzalez Kaitlyn Berry Nancy Guerro Alicia Hernandez Linda Hernandez Amanda Garcia Areli Royer

IDEA Public Schools
IDEA Academy Judson

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
Aug-21	Restorative Discipline	Staff will learn strategies for restoring students back into the team while correcting the undesired behavior.
Sep-21	Empathy and Vulnerability: The Power of Connection	Teachers/Staff will be able to identify opportunities to be vulnerable with one another in order to build stronger connections with each other. They will identify ways to be empathetic and caring for our scholars and families
Oct-21	Parent Connection: Authentic and Transparent Relationship Building	Staff will learn strategies for building lasting relationships with parents, and practice ways to establish trust that will help their scholar succeed
Nov-21	TEKS and Data	Teachers will be able to analyze the TEKS and data to identify trends across the content. They will create a strong backwards plan and reteach plans that close the gap quickly, and helps scholars know what their goal is.
Dec-21	Data Ownership	Teachers will guide scholars to speak to their data in preparation for parent-teacher conferences. Parents will gain insight and understanding about what their child is doing well, and where they need to improve.
Jan-21	Joyful, Engaging, Learning	Teachers will be able to take the content that scholars were most challenged with during semester exams and reteach it in fun hands on ways to help the scholars gain mastery.
Feb-21	Strategies in learning	Teachers will learn methods for embedding strategies within the learning rather than isolating the strategies.
Mar-21	Pace for the Race	Teacher will collaborate on strategies for endurance during test taking. Scholars will be able to take strategic breaks on longer test to ensure sustainable test taking for the state assessment.

Date	Session Title/Topic	Session Objective(s)
21-Apr	Test Prep and minimizing test anxiety	Teachers will create a plan of support for students and their families as state testing draws near, and the energy shifts. Teacher's will partner with parents on strategies they can use to help their child remain calm and focused through testing.
21-May	Data Ownership and Planning for summer academics	The teachers will will be able to create review the data as a grade-level team and plan summer school groupings, assignments, and prepare resouces for parents.

IDEA Public Schools

IDEA Academy Judson

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Hope Williams-Principal Deitra Cockfield- API, Coordinator Amanda Bercher- API Chantrese Rainy-PIR Ah-Tavia Greer- PIR Lacey Huehlefeld-SSA Thomas Kyle Wood-APO Taylor Deorio (kinder GTL) Amber Chambers (1st GTL) Lisa Duhart (2nd grade GTL) Katelynn Stence (3rd grade GTL) Kimberlee Anaya (4th grade GTL) Jessica Mena (5th gr. GTL) Isabel Mendez (AA) Alicia Hernandez (SIS)	July 22nd Intial Meeting	August-October's events
	August 19th 2021	Reivew one-pagers for upcoming events, plan for September and October events, announce November and December events.
	16-Sep-21	Reivew one-pagers for upcoming events, plan for November's events, announce holiday persistence initiatives and January events.
	October 21st 2021	Reivew one-pagers for upcoming events, plan for December events, announce February events (MLK march, black history month).
	November 18th 2021	Reivew one-pagers for upcoming events, plan for Spring events, brain-storm/share pre-testing motivators and celebrations.
	December 16th 2021	Persistence Events. Review any one-pagers, and establish owners. Adjust any dates, times and locations. advertisement for the MLK march.
	January 20th 2021	Review upcoming months events through March. Review any one-pagers, and establish owners. Adjust any dates, times and locations.
	February 17th 2021	Plan out any details for Fiesta, prepare one pagers, save the dates for parents, and solidify vendors etc.
	March 17th 2021	Share one-pagers for Fiesta, plan family fun run with coaches, and plan to host family appreciation snack chats to go over what can be expected the last 9 weeks of school.
	April and May planning held on April 17th 2021	Calendar all end of year celebrations, promotion ceremonies, field day events. Coordinate feeding staff on campus for testing, and celebrating Teacher Appreciation.

IDEA Public Schools IDEA Academy Judson

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$247,087
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$41,013
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$14,361

TOTAL \$ 5,253,793.00

IDEA Public Schools

IDEA Academy Judson

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	706	100%
At Risk	248	35%
SPED	51	7%
F.A.R.M	319	45%
ELL	134	19%
Male	374	53%
Female	332	47%
Amer. Indian	0	0%
Asian	14	2%
Black	128	18%
White	103	15%
Hispanic	437	62%

IDEA Public Schools

IDEA Academy Judson

Campus Committees	
English Language Arts	Math
Committee Chair(s): Lisa Trau Committee Members: Kim Bonds Mayra Silva Kim Witherspoon Tina Coles Patrick Garza	Committee Chair(s): Cariece Aaron Committee Members: Tanisha Leblanc Katelynn Stence Craig Grubbs Britney Rimpson Chastity Hebert
Science	Social Studies
Committee Chair(s): Jessica Mena Committee Members: Christian Williams Brea Falkquay Cassie Burke Sam Balzaldua	Committee Chair(s): Emely Ovalle Committee Members: Christian Williams Brea Falkquay Cassie Burke Sam Balzaldua
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Hope Williams Committee Members: Isabel Mendez Ah-Tavia Greer	Committee Chair(s): Lacey Huehlefeld Committee Members: Alicia Hernandez Isabel Mendez Hope Williams Kyle Wood Receptionist Clifton Ross
School Culture and Climate	Special Populations
Committee Chair(s): Amanda Bercher Committee Members: Chantrese Rainy Derek Adair Caitlyn Connell	Committee Chair(s): James Bonds Committee Members: Ruth Keeler Cassandra Yazzie Alana Holmes Ms. Christina Cobos

IDEA Public Schools

IDEA Judson Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
reading	Daily TEKS/research based interventions for students 2 years below grade level	ST	ALL	Interventionist	8/12-5/27	Decoding Program, Imagine Learning, IXL reading	weekly data cans, D.I. online, data trackers, teachboost	Daily check-outs, Mastery test, exit tickets, and BWAs
reading	Align Wit and Wisdom Language Arts Curriculum to the TEKS gaps in 3-5th grade	ST	3-5th grade	Teachers, APIs	8/12-5/27	Wit and Wisdom, TEKS, Curriculum Addendum, Acceleration plan.	weekly observations, lesson plans, data trackers.	exit tickets, BWAs, module assessments
Reading	Reading incentives and celebrations for Word Masters and Royal Readers.	RR	1st-5th grade	AR facilitator and Teachers	8/12-5/27	Myon, Wit and Wisdom Novels, TEKS, Acceleration plan,	AR trackers, weekly PTG, weekly observation, daily huddles.	AR word count, AR accuracy. Weekly grade level PTG data.
Math	Math Incentives for Math Genius level and Math Masters students.	ST	1st-5th grade	Hotspot facilitator and Teachers	8/12-5/27	Dreambox, Study Island, IXL, TEKS, Acceleration plan,	AR trackers, weekly PTG, weekly observation, daily data huddles.	Math data from Dreambox and IXL weekly exit tickets, BWA data.
Math	Imagine Math Learning program implemented for all Math Scholars a year or more below level		1st-5th grade	Hotspot facilitator, Teachers,	8/12-5/27	Dreambox, Study Island, IXL, TEKS, Acceleration plan,	AR trackers, weekly PTG, weekly observation, daily data huddles.	Math data from Dreambox and IXL weekly exit tickets, BWA data.

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
Other	Move this World, Social Emotional Lessons	O	ALL	Student Success Advisor, Teachers	8/12-5/27	Move this world curriculum	Dojo documentation, Office referrals, behavior trackers	Morning Meeting observations, % participation.
science	Generation Genius, Science Curriculum	S	ALL	Teachers, Interventionist	8/12-5/27 (2021)	Curriculum and video resources	Teachboost observations, quizzes	quizzes and exit tickets
other	Dojo Behavior Motivation system	DR	ALL	Teachers, APIs	8/12-5/27	Dojo system, Behavior trackers	Behavior Trackers, culture observations, Teach boost	% of office referrals, student and parent surveys, Teach boost observations.
other	Rosetta Stone	S	ELL	Interventionist, Teachers	8/12-5/27	Rosetta Stone course, headphones	Indiv. student tracker, exit ticket tracker, CSI data	Lesson Progress, exit ticket data, and Bi-weekly Assessment.

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

IDEA College Prep Judson



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Judson

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We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

To develop both the mind and spirit and their related skills by maximizing opportunities that grow and challenge the muscles of preparation.

IDEA Public Schools

IDEA College Prep Judson

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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

IDEA Public Schools
IDEA College Prep Judson

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Tiffany Odom - Principal Damont Jones - API Joanna Aguirre - API Judith Martinez - AA	Iris Pakebusch-DCC Domick Bruso-CC Brandi Shalir - SC	Jesse Torres-AR/Hotspot
Sixth Grade	Seventh Grade	Eighth Grade
K'Ellen Wendt-ELA David Gossman-STEM Erica Garcia-Math Shannon Aguilar-Hybrid Science William Thompson-Hybrid History Jesse Torres - AR Hotspot Mario Mungia - PE Martha Valenzuela - SPED Cassie Jones - SPED Sonya Haywood - SPED Stephanie Zapata - Interventionist-Reading	William Thompson-Hybrid History Shannon Aguilar-Hybrid Science Jesse Torres - AR Hotspot Mario Mungia - PE Racheal Henline - ELA Maurice Felder - Writing Stephen Larson - Math Sara Zavorka - SPED Joseph Vichareli - SPED Jennifer Nunez - Interventionist/CSI	Marcus Steves - Algebra I Robert Eguia - Biology Summer Perkins - History Hassan Forest - ELA Belen O'Hara - Computer Science Juan Carlos Ramos - Art I April Wrinkler - SPED Danielle Gloria - Music Allison Goldenstein - Spanish I
Ninth Grade	Tenth Grade	Eleventh Grade
Belen O'Hara - Computer Science Daniela Jaruegui - Chemistry Tevin Henry - ELA Austin Coleman - Geometry Jennifer Tate - Journalism Shawnasey Stelzig - RTTC William Bolvin - PE April Winkler - SPED Allison Goldstein - Spanish I Mariana Jimenez - Spanish II David Cadena - Interventionist-Math Krystal Washington - Flex Teacher/ AP HG	Jennifer Tate - Journalism Shawnasey Stelzig - RTTC Francisco Solorzano - ELA John Kruciak - Algebra I William Liu - AP Biology Savanah Silva - AP World History John Wolf - SPED Simone Schiffmacher - Art II, III, AP Mariana Jimenez - Spanish II Oscar Guerrero-Piza - AP Spanish III Krystal Washington - Flex Teacher/ AP HG	John Limon - ELA Asiah Lewis - Pre Cal Aquanetta Thompson - AP US History Jose Juarez - Physics John Wolf - SPED Simone Schiffmacher - Art II, III, AP Oscar Guerrero-Piza - AP Spanish III
Twelfth Grade	Physical Education	Key
n/a	Mario Mungia - PE William Bolvin - PE	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Judson

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
n/a	n/a	n/a
Facilities Staff	Child Nutrition	Front Office Staff
Adan Garza III - Facilities Manager	Lee Hocking - Cafeteria Manager	Marian Gonzales - Receptionist Kaitlyn Berry - Enrollment Coordinator Linda Hernandez - Health Aide Ryan Slocumb - Computer Technician Hailey Lanagan - Testing Coordinator Nancy Guerrero - SIS/Registrar Amanda Garcia - Business Clerk

IDEA Public Schools
IDEA College Prep Judson

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
7/26 - 7/30	New Teacher Institute	Culture and content training for new teachers
8/2 - 8/9	BOY PD	Preparation, Planning, Goal Setting, Operations, Systems and Procedures for
18-Aug	PD	GET/TCP
1-Sep	PD	Teacher Goal Setting
15-Sep	PD	Illuminate/Teachboost Training. Utilizing Illuminate for DDI
29-Sep	PD	Benchmark Test Training, Monthly Teacher Celebrations
8-Oct	Course Collaboration	District Lead
13-Oct	PD	Sustainability Training/Work Life Balance (Getting through ROCKtober)
Date	Session Title/Topic	Session Objective(s)
27-Oct	PD	Review/Revamp Processess, Monthly Teacher Celebrations
10-Nov	PD	OTG Talk
1-Dec	PD	Monthly Teacher Celebrations/Review Semester Exam Schedule
15-Dec	PD	Preparing for Culture Rests post break
3-Jan	Course Collaboration	District Lead
5-Jan	PD	Culture Reset and Review Campus Expectations
19-Jan	PD	Using SE Data to drive achievement
2-Feb	PD	Monthly Teacher Celebrations
18-Feb	Course Collaboration	District Lead
Date	Session Title/Topic	Session Objective(s)
2-Mar	PD	Preparing for Mock Exams/Telpas Calibrations
16-Mar	PD	Review Mock Exams Schedules
30-Mar	PD	Monthly Teacher Celebrations
6-Apr	PD	Telpas Scoring
20-Apr	PD	Teacher Appreciation Celebration
4-May	PD	Preparing For STAAR Schedules/Training
18-May	PD	EOY Checkout Expectations/Reflections

IDEA Public Schools

IDEA College Prep Judson

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Odom Jones Aguirre Garcia Tate A.Thompson	August 18th	Field Lessons	
	September 15th	Fall Festival	
	October 13th	Winter Festival	
	November 17th	Field Lessons	
	January 26th	Spring Dance	
	Februray 16th	Intervention Groups	
	March 9th	Summer School	
	April 13th	Summer School	

IDEA Public Schools

IDEA College Prep Judson

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	\$251,619
164	State Compensatory	\$3,500,084
404	Accelerated Reader/Math	\$845,413
165	State Bilingual	\$116,245
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$223,300
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$124,993
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$18,757

TOTAL \$ 5,080,411.00

IDEA Public Schools

IDEA College Prep Judson

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	572	100%
At Risk	177	31%
SPED	64	11%
F.A.R.M	0	0%
ELL	19	22%
Male	328	57%
Female	244	43%
Amer. Indian	2	
Asian	10	2%
Black	75	13%
White	81	14%
Hispanic	389	68%

IDEA Public Schools

IDEA College Prep Judson

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Racheal Henline	Committee Chair(s):	Erica Garcia
Committee Members:	K'Ellen Wendt Hassan Forrest-Taylor Tevin Henry	Committee Members:	Garnet Coleman Stephen Larson Marcus Steves
Science		Social Studies	
Committee Chair(s):	Daniela Jauregui	Committee Chair(s):	William Thompson
Committee Members:	William Liu Robert Eguia Shannon Aguilar Julio Gurrero	Committee Members:	Auanetta Thompson Summer Perkins Savannah Silva
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Odom	Committee Chair(s):	Brandi Shaler
Committee Members:	Damont Jones Joanna Aguirre Iris Pakebusch	Committee Members:	Hassan Forrest-Taylor Erica Garcia
School Culture and Climate		Special Populations	
Committee Chair(s):	Brandi Shaler	Committee Chair(s):	John Wolf
Committee Members:	Maurice Felder Francisco Solorzano	Committee Members:	Martha Valenzua April Winkler

IDEA Public Schools

IDEA College Prep Judson

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1A Read	Quarterly Book Study for Instructional Staff focused 75% on	S	All	Teachers Administration	8/10-5/27	"Books of Study: Your First Year:	Comprehension Packets; key take	2021-22 Staar Benchmark tests
1A R&M	CSI groups created for math and reading at the beginning of the	S	All	Teachers Administration/C	8/10-5/27	DI Program Ren Staar Program	"Walk-throughs Lesson Progress	2021-22 Staar Benchmark tests
1D Math & Rdng	"Supplement the District Math/ELA Program with	S	All	Math Team/ELA Team	8/10-5/27	"Administration Math Department	"Benchmarks Weekly Tests	2021-22 Staar Benchmark tests
2B	"Take legal action for those students who are truant according	O	All	Administration, Attendance Clerk,	8/10-5/27	"Attendance Clerk APO Vice	"Attendance Clerk Support Staff"	"Attendance Reports Weekly
2D	School counselor will organize and facilitate monthly parent	O	All	Ms. Brandi	8/10-5/27		Sign-in Logs	Parent/Student surveys

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1D All content	Implement the use of Special Pops lists in all classrooms. Use a 3:1 ratio	S	All	All Teachers	8/10-5/27	Mock results for 2019-2020 school	"Walk-throughs with posted lists	2021-22 Staar Benchmark tests
1D All Content	Exit Ticket Tracking	S	All	All Teachers	8/10-5/27	"Teachers Resource Teachers Sp. Ed	Classroom wall trackers; online	2021-22 Staar Benchmark tests
1D Writing	Weekly Tutorials for M/R/W	S	All	Teachers Administration	8/10-5/27	"Teachers Administration	"Anecdotal records Teacher	2021-22 Staar Benchmark tests
1D Math Read	Whole Group intervention M/R	S	All	Teachers Administration	8/10-5/27	Pilot Math program for 7th	"Observations ET Tracking	2021-22 Staar Benchmark tests
2B	Quarterly ADA Incentives	O	All	Lead Team & Advisory	8/10-5/27	"Administration Teachers "	Attendance Log	Weekly Attendance

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools
IDEA Academy Mays



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Mays

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 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.

IDEA Public Schools

IDEA Academy Mays

District Goals 2021-2022

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%
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- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Mays Academy

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Sandra Guevara New	Anna Gilmore	
Kindergarten	First Grade	Second Grade
Vanessa Terrazas Lindsay Medina Amanda Ramos Mallory Zertuche	Taylor Gammage Elizabeth Reyes Leanna Cantu Maria Lopez Ahreanna Cardenas	Maire Towell Veronica Segura Katy Arbuckle
Third Grade	Fourth Grade	Fifth Grade
Evangelina Resendiz Hayley Haushill Sarah Santana Bridget Villanueva Alexis Albe	Lisa Koenig Jasmin Flores Ashley Cardenas Sebastian Waddy Steven Martinez	Alejandra Montellano Alice Valdez Alejandra Cuellar Aaran Gryder Luis Miramontes *
Physical Education	RISE	Key
Ashlan Kacer Jason Rodriguez	Danielle Milam Deborah Andrepoint Janelle Ramirez Michelle Kelley Kimberly Flores Vicenta Ibarra Michelle Solis Vanessa Dunson Jameaka Davis	* - Bilingually Certified

IDEA Public Schools
IDEA Mays Academy

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Claudia Leyva Jenny Hinojosa Gutierrez Ahreanna Cardenas Jason Rodriguez Kimberly Flores Vicenta Ibarra Michelle Solis Cheliza Guzman Jameaka Davis Jernolan Seale	Tierra Harris	Javier Carranza
Facilities Staff	Child Nutrition	Front Office Staff
Brian Carmack Valerie Andrews Jeanette Munguia Joe Chapa Richard Garcia Martin Arce Shawn Adams	Valeria Fabela Rudy Trevino Berenic Arteaga Zorida Ramirez Jessica Jimenez Maria Calderon	Marissa Gomez Melissa Gomez Ashley Wilson

IDEA Public Schools

IDEA Mays Academy

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
7/21/2021	Behavior Hierarchy (2+1)	MWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
8/3/2021	Standards Breakdown	MWBAT breakdown the knowledge and skills needed to master standards at procedural and conceptual levels.
8/12/2021	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)
8/19/2021	Time & Task PD	MWBAT implement strategies to manage time and task to maintain work-life balance while being a high performing IDEA Mays Teacher.
9/23/2021	Aggressive Monitoring- Part 1	MWBAT monitor student work in the moment to identify gaps / trends
10/7/2021	Aggressive Monitoring- Part 2	MWBAT analyze gaps / trends in the moment to provide aligned feedback and close gap
10/21/2021	Student Tracking	MWBAT implement systems for individualized student tracking
11/4/2021	Student Work Analysis PD	MWBAT analyze student work to identify gaps in both procedural and conceptual understanding.
11/18/2021	Effective Reteach	MWBAT utilize gaps identified in student learning to plan an effective reteach lesson utilizing varied structures and techniques.
1/3/2021	Campus Culture Reset	MWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
1/13/2021	Guided Discourse	MWBAT plan an effective guided discourse based on student work analysis

2/8/2022	Mastery Machine Prep	MWBAT Understand and implement rollout of Mastery Machine to move the academic needle.
2/15/2022	STAAR Training	MWBAT Understand and identify roles and responsibilities of STAAR assess
3/22/2022	Reteach/Remediation 2.0	MWBAT Share and implement teacher best practices.
3/29/2022	SLL 5F Building Trust and Team	MWBAT Invest teachers and staff in TEAM and FAMILY
5/3/2022	EOY Checklist	MWBAT Close out all end of year next steps.
5/10/2022	Summer Persistence	MWBAT Invest students and families to persist at Mays AC

IDEA Public Schools IDEA Mays Academy

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Megan Burnham Monnahan, Principal	7/23/2021	BOY Safety Procedures & Plans
Anna Gilmore, Academic Counselor	8/27/2021	State of Campus Culture & NTI Surveys
Michelle Kruk, API	9/24/2021	Tracking & Action plan for NTI persistence
Chinah Gray, API	10/29/2021	PTG & Team and Family Events for Dec-May
Danielle Milam, SPED Coordinator	11/18/2021	PTG Staff Retention and Staff Events Planning
Alexis Albe, Instructional Coach	12/17/2021	SE Data Analysis & Semester 2 Action Plan
Brian Carmack, APO	1/28/2022	PTG Attendance and ADA action plans
	2/25/2022	PTG Teacher progress on GET Proficiency

IDEA Public Schools IDEA Mays Academy

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		\$264,323
164	State Compensatory		\$3,676,798
404	Accelerated Reader/Math		\$888,097
165	State Bilingual		\$122,114
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular		\$234,465
212	Title I Migrant	\$	-
224	IDEA-B Formula		\$136,712
255	Title II, Part A, Classroom Size Red./Eisenhower	\$	-
262	Title II, Part D, Technology	\$	-
263	Title III, Bilingual		\$11,576

TOTAL \$ 5,334,085.00

IDEA Public Schools

IDEA Mays Academy

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	721	100%
At Risk	236	33%
SPED	72	10%
F.A.R.M	462	64%
ELL	71	10%
Male	342	49%
Female	361	51%
Amer. Indian	0	0%
Asian	7	1%
Black	74	10%
White	38	5%
Hispanic	574	80%

IDEA Public Schools

IDEA Mays Academy

Campus Committees	
English Language Arts	Math
Committee Chair(s): Ashley Cardenas Committee Members: Alice Valdez Sarah Santana Jasmin Flores Sarah Santana Vanessa Terrazas	Committee Chair(s): Lisa Koenig Committee Members: Alejandra Montellano Hayley Haushill Aaran Gryder Evangelina Resendiz Lindsay Medina
Science	Social Studies
Committee Chair(s): Alejandra Cuellar Committee Members: Steven Martinez Taylor Gammage Maire Towell Hayley Haushill	Committee Chair(s): Maria Lopez Committee Members: Sebastian Waddy Alexis Albe Luis Miramontes Mallory Zertuche
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Sandra Guevara New Committee Members: Michelle Kruk Megan Burnham Danielle Milam Bridget Villanueva Chinah Gray	Committee Chair(s): Anna Gilmore Committee Members: Mariah Soto Tierra Harris Jason Rodriguez Lisa Koenig Evangelina Resendiz
School Culture and Climate	Special Populations
Committee Chair(s): Chinah Gray Committee Members: Leanna Cantu Anna Gilmore Janelle Ramirez Ashlan Kacer Veronica Segura	Committee Chair(s): Danielle Milam Committee Members: Deborah Andrepoint Janelle Ramirez Michelle Kelley Alexis Albe

IDEA Public Schools
IDEA Mays Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Designated recess stations and rotations	O	ALL	Megan Burnham / Brian Carmack	8/2021-5/2022	Recess materials and monitors	Schedule	
3D	Grade-level fundraisers beginning as early in the year as possible such as spirit shirt sales, snacks, etc. at the end of the day	O	ALL	Brian Carmack / Gloria Hernandez	8/2021-5/2022	Fundraising swag & items	Business Clerk Tracking through My School Bucks	
2C	Introducing more art/creation-based projects with each season (fall, winter, spring, summer)	O	ALL	PIR	8/2021-5/2022	Art materials	Classroom Observations	
1E 1H	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	S	SE	RISE Direct Manager	8/2021-5/2022	Professional Development, Coaching	Classroom Observations	

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	2+1 Hierarchy	DR	ALL	Megan Burnham	8/2021-5/2022	N/A	Classroom Observations	
2C	Behavior Trackers	DR	ALL	Michelle Kruk	8/2021-5/2022	N/A	Weekly trackers	
2C	Use of communication platforms - ClassDojo, Facebook	O	ALL	Anna Gilmore	8/2021-5/2022	N/A	Stored Communication	
2B	Consistent ADA incentives and challenges	O	ALL	Brian Carmack	8/2021-5/2022	ADA Incentives	Business Clerk Tracking through POs	
2B	Lead team support in ensuring parent accountability	DR	ALL	Chinah Gray	8/2021-5/2022	N/A	Anecdotal notes and documentation	
2C	Monthly grade level events/Curriculum Nights for more 1-1 interactions with families and staff	S	ALL	Alexis Albe	8/2021-5/2022	Each grade level will receive a monthly budget	Schedule	
2C	Parent Involvement Committee & volunteers to improve family persistence and involvement	O	ALL	Anna Gilmore	8/2021-5/2022	Family engagement budget	Schedule	

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Mays



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Mays

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

IDEA Mays CP 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.

IDEA Public Schools

IDEA College Prep Mays

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools

IDEA College Prep Mays

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Lucas Oliveira Keyondra White Eliza Harris Demitrius Upchurch Leticia Ledesma	Monica Neuberger Hilda Duenas Evelt Trinidad Andrea King	Joel Monciavaais * Viviana Villalon Carolina Trevino Bianca Zapata
Sixth Grade	Seventh Grade	Eighth Grade
Martin Gonzalez * Aracely Munoz Christa Alva Robert Watkins *	J'mi Call Karina Zavala Britney Garza Raymond Vega	Tamar D'souza Jacquelyn Lopez Krysta Lopez Derek Noriskin
Ninth Grade	Tenth Grade	Eleventh Grade
Ariel Reyes Tyler Faulkner Clarissa Reyes Amy Remmy Rachel Carmack	Randy Gonzalez Kati Eakin-Ayala Lynn Oefinger Joshua Hernandez * Tyler Garcia	Alejandro Juarez Viviana Gamboa Jordan Thomas Emmanuel Trevino Eric Bockler
SPED/Intervention	Physical Education	Key
Crystal Logan Adrian Ortiz Bianca Lowrey Nallely Berumen Brian Edmonds Clarissa Reyes	Susan Bruger Lora Medina	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Mays

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Takeeta Mosley Loraine Campbell Michael Light Juulia Lewis Ernesto Narvaiz Brenda Williams-Perry		Javier Carranza
Facilities Staff	Child Nutrition	Front Office Staff
Brian Carmack Valerie Andrews Jeanette Munguia Joe Chapa Richard Garcia Martin Arce Shawn Adams	Valeria Fabela Rudy Trevino Berenic Arteaga Zorida Ramirez Jessica Jimenez Maria Calderon	Marissa Gomez Melissa Gomez Ashley Wilson

IDEA Public Schools

IDEA College Prep Mays

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/3/2021	Standards Breakdown	MWBAT breakdown the knowledge and skills needed to master standards at procedural and conceptual levels.
8/12/2021	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)
8/19/2021	Time & Task PD	MWBAT implement strategies to manage time and task to maintain work-life balance while being a high performing IDEA Mays Teacher.
9/23/2021	Aggressive Monitoring- Part 1	MWBAT monitor student work in the moment to identify gaps / trends
10/7/2021	Aggressive Monitoring- Part 2	MWBAT analyze gaps / trends in the moment to provide aligned feedback and close gap
10/21/2021	Student Tracking	MWBAT implement systems for individualized student tracking
11/4/2021	Student Work Analysis PD	MWBAT analyze student work to identify gaps in both procedural and conceptual understanding.
11/18/2021	Effective Reteach	MWBAT utilize gaps identified in student learning to plan an effective reteach lesson utilizing varied structures and techniques.
1/3/2021	Campus Culture Reset	MWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
1/13/2021	Guided Discourse	MWBAT plan an effective guided discourse based on student work analysis
2/1/2022	TELPAS	Complete TELPAS process.
2/8/2022	Mastery Machine Prep	MWBAT Understand and implement rollout of Mastery Machine to move the academic needle.
2/15/2022	STAAR Training	MWBAT Understand and identify roles and responsibilities of STAAR assessments.
3/22/2022	Reteach/Remediation 2.0	MWBAT Share and implement teacher best practices.
3/29/2022	SLL 5F Building Trust and Team	MWBAT Invest teachers and staff in TEAM and FAMILY
5/3/2022	EOY Checklist	MWBAT Close out all end of year next steps.
5/10/2022	Summer Persistence	MWBAT Invest students and families to persist at Mays CP

IDEA Public Schools

IDEA College Prep Mays

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Lucas Oliveira, Principal Monica Neuberger, AC Eliza Harris, API Keyondra White, API Leticia Ledesma, SPED Coordinator Brian Carmcak, APO Demetrius Upchurch, PIR	Monday August 23, 2021	ADA Culture Scholar Persistence	
	Monday September 20, 2021	ADA Scholar Persistence First Teach	
	Monday October 25, 2021	Progress Towards Goals ELL SPED	
	Monday November 29, 2021	PTG ADA Testing Plans	
	Monday January 10, 2021	ADA PTG Scholar Persistence	
	Monday February 21, 2021	ADA PTG Scholar Persistence	
	Monday March 28, 2021	ADA PTG Scholar Persistence	
	Monday May 16, 2021	ADA PTG Scholar Persistence	

IDEA Public Schools

IDEA College Prep Mays

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	\$ 251,619.00
164	State Compensatory	\$ 3,500,084.00
404	Accelerated Reader/Math	\$ 845,413.00
165	State Bilingual	\$ 116,245.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 221,359.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 142,571.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 10,844.00

TOTAL \$ 5,088,135.00

IDEA Public Schools

IDEA College Prep Mays

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	705	100%
At Risk	200	28%
SPED	83	12%
F.A.R.M	705	100%
ELL	83	12%
Male	342	49%
Female	363	51%
Amer. Indian	3	0%
Asian	2	0%
Black	76	11%
White	41	6%
Hispanic	580	82%

IDEA Public Schools

IDEA College Prep Mays

Campus Committees	
English Language Arts	Math
Committee Chair(s): Vivana Gamboa Committee Members: Eliza Harris Karina Zavala Aracely Munoz	Committee Chair(s): Tamar Dsouza Committee Members: Martin Gonzalez J'mi Call Keyondra White
Science	Social Studies
Committee Chair(s): Ariel Reyes Committee Members: Michelle Kruk Krysta Lopez Lynn Oefinger	Committee Chair(s): RobertWatkins Committee Members: Joshua Hernandez Derek Noriskin
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Briana Garcia Committee Members: Lucas Oliveira Eliza Harris Keyondra White	Committee Chair(s): Monica Neuberger Committee Members: Lucas Oliveira Hilda Duenas
School Culture and Climate	Special Populations
Committee Chair(s): Lucas Oliveira Committee Members: Eliza Harris Keyondra White Hilda Duenas	Committee Chair(s): Leticia Ledesma Committee Members: Eliza Harris Keyondra White Hilda Duenas

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Najim



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Najim

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

We Act with Integrity

We Build Team & Family

We Deliver Results

We Achieve Academic Excellence

We Bring Joy!

We Ensure Equity

We Sweat the Small Stuff!!

CAMPUS MISSION

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.

IDEA Public Schools

IDEA Academy Najim

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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- 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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- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy Najim

Professional Campus Staff 2021-2022		
Administrative Staff	Pre-Kinder	Elective or Non-Core Teachers
Hope Walker, Principal Paola Gutierrez-Comparini, Assistant Principal of Operations Tracy Carlisle, Assistant Principal of Instruction Roman Juarez, Asst. Principal of Instruction Maria Lara, Asst. Principal of Instruction Adria James, Academic Counselor	Brenda Vega Laura Martinez Sharifa Green	Donna Riemenschneider-SPED Fadil Imo--SPED Interventionist Devona Franklin--CSI Interventionist Cristina Tovar, DI Interventionist/Coach Lyzette Garza--CSI Interventionist Tinie Wright--FLEX
Kindergarten	First Grade	Second Grade
Shawne Todd Cicley Armstrong Mesa Flowers Quinton Jackson	Hannah Abu-Issa Rhonda Brown Angela Gutierrez Elida Robles	Teana Williams Rumika Reed Briana Lofton Carla Dial
Third Grade	Fourth Grade	Fifth Grade
Janay Howard Carol Wilson Rebekah Todd Ashona Fisher	Jenifer Twiss Noemi Aragon Natalie Leija Marissa Martinez	Megan Guitrau Jackie Sattiewhite Amaru Wilson Prsicilla Aime
Physical Education		Key
Dominic Cameron		* - Bilingually Certified

IDEA Public Schools IDEA Academy Najim

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Testing Coordinator
Naomi Willis Leilani Sanchez Tenisia Ruiz Paulette Johnson Linda Jenkins Jessica French-Sheffield Michael Rubio Sharon Thrower Hannah Abu-Issa Mikaya Grant Mark Anthony Donald Blue Starr Morado	Monika Russell, AR Facilitator Morgan Pesina, Hotspot Facilitator	Lategra Simpson
Facilities Staff	Child Nutrition	Front Office Staff
Vicente Calderon, FM	Rachel Greenwood, CNP Manager	Monica Trevino, Receptionist Brelynn Avery, SIS Koren George, Business Clerk Javonne Hamilton, Health Aide Sergio Farias, Enrollment Coordinator

IDEA Public Schools IDEA Academy Najim

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
August 24th	School-Wide Focus (Culture)	SWBAT close gaps in culture by practicing to mastery. The goal is to ensure the classroom is primed for learning with strong culture and rigorous instruction. Teachers will be working on becoming proficient in GET 2C & GET 2E
August 31st	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
September 14th	School-Wide Focus (Culture)	SWBAT close gaps in culture by practicing to mastery. Teachers will be grouped together based on need. Leaders and Teacher Leaders will practice with teachers to ensure they are at 100% proficiency in GET 2C & GET 2E by September 17th.
September 21st	Progress Towards Goals (Lead Team--Model)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
September 28th	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
October 12th	Response to Intervention Review	SWBAT review each grade level's list of scholars on the RtI list, review work, scores, and trends, and ascertain next steps
October 19th	Progress Towards Goals (5th Grade Team)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
October 26th	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
November 9th	School-Wide Focus (Based on trends from Teach Boost)	SWBAT close gaps in by practicing to mastery. The goal is to ensure the classroom is primed for learning with strong culture and rigorous instruction. We will be reviewing trends from TeachBoost.
November 16th	Progress Towards Goals (Electives Team)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
November 30th	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.

Date	Session Title/Topic	Session Objective(s)
December 14th	Winter Gathering Time & Celebrations	SWBAT celebrate the successes as we close the first half of the school year. We will also reflect on shifts that are needed to be made based on trends and gaps with data
January 11th	School-Wide Focus (Based on trends from Teach Boost)	SWBAT close gaps in by practicing to mastery. The goal is to ensure the classroom is primed for learning with strong culture and rigorous instruction. We will be reviewing trends from TeachBoost.
January 18th	Progress Towards Goals (5th Grade Team)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
January 25th	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
February 8th	Response to Intervention Review	SWBAT review each grade level's list of scholars on the RtI list, review work, scores, and trends, and ascertain next steps
February 15th	Progress Towards Goals (1st/2nd Grade Teams)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
February 22nd	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
March 15th	School-Wide Focus (Based on trends from Teach Boost)	SWBAT close gaps in by practicing to mastery. The goal is to ensure the classroom is primed for learning with strong culture and rigorous instruction. We will be reviewing trends from TeachBoost.
March 22nd	Progress Towards Goals (3rd & 4th Grade Teams)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
March 29th	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
April 12th	School-Wide Focus (Based on trends from Teach Boost)	SWBAT close gaps in by practicing to mastery. The goal is to ensure the classroom is primed for learning with strong culture and rigorous instruction. We will be reviewing trends from TeachBoost.
April 19th	Progress Towards Goals (Pre-Kinder/Kinder Grade Teams)	Each month, SWBAT conduct their PTG to peers using the O-C-S process (Outcomes, Causes, Solutions) and will receive actionable feedback from peers
April 26th	Operations Time with the APO	At the end of each month, the academy team will engage in recruiting events to bring in new families and bring in the j-factor with our returning families.
Date	Session Title/Topic	Session Objective(s)
May 3rd	End of Year Deliverable for Teachers	Teachers will receive end of year deliverables for all things academics (to include APR) and operations to close out the year strong

IDEA Public Schools
IDEA Academy Najim

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Hope Walker, Principal (Administration)	Wednesday, September 29, 2021	1. Parent Communication Strategies 2. Field Lessons & Fundraising 3. Character Trait of the Month 4. SMART Goals 5. Tutoring 6. STAR Scholar Adoption 7. Parental Involvement 8. Red Ribbon Week 8. Fall Festival Plans 9. Hispanic Heritage Plans
Tracy Carlisle, Assistant Principal of Instruction (Administration)		
Roman Juarez, Assistant Principal of Instruction (Administration)		
Maria Lara, Assistant Principal of Instruction (Administration)	Wednesday, October 27, 2021	1. Persistence/ADA Review 2. Fall Festival & Thanksgiving Food Can Drive Plans 3. Character Trait of the Month 4. Upcoming Benchmarks 5. Field Lesson Updates
Adria James, Academic Counselor (Administration)		
Paola Comparini, Assistant Principal of Operations (Administration)		
Laura Martinez, Pre-Kinder Grade Team Leader		
Cristina Tovar, Kinder Grade Team Leader	Wednesday, November 17, 2021	1. Winter Celebration & Angel Tree 2. Persistence/ADA Review 3. Character Trait of the Month 4. Grades/Progress Reports 5. Priority Scholar Parent Meetings 6. Attendance Meeting Plans (Chronic Absences) 7. Field Lesson Scheduling Plans 8. Semester Testing Plans
Angela Gutierrez, 1st Grade Team Leader		
Mikaya Grant, 2nd Grade Team Leader		
Carol Wilson, 3rd Grade Team Leader		
Noemi Aragon, 4th Grade Team Leader		
Jackie Sattiewhite, 5th Grade Team Leader	Wednesday, December 15, 2021	1, Holiday Celebration 2. Persistence/ADA Review 3. Fundraiser Updates 4. Character Trait of the Month 5. Saturday School Plans 6. SBAA Review of Funds
Dominic Cameron, Electives Team Leader		
Donna Riemenschneider, SPED Team Leader		
TBD, Parent Liasion	Wednesday, January 19, 2022	1. Persistence Review 2. ADA Review 3. Saturday School Review 4. Character Trait of the Month 5. Review First Semester/StepBack 6. Parental Involvement Progress 7. Field Lesson Updates 8. Black History Planning 9. African-American Read-in Chain
TBD, Parent Liasion		
TBD, Scholar Liasion		
	Wednesday, February 16, 2022	1. Attendance Goal 2. Culture on Campus Reset 3. Character Trait of the Month 4. Career Day Plans 5. Field Lesson Updates 6. PTG Campus-Wide Goals 7. MOCK Testing Plans
	Wednesday, March 16, 2022	1. Persistence/ADA Review 2. STAAR Plan 3. Possible Retention Parent Meetings 4. Summer School Planning
	Wednesday, April 20, 2022	1. ADA/Persistence Review 2. Family Night 3. Master Schedule 2022-2023 School Year 4. WTI Planning 5. Summer School 6. EOY Activities per grade level
	Wednesday, May 18, 2022	1. Summer Events, 2. EOY Final Celebrations, 3. Welcome to IDEA Expectations

IDEA Public Schools IDEA Academy Najim

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	\$264,323
164	State Compensatory	\$3,676,798
404	Accelerated Reader/Math	\$888,097
165	State Bilingual	\$122,114
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$299,028
212	Title I Migrant	
224	IDEA-B Formula	\$58,591
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	
263	Title III, Bilingual	\$13,188

TOTAL \$ 5,322,139.00

IDEA Public Schools

IDEA Academy Najim

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	830	100%
At Risk	0	0%
SPED	35	4%
F.A.R.M	663	80%
ELL	72	9%
Male	418	50%
Female	411	50%
Amer. Indian	2	0%
Asian	6	1%
Black	262	32%
White	37	4%
Hispanic	521	63%

IDEA Public Schools

IDEA Academy Najim

Campus Committees	
English Language Arts	Math
Committee Chair(s): Carlisle, Lara Committee Members: Vega, Martinez, Green, S. Todd, Flowers, Morado, Abu-Issa, Brown, Guerrero, Williams, Grant, Reed, Howard, Wilson, Twiss, Aragon, Guitrau	Committee Chair(s): Juarez Committee Members: Vega, Martinez, Green, Armstrong, Jackson, Gutierrez, Lofton, R. Todd, Martinez, Aime
Science	Social Studies
Committee Chair(s): Sattiewhite, Juarez Committee Members: Jenkins, French-Sheffield, Rubio, Thrower, Robles, Dial, Leija	Committee Chair(s): Sattiewhite, Walker Committee Members: Armstrong, Willis, Sanchez, Ruiz, Johnson, Russell, Franklin, Imo
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Walker, Lara Committee Members: Hines, Carlisle, Lara, Juarez, Comparini, James, Martinez, Tovar, Gutierrez, Wilson, Aragon, Riemenschneider, Cameron, Grant	Committee Chair(s): James, Comparini Committee Members: Simpson, Hines, Cameron, Anthony, Russell, Pesina, Franklin
School Culture and Climate	Special Populations
Committee Chair(s): James, Walker Committee Members: Juarez, Carlisle, Lara, Comparini, Tovar, Vega, Williams, Sattiewhite, Cameron, Anthony, Russell, Pesina, Reimenschneider, Imo, Blue,	Committee Chair(s): Riemenschneider, Lara Committee Members: Imo, Blue, Franklin, Garza, Tovar, Russell, Pesina

IDEA Public Schools
IDEA Najim Academy

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2A/2C	Motivational Mondays	Materials, quotes specific for scholars and teachers weekly/monthly	Ensure that SPED/ELL Team supports scholars throughout the day	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	OT
2A	STAR Outings	Calendar of events monthly	N/A	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	Feedback Survey
2A	"You Got Mugged"	Make sure to order mugs for staff	N/A	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	Feedback Survey
2C	Big Star/Little Star	Connect with AC/CC to plan this for October 2021	Ensure scholars are partnered with a staff member	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Discipline Report	Feedback Survey
2A	Sunshine Committee	Get Committee Members	N/A	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	Feedback Survey
2A	Lead Team Take Over	calendar dates for grade levels and outline which Lead Team will support which classroom	N/A	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	Feedback Survey
2A	Grade Team of the Month	Funds set aside for team	N/A	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	Feedback Survey
2C	Scholars of the Month	Certificates	Ensure to include scholars	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Grade Book	Feedback Survey
2A	Staff Member of the Month	Certificates	N/A	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Weekly Trackers	Feedback Survey
2C	Grade Level Assemblies	Certificates	Ensure to include scholars	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Documentation	Feedback Survey
2C	STAR (Restorative) Circles	Connect with AC to begin Sept 2021	Ensure to include scholars	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Discipline Report	Feedback Survey

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Fabulous Fridays	Certificates, plan for arrival/dismissal	Ensure they are present and accounted for	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Discipline Report	ADA
2C	Academy Clubs	Team/Teachers who are working clubs	Ensure they are present and accounted for	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Discipline Report	Persistence on Locus
1E	Get Better Faster	Training and practice	Ensure teachers are reviewing actions for Special Pops	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	TeachBoost	STAAR/DI
2C	ADA Incentives	Funding	Ensure they are present and accounted for	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Powerschool	ADA
2C	Persistence Incentives	Funding	Ensure they are present and accounted for	James, Comparini, Hines, Simpson	August/May	API/APO/SSA	Discipline Report	Persistence on Locus

Annual Performance Objective

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- 1B. % of graduates matriculate to a Tier I/II College or University: 25%
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PRIORITY #3: Achieve Mission at Scale

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- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Najim



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Najim

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

The vision of IDEA Najim College Prep is to enrich the development of each child's body, mind, and soul. We believe that meeting the academic, physical, and social needs of all students will allow them to become well-rounded, self-directed, lifelong learners. All staff and families will support the success of our students by focusing on building authentic relationships while collaborating to promote relevant and engaging learning experiences.

IDEA Public Schools

IDEA College Prep Najim

District Goals 2021-2022

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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- 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

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IDEA Public Schools

IDEA College Prep Najim

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Stephen Foster - Principal Ashley Luther - Assistant Principal of Instruction Lea McFarthing - Assistant Principal of Instruction Paola Comparini – Assistant Principal of Operations	Sherrell Coleman - College Counselor	Eliseo Garza – Spanish Teacher
Sixth Grade	Seventh Grade	Eighth Grade
Julie Park - ELA Pre-AP Teacher Brandon Mills – Humanities Amanda Cerda – Math Pre-AP Teacher Koltin Pfaffle - Pre-AP Humanities Teacher Kelly Angle - Pre-AP Science Teacher Erin Magerl - Science Pre-AP Teacher	Gabriella Ibarra - ELA Pre-AP Teacher Amanda Cerda – Math Pre-AP Teacher Brandon Mills – Pre-AP Humanities Lachelle Chilton - Science Pre-AP Teacher	Britany Lemons - ELA Pre-AP Teacher Koltin Pfaffle - Pre-AP Humanities Teacher Karla Martin - Algebra 1 Teacher Lachelle Chilton - Science Pre-AP Teacher
Ninth Grade	Tenth Grade	Eleventh Grade
Savanna Granado - AP Human Geography Teacher Kelly Angle - Pre-AP Biology Teacher Juan Rivera - Geometry Pre-AP Teacher Dawn Shands - English I Pre-AP Teacher Karla Martin - Algebra II Pre-AP Teacher	Savanna Granado - AP World History Teacher Kelly Angle - Pre-AP Chemistry Teacher Juan Rivera - Geometry Pre-AP Teacher Dawn Shands - English II Pre-AP Teacher Karla Martin - Pre Calculus Teacher	
Twelfth Grade	Physical Education	Key
	Arron Cochran – Physical Education Teacher	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Najim

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Terence Baker, AR/Hotspot Co-Teacher Nancy Cardenas, PE Co-Teacher		
Facilities Staff	Child Nutrition	Front Office Staff
Vincente Calderon, Facility Manager Sonia Cancel, Custodian Johnny Acosta, Custodian Theresa Milligan, Custodian Rebecca De La Cerda, Custodian Julian Ramirez, Custodian	Rachel Greenwood, CNP manager Maria Echeverria, CNP Robert King, CNP Asst Manager Keltina Bell, CNP Ana (Gabby)Cabrea, CNP Asst Manager Juanita Contreras, CNP Quentin Roberts, CNP Maria Ortiz, CNP	Braquel Cone, Administrative Assistant Mercedes Carrillo, Testing Coordinator Koren George, Business Clerk Monica Trevino, Receptionist Javonne Hamilton, Health Aide Mia Aguero, Registrar

IDEA Public Schools
IDEA College Prep Najim

Tentative Staff Development Plan for 2021-2022 School Year

Date		Session Title/Topic	Session Objective(s)
Date	Session Title/Topic	Session Objective(s)	Session Objective(s)
8/10/2021	Culture PD	Staff will participate in PD on trends and breaches that we have seen with campus culture.	
8/17/2021	Culture PD	Staff will participate in PD on trends and breaches that we have seen with campus culture.	
8/24/2021	Differentiated Culture PD	Staff will participate in a differentiated culture PD depending on what the teacher needs.	
8/31/2021	Lesson Planning Clinic PD	Staff will participate in a lesson planning PD to ensure that all staff is rated as proficient or above for 3C Lesson Planning Vision.	
9/14/2021	4A: Instructional Clarity PD	Staff will participate in a 4A: Instructional Clarity PD to ensure that staff is rated as proficient or above in 4A: Instructional Clarity.	
9/21/2021	Differentiated 4A: Instructional Clarity PD	Staff will participate a differentiated in a PD on instructional clarity depending on what the teachers need.	
09/28/2021	4B: Aggressive Monitoring Part 1	Staff will participate in a PD on aggressive monitoring. Staff will create their seating charts and desired pathway.	
10/12/2021	4B: Aggressive Monitoring Part 2	Staff will participate in a PD on aggressive monitoring. Staff will practice creating their look fors and work on naming their laps and checking student work against their exemplars.	
10/19/2021	Fall Festival PD Session	Staff will participate in an informational session on the Fall Festival to ensure all roles and responsibilities are clear.	
10/26/2021	Recruiting Event	Staff will participate in a recruiting event	
11/9/2021	Differentiated PD on Aggressive Monitoring	Staff will be able to participate on a PD on aggressive monitoring and differentiate based on staff needs.	
11/16/2021	Differentiated PD	Staff will participate in 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.	
11/23/2021	Differentiated PD	Staff will participate in 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.	
11/30/2021	Recruiting Event	Staff will participate in a recruiting event	
1/11/2022	Differentiated PD	Staff will participate in a differentiated PD based on trends that we see from returning from holiday break	
01/18/2022	Reteach/Remodel/Guided Discourse/Error Analysis	Staff will participate in PD to learn when and how to use the following reteach methods: Reteach/Remodel/Guided Discourse/Error Analysis	
01/25/2022	Recruiting Event	Staff will participate in a recruiting event	
2/8/2022	Content Specific PD	Staff will participate in PD with their direct manager to close gaps based on specific teacher needs	
2/15/2022	Content Specific PD	Staff will participate in PD with their direct manager to close gaps based on specific teacher needs	
2/22/2022	Recruiting Event	Staff will participate in a recruiting event	
3/15/2022	Content Specific PD	Staff will participate in PD with their direct manager to close gaps based on specific teacher needs	
3/22/2022	Recruiting Event	Staff will participate in a recruiting event	
3/29/2022	Mock Exam Convo Pre-Work PD	Staff will engage in a hands on training to prepare them to analyze their data from Mock Exams	
4/12/2022	STAAR Success Unit PD	Review Data and Set Expectations for STAAR Success Unit	
4/19/2022	STAAR Training PD	Staff will participate in PD on their STAAR testing plans	
4/26/2022	Recruiting Event	Staff will participate in a recruiting event	
5/10/2022	EOY Awards and Carnival Expectations PD	Staff will learn about their roles and responsibilities for EOY Awards and EOY Carnival	
5/17/2022	EOY Check List Expectations	Staff will engage in the expectations that they have for the end of year check list	

IDEA Public Schools

IDEA College Prep Najim

Site-Based Decision Making Committee

Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Stephen Foster (Principal, Administration) Ashley Luther (Assistant Principal of Instruction, Administration) Paola Comparini (Assistant Principal of Operation, Administration) Sherrell Coleman (College Counselor, Administration) Amanda Cerda (GTL, 7th Grade) Karla Martin (GTL, 8th Grade) Terrell Walker (GTL, High School)	Monday, August 23, 2021	Parent Involvement Committee Culture Field Lesson Planning & Fundraising
	Monday, September 20, 2021	Fall Festival Red Ribbon Week
	Monday, October 25, 2021	Holiday Food Drive Data Review Thanksgiving Event
	Monday, November 15, 2021	Giving Tree Campaign Holiday Decoration & Celebration for students & staff Semester Exams
	Monday, January 24, 2022	PTG Black History Events
	Monday, February 21, 2022	Spring Break Safety Awareness Mock Exams I Loteria Night
	Monday, March 21, 2022	Fiesta Week STAAR Exams
	Monday, April 18, 2022	EOY celebrations (CSD, Graduation, Awards, TOY, etc) Family Picnic 5 de Mayo Awards Planning/Royal Reader Celebrations Teacher Appreciation

IDEA Public Schools

IDEA College Prep Najim

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	\$ 132,366.00
164	State Compensatory	\$ 1,841,249.00
404	Accelerated Reader/Math	\$ 444,737.00
165	State Bilingual	\$ 61,152.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 70,874.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 29,295.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 5,568.00

TOTAL \$ 2,585,241.00

IDEA Public Schools

IDEA College Prep Najim

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	572	100%
At Risk	177	93%
SPED	64	6%
F.A.R.M	459	0%
ELL	145	26%
Male	328	47%
Female	244	53%
Amer. Indian	2	0%
Asian	10	0%
Black	75	36%
White	81	2%
Hispanic	389	63%

IDEA Public Schools

IDEA College Prep Najim

Campus Committees

English Language Arts		Math	
Committee Chair(s):	Ashley Luther	Committee Chair(s):	Stephen Foster
Committee Members:	Desherae Frosts Britany Lemons Gabriella Ibarra Dr. Africa Oliver	Committee Members:	Brandon Mills Amanda Cerda Juan Rivera Karla Martin Joseph Flores
Science		Social Studies	
Committee Chair(s):	Lea McFarthing	Committee Chair(s):	Ashley Luther
Committee Members:	Lachelle Chilton Kelly Angle	Committee Members:	Brandon Mills Koltin Pfaffle Savanna Granado Angelica Garza
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Stephen Foster	Committee Chair(s):	Stephen Foster
Committee Members:	Paola Comparini Amanda Cerda Terrell Walker Karla Martin Ashley Luther Sherrell Coleman	Committee Members:	Paola Comparini Amanda Cerda Terrell Walker Karla Martin Ashley Luther Sherrell Coleman
	Lea McFarthing Julie Park		Lea McFarthing Julie Park
School Culture and Climate		Special Populations	
Committee Chair(s):	Stephen Foster	Committee Chair(s):	Stephen Foster
Committee Members:	Paola Comparini Amanda Cerda Terrell Walker Karla Martin Ashley Luther Sherrell Coleman	Committee Members:	Paola Comparini Amanda Cerda Terrell Walker Karla Martin Ashley Luther Sherrell Coleman
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IDEA Public Schools

IDEA College Prep Najim

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1E	Create and implement an operating mechanism for lesson plan feedback that targets special pops.	S	SE ELL All	SPED Teacher Principal API	8/23/2021 to 5/6/2022	Lesson Plan Cheat Sheets	Teachboost ratings	Teachboost ratings
1E	SPED Walkthroughs with the SPED team and administration to ensure accomodations are being made.	S	SE	SPED Teacher Principal API	8/23/2021 to 5/6/2022	Walkthrough observation sheets IEPs	Teachboost ratings	Teachboost ratings
1E	ELL monitoring and tutoring that is directly aligned to the TELPAS test.	0 TELPAS	ELL	API TC	8/23/2021 to 5/6/2022	TELPAS trainings TEA help sheets TestNav practice tools	Mock TELPAS results	TELPAS
2A & 2B	Specific Teacher Development Plan that is rolled out at the beginning of the school year and followed through the entire school year.	S	All	Principal	8/10/2021 - 5/6/2022	GET Rubric Get Better Faster Waterfall	Teachboost ratings	Teachboost ratings TCP Rating
2C	Create and implement a year long calednar of events before and during the school year to get families invested in our school.	0	All	College Counselor	8/10/2021 - 5/6/2022	Exemplar engagement calendars	Surveys after each parent event EOY school survey	EOY School Survey
2D, 2F, 3B	School Culture & Climate: handbook & code of conduct implementation consistency across grade levels in rules/consequences	0	All	All teachers & admin	8/10/2021 - 5/6/2022	all teachers & admin, culture camps, quarterly culture resets	communication, discipline reports	quarterly checks, GTLMs

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1D	Emphasis on AP tutoring and Intervention to ensure that we get 30% of our scholars to be AP scholars.	AP	All	API	BOY-EOY	Course leaders & curriculum managers, annotation resources (books and online)	Student work Sample for multiple choice questions and FRQ's	AP Unit, Mock, and Real Exams
1E	School-wide Annotation Practice	S, EOC, AP, ACT	All	API	BOY-EOY	Course leaders & curriculum managers, annotation resources (books and online)	Student Work Sample	STAAR, EOC, AP, ACT results
2D	School wide behavior system	DR	All	All Leaders	BOY-EOY	Behavior Merit Tracker and Incentive System	Tracker by homeroom that is kept by Homeroom Teacher - points added to House Cup for homerooms that have fewest marks	EOY referral numbers/suspensions
1C	Humanities: FRQ online access to primary and secondary source materials for use in class	S, EOC, AP	All	Humanities teachers	BOY-EOY	FRQ Resources	BWA, unit and IA scores	STAAR, EOC, AP results
1E	Implementation of Lesson Rehearsals with an emphasis on instructional clarity and aggressive monitoring	DR	All	API	BOY-EOY	Lesson Rehearsal Checklist Clear expectations on what lesson rehearsals look like	Teachboost ratings	Teachboost ratings

Annual Performance Objective

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IDEA Public Schools

IDEA Academy Monterrey Park



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Academy Monterrey Park

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CAMPUS MISSION

IDEA Monterrey Park Academy will equip 100% of our students with the foundational knowledge and skills needed to be successful in College Prep and Matriculation to Tier I and Tier II Universities.

IDEA Public Schools

IDEA Academy Monterrey Park

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools

IDEA Academy Monterrey Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Hannah Nino Erica Villrreal Mary Lou Tysor Judaya Bivens (AA) Sarah Ugarte (TC) Carlos Hernandez (APO)	Anthony Romero	Jennifer Ramos
Kindergarten	First Grade	Second Grade
Victoria Maldonado Jill Robertson Stacey Duglas Gloria Davila	Adrian Martinez Yvonne Gadoda Catherine Garza Gregory Gilmore Delecia Green	Kourtney Young Stephanie Ortega Jennifer Dominguez Benjamin Cazarez Abigail Baiza
Third Grade	Fourth Grade	Fifth Grade
Kaitlyn Fuentes Esmeralda Osuna* Katherine Cisneros Benjamin Cazarez Abigail Baiza	Jennifere Grant Kenya Bland Karina Garcia Gregory Gilmore Delecia Green	Jessica Pouncy Jaafar Mouhamad Jennette Hinojosa Karina Magallanez
Physical Education		Key
Bobby Barlaan		* - Bilingually Certified

IDEA Public Schools

IDEA Academy Monterrey Park

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Leslie Garcia Sandra Salazar Digna Martinez Joanna Ortiz Jessica Barrera Veronica Gonzales Amberlee Ortiz Nora Cantu Sarita Contreras Patrick Granado Destiny Luna		John Trevino
Facilities Staff	Child Nutrition	Front Office Staff
Sheila Garcia (FM) Dominic Moreno Abel Moreno Edward Reed Armando Nunez	Elsa Berrios Luis Garcia Argelia Flores Martha Castro Ana Laura De La Cruz Raquel Coronado* Ana Rivera*	Flor Villasenor Maria Salas Veronica Castro EC (Vacant) Annette Villarreal

IDEA Public Schools

IDEA Academy Monterrey Park

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
20-Aug	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.
27-Aug	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.
3-Sep	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.
10-Sep	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.
17-Sep	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.
24-Sep	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
1-Oct	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.
8-Oct	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
15-Oct	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.
21-Oct	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.
28-Oct	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.
5-Nov	Thanksgiving Dinner & Teambuilding	The MoPa Academy staff will build community and celebrate Team and Family.
12-Nov	PBIS: Recognition to Increase Behavior	Teachers will be able to Teach, support, and encourage students to be “self-managers
19-Nov	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.
3-Dec	TELPAS	Review TELPAS window and task items. Review TELPAS students and individual goals. Create Writing Assignment Prompts and deadlines
10-Dec	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.
17-Dec		Winter Break

Date	Session Title/Topic	Session Objective(s)
14-Jan		Winter Break
21-Jan	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.
28-Jan	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.
4-Feb	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.
11-Feb	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.
18-Feb	Morning Meeting Re-Visit	The MoPa Academy staff will review the key components of morning meeting and the importance of implementing with fidelity.
25-Feb	Retention Meeting Progress (Crucial Conversations)	Review student documentation portfolio. Unpack Crucial Conversation Template. Practice crucial conversations
3-Mar	ELL Calibration	The MoPa Academy staff will take the Calibration certification.
17-Mar	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.
6-Apr	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
20-Apr	STAAR	Explain their role in test administration and security. Review testing environment Dos and Don'ts. Review and Tag STAAR Manuals
4-May	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
18-May	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.

IDEA Public Schools

IDEA Academy Monterrey Park

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Hannah Nino (Principal, Administration) Carlos (Charlie) Hernandez (APO, Operations) Mary Lou Tysor (API, Administration) Erica Villarreal (API, Administration) Gloria Davila (Teacher, Kinder) Veronica Gonzales- Rios (Teacher, 1st grade) Vacant (Teacher, 2nd grade) Kaitlynn Fuentes (Teacher, 3rd grade) Benjamin Cazarez (Teacher, 4th grade) Vacant (Teacher, 5th grade) Adam Santellan (Teacher, Special Populations) Bobby Barlaan II (Teacher, Electives)	Aug	1. Grade Level Leadership Roles & 2. 2019-2020 Driving Goals 3. Strategies for Persistence & Attendance 4. Grade Level Lead Check Ins & Tactical 5. Culture Camp
	Aug	1. Meet & Greet at the Park 2. Hallway Holler 3. Community Circle 4. Curriculum Night
	Sept	1. Q1 Report Card 2. Fall Festival 3. Culture Rubric-Priority Area
	Sept	1. Family Thanksgiving Theater 2. Culture Rubric
	Oct	1. Q2 Report Card Night 2. Culture Rubric-Priority Area
	Nov	1. Winter Holiday Concert 2. Culture Rubric- Priority Area
	Dec	1. Review progress of Semester 1
	Jan	1. Curriculum Night 2. 2020-2021 Budget 3. Culture Rubric-Priority Area
	Feb	1. Budget Priorities 2020-2021 2. Bring On Spring 3. Culture Rubric-Priority Area
	Mar	1. Shoe Box Parade 2. Q3 Report Card Night 3. Culture Rubric –Priority Area
	April	1. EOY Award Ceremonies 2. Kindergarten Graduation 3. Pastries with Parents 4. Culture Rubric-Priority Area
	May	1. End-of-year Celebration 2. Field Day 3. Summer Student Persistence Plan 4. Summer Barbecue

IDEA Public Schools

IDEA Academy Monterrey Park

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	\$ 264,322.88
164	State Compensatory	\$ 3,676,798.30
404	Accelerated Reader/Math	\$ 888,096.62
165	State Bilingual	\$ 122,113.96
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 348,057.19
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 95,698.09
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 14,653.57

TOTAL \$ 5,409,740.61

IDEA Public Schools

IDEA Academy Monterrey Park

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	713	100%
At Risk	261	36%
SPED	49	7%
F.A.R.M	0	0%
ELL	100	14%
Male	363	51%
Female	366	51%
Amer. Indian	1	0%
Asian	10	1%
Black	20	3%
White	50	7%
Hispanic	645	88%

IDEA Public Schools

IDEA Academy Monterrey Park

Campus Committees	
English Language Arts	Math
Committee Chair(s): Erica Villarreal Committee Members: Jessica Pouncy Jennifer Grant Jill Robertson Catherine Garza Courtney Young Kaitlynn Fuentes	Committee Chair(s): Amanda Velazquez Committee Members: Jaafar Mouhamad Esme Osuna Jennifer Dominguez Adrian Martinez Victoria Maldonado Karina Garcia
Science	Social Studies
Committee Chair(s): Hannah Nino Committee Members: Benjamine Cazarez Gregory Gilmore Jeanette Hinojosa	Committee Chair(s): Hannah Nino Committee Members: Delecia Green Karina Magallanez Abigail Baiza
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Erica Villarreal Committee Members: Catherine Cisneros Kenya Bland Amberlee Ortiz Stephanie Ortega Joanna Ortiz	Committee Chair(s): Antony Romero Committee Members: Stacey Duglas Leslie Garcia Veronica Rios- Gonzales
School Culture and Climate	Special Populations
Committee Chair(s): Mary Lou Tysor Committee Members: Gloria Davila Digna Martinez Yvonne Gaboda	Committee Chair(s): Amanda Velazquez Committee Members: Adam Santellan Valerie Saenz Bird Amanda Velazquez Deshounda Jefferson Sandra Salazar Jessica Barrera

IDEA Public Schools
IDEA Monterrey Park Academy

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	Accelerated Learning to close the COVID gap	S	ALL	Admin	Aug-May	STAAR Readiness	Exit Ticket and Assessment Tracker	District Assessments/ STAAR
1E	TEKS implemented in math K-2	S	All	K-2 Math Teachers	Aug-May	STAAR Readiness	Exit Ticket and Assessment Tracker	District Assessments/ STAAR
1E	Provide DICE and Expressive Writing program for ELLs	S	ELL	ELL Coordinator	Aug-May	DICE Program License	Special Pops Tracker	STAAR/ Domain 2 and 3 Raiting
1E	K-4 New Humanities Programs 100% implemented	EOC	All	Principal	Aug-May	District Curriculum	Exit Ticket Tracker	Campus Assessment
1E	Training on creating exemplars for new district subject programs	O	All	Admins	Aug-May	District Curriculum	Exit Ticket Tracker	District Assessments/ STAAR
1E	Parent Weekly with Parent of the Month	O	All	Social Worker	Aug-May	School & Family Committee	District Roster of Participants	EOY Persistence goal met
1E	Early afterschool tutorial intervention	S	ALL	Admin	Aug-May	STAAR Readiness	Exit Ticket and Assessment Tracker	District Assessments/ STAAR
1E	Think Up STAAR resources for Math and Reading	S	ALL	Admin	Aug-May	STAAR Readiness	Exit Ticket and Assessment Tracker	District Assessments/ STAAR
1E	2nd-5th CSI Support with additional training of 2 special pos co-teachers	S	AR	Admin	Aug-May	STAAR Readiness	Exit Ticket and Assessment Tracker	District Assessments/ STAAR
2C	Monthly ADA Incentives for increasing attendance	O	N/A	APO	Aug-May	School & Family Committee	District Roster of Participants	EOY ADA goal met
2C	Educators Handbook with RTI addition to track Tier 1 and 2 RTI behavior scholars	O	SE	Social Worker	Aug-May	School & Family Committee	RTI Tracker	EOY Persistence goal met

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	IXL for math, ela, and science	S	All	Principal	Aug-May	IXL License	IXL Daily Tracker and Data Report	District Assessments
1G	Add accomodations to DI lessons	O	SE	K-2nd DI Teachers	Aug-May	Special Population Committee	Special Pops Tracker	District Assessments
2A	Have GTL participate in interview process	S	N/A	GTLs	Aug-May	Staff Quality & Retention Committee	Staff Recruitment Roster complete	N/A
2A	PD for electronic trackers (Excel certification) (BOY/ GTL PD)	S	N/A	Admin	Aug-May	Excel Certification	All assessment trackers updated	Excel Certification
2A	Align get ratings, revise model of rating for get (don't start low, rate what is earned)	O	All	Admins	Aug-May	Staff Quality & Retention Committee	Revised Teacher Coaching Plan	APR
2A	Teacher led PD/ Differentiated PD	O	All	Admins	Aug-May	Content Groups	Assessment Tracker/ PD Tracker	District Assessments
2B	Internal incentive for 100% everyday (Quarter) (Ex: buy lunch/ catered food)	O	N/A	Principal	Aug-May	Staff Quality & Retention Committee	ADA Staff Tracker	N/A
2B	Balance non-negotioables -expectations with timelines	O	N/A	Admin	Aug-May	Staff Quality & Retention Committee	Retention Staff Tracker	N/A
2C	Family Engagement Activities extended to day cares- Recruitment	O	N/A	APO/ EC	Aug-May	School & Family Committee	Enrollment Tracker- #s Reregistered	BOY Enrollment Goal Met
2C	A stronger connection with families: Keeper's of the Den - timely turn around of backgrounds, widen the time period that families can come in	O	N/A	GTLs	Aug-May	School & Family Committee	Number of Parent Participants	EOY Persistence goal met
2C	Parent Advisory Council with monthly meetings for Persistence	O	N/A	Social Worker	Aug-May	School & Family Committee	District Roster of Participants	EOY Persistence goal met

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Monterrey Park



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Monterrey Park

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

Our 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.

IDEA Public Schools

IDEA College Prep Monterrey Park

District Goals 2021-2022

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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IDEA Public Schools

IDEA College Prep Monterrey Park

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Desiree Novodvorschi Principal Jenine Bryan API Riyadh Al Obaidy API Sandra Cano Cardenas DCC Diana Salinas CC Francisco Aranda CC	Sandra Cano-Cardenas Francisco Aranda Diana Salinas Cecilia Palomares	Joan Melendez Keith Pilger Nionel Deleon Steven Pantoja Nayelly Ordonez Reynaldo Sanchez Jonathan Schaefer Ysel Melendez Tamara Pena Maysaa Haasan Inez Martinez Thomas Mayton Miriam Barreriro Vanessa Zermeno Dora Rodriguez Jannely Barrera
Sixth Grade	Seventh Grade	Eighth Grade
Alex Gay Kimberly MdDaniel Alberto Valdez Miguel Nava	Aldo Garza Michael Hamilton Alberto Valdez Miguel Nava	Richard Mitchell Emily Strain Amy Rethman Carolyn Powell
Ninth Grade	Tenth Grade	Eleventh Grade
Cinthya Contreras Bambi Renfroe Mariely Garcia	Julio Garcia Natalie Walker Arlene Evans	Juri Tyrrell Tahyra Duffy Humberto Castro Jesus Cavazos
Twelfth Grade	Physical Education	Key
Leslie Edwards Lane Emery Marcus Nunez	Joshua Morales Robert Brown	* - Bilingually Certified

IDEA Public Schools

IDEA College Prep Monterrey Park

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Michael Fitz Zahraa Al Obaidi		
Facilities Staff	Child Nutrition	Front Office Staff
Shelia Garcia Dominic Moreno	Luis Garcia Argelia Flores Martha Castro Ana Lauara de la Cruz Elsa Berrios	Flor Villasenor

IDEA Public Schools

IDEA College Prep Monterrey Park

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
17-Aug-21	DEVELOP ESSENTIAL ROUTINES & PROCEDURES Routines & Procedures 101: Design and Roll out	TWBAT <ul style="list-style-type: none"> ● Plan & practice critical routines and procedures moment-by-moment : (2D-I) ○ Explain what each routine means and what it will look like ○ Write out what teacher and students do at each step, and what will happen with students who don't follow the routine ● Plan & practice the roll out: how to introduce routine for the first time:(2D-I) ○ Plan the "I Do": how you will model the routine ○ Plan what you will do when students don't get it right
20-Aug-21	DEVELOP ESSENTIAL ROUTINES & PROCEDURES Strong Voice: Stand and speak with purpose (2E-II) & Field Lessons	TWBAT <ul style="list-style-type: none"> ● Square Up, Stand Still: when giving instructions, stop moving and strike a formal pose ● Formal Register: when giving instructions, use formal register, including tone and word choice
24-Aug-21	ROLL OUT & MONITOR ROUTINES What to Do:	TWBAT <ul style="list-style-type: none"> ● Use Economy of Language: give crisp instructions with as few words as possible (e.g. 3-word directions). Check for understanding on complex instructions.(2C-I)
27-Aug-21	ROLL OUT & MONITOR ROUTINES Routines & Procedures 201: Revise and perfect them	TWBAT <ul style="list-style-type: none"> ● Revise any routine that needs more attention to detail or is inefficient, with particular emphasis on what students and teachers are doing at each moment (2D-II) ● Do It Again: have students do the routine again if not done correctly the first time (2D-III) ● Cut it Short: know when to stop the Do It Again (2C-III)

30-Aug-21	<p>ROLL OUT & MONITOR ROUTINES</p> <p>Teacher Radar: Know when students are off task</p>	<p>TWBAT</p> <ul style="list-style-type: none"> ●Deliberately scan the room for on-task behavior: <ul style="list-style-type: none"> oChoose 3-4 “hot spots” (places where you have students who often get off task) to scan constantly (2C-III, 2A-II) o“Be Seen Looking”: crane your neck to appear to be seeing all corners of the room (2E-III) ●Circulate the room with purpose (break the plane): (2C-III) <ul style="list-style-type: none"> oMove among the desks and around the perimeter oStand at the corners: identify 3 spots on the perimeter of the room to which you can circulate to stand and monitor student work oMove away from the student who's speaking to monitor the whole room
3-Sep-21	<p>ROLL OUT & MONITOR ROUTINES</p> <p>Whole-Class Reset (2E-IV)</p>	<p>TWBAT</p> <ul style="list-style-type: none"> ●Implement a planned whole class reset to re-establish student behavioral expectations when a class routine has slowly weakened over previous classes ●Implement an “in-the-moment reset” when a class veers off task during the class period <ul style="list-style-type: none"> oExample: Stop teaching. Square up. Give a clear What to Do: “Pencils down. Eyes on me. Hands folded in 3-2-1. Thank you: that’s what Harvard looks like.” Pick up tone & energy again.
7-Sep-21	<p>MONITOR AGGRESSIVELY</p>	<p>TWBAT</p> <p>Check students’ independent work to determine whether they’re learning what you’re teaching</p> <ul style="list-style-type: none"> ●Create & implement a monitoring pathway: <ul style="list-style-type: none"> oCreate a seating chart to monitor students most effectively (2A-II) oMonitor the fastest writers first, then the students who need more support (4C-IV) ●Monitor the quality of student work: <ul style="list-style-type: none"> oCheck answers against your exemplar (4C-I) oTrack correct and incorrect answers to class questions (4D-I) ●Pen in hand: Mark up student work as you circulate <ul style="list-style-type: none"> oUse a coding system to affirm correct answers(4C-I) oCue students to revise answers using minimal verbal intervention (Name the error, ask them to fix it, tell them you’ll follow up)(4D-IV)
10-Sep-21	<p>INDEPENDENT PRACTICE</p>	<p>TWBAT</p> <p>3. Write the Exemplar: Set the bar for excellence</p> <ul style="list-style-type: none"> ●Script out the ideal written responses you want students to produce during independent practice (3C-IV) ●Align independent practice to the rigor of the upcoming interim assessment (3D-III)

Date	Session Title/Topic	Session Objective(s)
14-Sep-21	ENGAGE EVERY STUDENT Pacing: Create the illusion of speed so that students feel constantly engaged (2C-III, 2E-III)	TWBAT <ul style="list-style-type: none"> ●Use a hand-held timer to stick to the times stamps in the lesson & give students an audio cue that it's time to move on ●Increase rate of questioning: no more than 2 seconds between when a student responds and a teacher picks back up instruction ●Use countdowns to work the clock (“do that in 5..4..3..2..1”) ●Use Call and Response for key words
17-Sep-21	ENGAGE EVERY STUDENT Make sure all students participate:	TWBAT <ul style="list-style-type: none"> ●Make sure to call on all students(4C-IV) ●Cold call students(4C-II) ●Implement brief (15-30 second) Turn & Talks (4A-IV) ●Intentionally alternate among multiple methods in class discussion: cold calling, choral response, all hands & turn and talks (4A-III)
21-Sep-21	ENGAGE EVERY STUDENT NARRATE THE POSITIVE	TWBAT <ul style="list-style-type: none"> ●Narrate what students do well, not what they do wrong (2C-I) <ul style="list-style-type: none"> o“I like how Javon has gotten straight to work on his writing assignment.” o“The second row is ready to go: their pencils are in the well and their eyes are on me.” ●While narrating the positive and/or while scanning during a re-direct, look at the student(s) who are off-task (2C-III) ●Use language that reinforces students getting smarter:(2B-III) <ul style="list-style-type: none"> oPraise answers that are above and beyond or strong effort
24-Sep-21	RESPOND TO STUDENT LEARNING NEEDS: Habits of Evidence	TWBAT <ul style="list-style-type: none"> ●Teach students to annotate with purpose: summarize, analyze, find the best evidence, etc. (4E-I) ●Teach and prompt students to cite key evidence in their responses(4E-III)
28-Sep-21	RESPOND TO STUDENT LEARNING NEEDS: Check for Whole-Group Understanding:	TWBAT <p>Gather evidence on whole group learning:</p> <ul style="list-style-type: none"> ●Poll the room to determine how students are answering a certain question. (4C-I) <ul style="list-style-type: none"> o“How many chose letter A? B? C? D?” (4C-II) o[Students answer the question on whiteboard: “Hold up your whiteboards on the count of three...” (4C-II) ●Target the error: focus class discussion on the questions where students most struggle to answer correctly (4D-II)

1-Oct-21	RESPOND TO STUDENT LEARNING NEEDS: Re-teaching 101--Model:	<p>TWBAT: Model for the students how to think/solve/write (4D-III)</p> <ul style="list-style-type: none"> ● Give students a clear listening/note-taking task that fosters active listening of the model, and then debrief the model: <ul style="list-style-type: none"> o “What did I do in my model?” o “What are the key things to remember when you are doing the same in your own work?” ● Model the thinking, not just a procedure <ul style="list-style-type: none"> o Narrow the focus to the thinking students are struggling with o Model replicable thinking steps that students can follow o Model how to activate one’s own content knowledge and skills that have been learned in previous lessons o Vary the think-aloud in tone and cadence from the normal “teacher” voice to highlight the thinking skills. (4A-II) ● We Do and You Do: give students opportunities to practice with your guidance (4D-IV)
Date	Session Title/Topic	Session Objective(s)
5-Oct-21	SET ROUTINES FOR DISCOURSE Engage Small Group Work:	<p>TWBAT Maximize the learning for every student during group work:</p> <ul style="list-style-type: none"> ● Deliver explicit step-by-step instructions for group work:(4B-I) <ul style="list-style-type: none"> o Make the group tasks visible/easily observable (e.g., a handout to fill in, notes to take, product to build, etc.) o Create a role for every person (with each group no larger than the number of roles needed to accomplish the tasks at hand). o Give timed instructions, with benchmarks for where the group should be after each time window ● Monitor the visual evidence of group progress (4B-II) <ul style="list-style-type: none"> o Check in on each group every 5-10 minutes to monitor progress ● Verbally enforce individual & group accountability: (2C-III) <ul style="list-style-type: none"> o “You are five minutes behind; get on track.” o “Brandon: focus.”

8-Oct-21	LEAD STUDENT DISCOURSE 201: Strategic Prompts	<p>TWBAT</p> <p>Ask strategic questions to targeted students in response to student error</p> <ul style="list-style-type: none"> ● Prompt students to access previously learned knowledge(4D-III): <ul style="list-style-type: none"> o Point students to resources (notes, posted concepts and content) o “What do we know about ____ [content students learned in previous classes]?” o Use a prompting guide (e.g., Great Habits, Great Readers Guided Reading Prompting Guide) to design questions ● Call on students based on their learning needs (data-driven)(4C-IV) <ul style="list-style-type: none"> o Call on lower and middle-achieving students to unpack question o If they struggle, try a higher achieving student o If they are easily unpacking, try a lower achieving student o Create a sequence of students to call on based on the rigor of each prompt (e.g., first ask middle student, then low, then high, etc.) ● Students prompting students: push students to use habits of discussion to critique or push one another’s answers (4E-III) <ul style="list-style-type: none"> o Probe deeper: “[Peer], have you considered this point....?”
12-Oct-21	LEAD STUDENT DISCOURSE 201: Go Conceptual	<p>TWBAT</p> <p>Get students to do the conceptual thinking</p> <ul style="list-style-type: none"> ● Ask students to verbalize a conceptual understanding of content, not just the answer to a specific question (4C-III): <ul style="list-style-type: none"> o “That’s the procedure. Now tell me why that works.” o “Can you generalize that idea to apply to all problems like this one?” o “Use the following terms [terms learned in previous classes] in restating your answer.” ● Upgrade vocabulary: ask students to use technical/academic language when answering questions (4E-III): <ul style="list-style-type: none"> o “That’s the right idea generally. Now state it again using proper mathematical/historical/scientific language.” o “Correct. Now state it again using your Academic Word Wall as a resource.” ● Stretch it: ask particular students to answer a more difficult extension to a given question (4C-III) <ul style="list-style-type: none"> o “What would the answer be if I changed it to [change the problem to something more complex]?” o “Is there an alternative way to solve this problem/do this task?” o “What do you think is the strongest counter-argument to yours and how would you refute it?”
10/19/2021	Campus Testing Procedures	<p>TWBAT explain the campus testing protocol and practice the procedures</p> <p>TWBAT review and explain the testing calendar and expectations</p>

10/26/2021	Town Halls Procdures	TWBAT explain and prepare monthly town hall expectations TWABAT to create their grade level ppt and update testing and campu event dates
11/2/2021	Campus Mid-year testing	TWBAT review semester exam testing dates and protocol TWBAT to locate their testing documents and prep classrooms

IDEA Public Schools

IDEA College Prep Monterrey Park

Site-Based Decision Making Committee			
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items	
Cecilia Palomares, SSA, Staff Leslie Edwards, Teacher Aldo Garza, Teacher Robert Brown, Teacher Arlene Evans, Teacher Amanda Lopez, Parent Carlos Hernandez, APO Flor Villasenor, Parent SAFE representative	September	Monterrey Park CP Driving goals and strategies.	
	October	Campus parent partnership calendar planning.	
	November	Academic rigor and resources supporting all stakeholders	
	January	Campus enrollment and attendance	
	February	Campus safety and Joy	
	April	Campus Persistence	
	May	Summer School and recreation	

IDEA Public Schools

IDEA College Prep Monterrey Park

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	\$ 357.77
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	\$ 1,559.55
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ -

TOTAL \$ 1,917.32

IDEA Public Schools

IDEA College Prep Monterrey Park

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	727	100%
At Risk	727	100%
SPED	55	8%
F.A.R.M		0%
ELL	124	17%
Male	341	47%
Female	386	53%
Amer. Indian	9	1%
Asian	9	1%
Black	19	3%
White	210	29%
Hispanic	480	66%

IDEA Public Schools

IDEA College Prep Monterrey Park

Campus Committees			
English Language Arts		Math	
Committee Chair(s): Marilou Garcia Committee Members: Kimberly McDaniel Daniel Garcia Michael Hamilton Vanessa Zermeno Emily Strain Melissa Garcia Tamara Pena Leslie Edwards Bambi Renfroe	Committee Chair(s): Howard Williams Committee Members: Alex Gay Mayssa Hassan Richard Mitchell Zahraa Al Obaidi Julio Garcia Cinthya Contreras Juri Tyrrell		
Science		Social Studies	
Committee Chair(s): Lane Emery Committee Members: Alberto Valdez Amy Rethman Mariely Garcia Humberto Castro	Committee Chair(s): Jesus Cavazos Committee Members: Miguel Nava Carolyn Powell Arlene Evans Marcus Nunez		
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s): Carlos Hernandez Committee Members: Flor Villasenor Veronica Castro Maria Salas	Committee Chair(s): Cecilia Palomares Committee Members: Ap Calculus Teacher lane Emery Jesus Cavazos Dora Rodriguez		
School Culture and Climate		Special Populations	
Committee Chair(s): Cecilia Palomares Committee Members: Alex Gay Nionel DeLeon Aldo Garza Leslie Edwards Carolyn Powell Keith Pilger Arlene Evans	Committee Chair(s): Dora Rodriguez Committee Members: Melissa Garcia Inez Martinez Miriam Barreiro Vanessa Zermeno Jannelly Barrera		

IDEA Public Schools

IDEA College Prep Monterrey Park

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
1B	Tier 1/II college matriculation	all	all	DCC	Aug./Aug.	Teachers/students/college visits	acceptances	Matriculation
1D	AP Scholar	AP	all	AP Coordinator	Aug/ May	Staff, parents/AP resources	AP exams tracking	AP exam
1I	ACT	A	all	CC	Aug/ May	Staff, parents/AP resources	ACT tracking	ACT score
2A	Employee Retention			Principal	Aug/ May	staff	Teachboost	returning teachers
2C	Student Persistence			SSA	Aug/ May	staff, parents, students	event/attendance	Persistence

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/ Material/Fiscal	Documentation	Formative Evaluation
2B	Daily Attendance	all	all	APO	aug/ May	Ops/staff/incentives	Daily ADA	ADA Goal
1C	100% Acceptance to College	A,ST,EOC		DCC	Aug/ May	Counselors,staff, parents, students	acceptances	matriculation

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy South Flores



2021-2022 Student Achievement Improvement Plan



IDEA Public Schools

IDEA Academy South Flores

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

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

CAMPUS MISSION

IDEA South Flores strives to empower scholars, families, and staff to be strong, confident, critical thinkers and life-long learners. We are committed to providing a positive, safe, and inspiring environment, where all valued and heard. We unite to develop and celebrate each other.

IDEA Public Schools

IDEA Academy South Flores

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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- 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%
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- 3B. Enrollment in August 2020: 64,455
- 3C. Schools in operation in August 2020: 125
- 3D. Total Funds Raised (millions): \$70M

IDEA Public Schools

IDEA Academy South Flores

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Myrna Winer -- Principal Beatriz Mondragon - Assistant Principal Charleen Bruggeman -- Assistant Principal Linda Summey - Assistant Principal Marissa Martinez -- Assistant Principal Melanie Moran -- Assistant Principal of Operations		Minerva Leos Isabel Cortez Sergio Gomez Christine Tiggs Sabrina Cerna Mandy Martinez Gloria Benavides Myra Briseno
Kindergarten	First Grade	Second Grade
Amanda Arocha Lorrinda Cavazos Celeste Haro Laura Tavitas Jesse Duron Jr.	Denise Martinez Hilda Tovar Jessica Guerra Victoria Del Fierro Stephanie Pacheco	Abigail Limon Zelina Villarreal Sarah Mercado Marisa Reyes
Third Grade	Fourth Grade	Fifth Grade
Nydia Benavides Roberta Gonzales Amelia Pacheco Clarissa Olivares	Roberto Guzman Amy Aguilar Amanda Sandoval Miranda Gonzaba	Nicholas Moa Amanda Shropshire Julio Lopez Luis Orozco
Physical Education	PreK	Key
Mark Frank	Claudia Ramos Laura Ruiz	* - Bilingually Certified

IDEA Public Schools

IDEA Academy South Flores

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Allison Campos Rebecca Hernandez Juanita Garza Diana Barrera Cynthia Avila Cecily Mosqueda Lucy Rico Roslynn Martinez Kassandra Ramos Acidalia Mancinas Heather Koenig Catherina Balderrama Amanda Calderon Valerie Ytuarte Evelyn Hurd Kayla Martinez	Connie Suniga Kenneth May Monica Montelongo Nancy Griego Robert Cardenas Guillermo Rodriguez	Patricia Montes Diana Martinez
Facilities Staff	Child Nutrition	Front Office Staff
Abby Salinas Tia McByrde Jena Mendiola Jill Rodriguez	Shea Bishop Laura Hernandez Rocio Loera Monica Espinosa Rosemary Galindo Stephanie Martinez Kristi May Yulma Moreno Miguel Reyes Maria Sanchez	Gabrielle Aguilar

IDEA Public Schools
IDEA Academy South Flores

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/17/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
8/24/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
8/31/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
9/7/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
9/14/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
9/21/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
9/28/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
10/5/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class

Date	Session Title/Topic	Session Objective(s)
10/12/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
10/19/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
10/26/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
11/2/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
11/9/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
11/16/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
11/30/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
12/7/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
12/14/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
1/4/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class

Date	Session Title/Topic	Session Objective(s)
1/11/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
1/18/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
1/25/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
2/1/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
2/8/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
2/15/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
2/22/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
3/1/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
3/15/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
3/22/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
3/29/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year

4/5/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
4/12/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
4/19/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
4/26/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
5/3/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
5/10/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year
5/17/2021	RTI Meeting	Identify interventions for scholars that are struggling in more than one class
5/24/2021	Differentiated Group Session	Fundamental Group: 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 on of the four priorities for the year

IDEA Public Schools

IDEA Academy South Flores

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Myrna Winer - Principal Beatriz Mondragon - Assistant Principal Charleen Bruggeman - Assistant Principal Linda Summey - Assistant Principal Marissa Martinez -- Assistant Principal Melanie Moran - Assistant Principal of Operations Claudia Ramos -- PreK Grade Team Leader Amanda Arocha -- Kinder Grade Team Leader Denise Maritinez -- 1st Grade Team Leader Sarah Mercado -- 2nd Grade Team Leader Roberta Gonzales -- 3rd Grade Team Leader Amanda Sandoval -- 4th Grade Team Leader Minerva Leos -- 5th Grade Team Leader Sabrina Cerna -- SpEd Grade Team Leader	9/2/2021	Loteria Night Fall Festival -- Decorate a pumpkin Book Character Parade
	10/7/2021	Thanksgiving Feast Report Card Night
	11/4/2021	Decorated Car Parade Winter Break Celebrations
	12/2/2021	MLK March Report Card Night
	1/6/2021	Valentines Day Honor Roll Give Away
	2/3/2021	International Food Festival TELPAS STAAR Testing
	3/3/2021	Team & Family Time
	4/7/2021	Virtual EOY Awards Assembly In-Person Welcome to IDEA In-Person End of Year Ceremonies
	5/5/2021	End of Year Festivities

IDEA Public Schools

IDEA Academy South Flores

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	\$297,517.00
164	State Compensatory	\$4,138,536.00
404	Accelerated Reader/Math	\$999,625.00
165	State Bilingual	\$137,449.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$325,727.00
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	\$14,800.00

TOTAL \$ 5,913,654.00

IDEA Public Schools

IDEA Academy South Flores

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	851	100%
At Risk	258	30%
SPED	77	9%
F.A.R.M	657	77%
ELL	105	12%
Male	405	48%
Female	445	52%
Amer. Indian	0	0%
Asian	0	0%
Black	5	1%
White	116	14%
Hispanic	90	11%

IDEA Public Schools

IDEA Academy South Flores

Campus Committees															
English Language Arts	Math														
Committee Chair(s): Marissa Martinez Committee Members: <ol style="list-style-type: none"> 1. Clarissa Olivares 2. Amy Aguilar 3. Amanda Sandoval 4. Nydia Benavides 5. Amanda Shropshire 	Committee Chair(s): Linda Summey Committee Members: <ol style="list-style-type: none"> 1. Roberta Gonzales 2. Roberto Guzman 3. Nicholas Moa 														
Science	Social Studies														
Committee Chair(s): Myrna Winer Committee Members: <ol style="list-style-type: none"> 1. Julio Lopez 2. Amelia Pacheco 3. Miranda Gonzaba 	Committee Chair(s): Myrna Winer Committee Members: <ol style="list-style-type: none"> 1. Luis Orozco 2. Amelia Pacheco 3. Miranda Gonzaba 														
Staff Quality, Recruitment, and Retention	Family and Community Involvement														
Committee Chair(s): Myrna Winer Committee Members: <ol style="list-style-type: none"> 1. Beatriz Mondragon 2. Charleen Bruggeman 3. Linda Summey 4. Marissa Martinez 5. Melanie Moran 	Committee Chair(s): Melanie Moran Committee Members: <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">1. Claudia Ramos</td> <td style="width: 50%;">7. Sabrina Cerna</td> </tr> <tr> <td>2. Amanda Arocha</td> <td>8. Minerva Leos</td> </tr> <tr> <td>3. Denise Martinez</td> <td></td> </tr> <tr> <td>4. Sarah Mercado</td> <td></td> </tr> <tr> <td>5. Roberta Gonzales</td> <td></td> </tr> <tr> <td>6. Amanda Sandoval</td> <td></td> </tr> </table>	1. Claudia Ramos	7. Sabrina Cerna	2. Amanda Arocha	8. Minerva Leos	3. Denise Martinez		4. Sarah Mercado		5. Roberta Gonzales		6. Amanda Sandoval			
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IDEA Public Schools
IDEA South Flores Academy

Campus SAIP Initiatives

New Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1E	STAAR grades have a daily intervention block	S	All	Myrna Winer Linda Summey Marissa Martinez	August 2021-May 2022	ELA & Math	Scholar, Teacher, and Schoolwide Data Tracking Systems	Exit Ticket Trackers
1E	Kinder - 5th grade have a Science/SS block daily	S	All	Myrna Winer	August 2021-May 2022	Science & SS	Scholar, Teacher, and Schoolwide Data Tracking Systems	Exit Ticket Trackers
2B	Review of GPTW Survey	O	N/A	Lead Team	August 2021-May 2022	GPTW Survey Results	GPTW Survey Results	N/A
2B	regarding GPTW Survey	O	N/A	Lead Team	2022	Results	lists top 2 actions	N/A

Existing Initiatives

APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1H	Education scholars to review progress toward goals	O	All	Linda Summey Marissa Martinez	August 2019-May 2022	ELA, Math & Science	and Schoolwide Data Tracking	BWA, IA, RenSTAR, & IEP
1G	PK-2 scholars receive intervention as needed using DI in Reading each day	O	All	Myrna Winer Beatriz Mondragon	August 2019-May 2022	DI Reading	and Schoolwide Data Tracking	DI Mastery Tests and DI Check Outs
2A	Celebrate Staff Birthdays	O	N/A	Lead Team GTLs	August 2019-May 2022	Calendar Monthly Birthdays	Announcements Card	N/A
2A	Staff Weekly	O	N/A	Lead Team	August 2019-May 2022	Smore Subscription	Email	N/A
2A	Teacher of the Month	O	N/A	Lead Team	August 2019-May 2022	Events/Monthly Budget	Sign in sheet	N/A
2B	Monthly Attendance Incentive	O	All	Melanie Moran Tia McByrde	August 2019-May 2022	Calendar of Incentives/Monthly Budget	ADA, Vender Invoices	N/A
2C	Weekly Grade Team Meetings with focus on scholar persistence	O	All	Lead Team GTLs Teachers	August 2019-May 2022	Persistence Tracker	Persistence Tracker	N/A
2C	Monthly Family Projects	O	All	Melanie Moran GTLs Teachers	August 2019-May 2022	TpT Resources	Family Weekly	N/A
2C	Family Weekly	O	All	Myrna Winer GTLs Teachers	August 2019-May 2022	Family Weekly Template	Family Weekly	N/A
2C	Class Dojo	O	All	Myrna Winer GTLs Teachers	August 2019-May 2022	Class Dojo Platform	Class Dojo	N/A

Annual Performance Objective

PRIORITY #1: Students Graduate College-Ready

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- 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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep South Flores



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep South Flores

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

IDEA South Flores sets high expectations for every student and goes the extra mile to make sure every student realizes their own potential. Personalized learning, critical thinking skills, mastery of core subjects is our recipe for success.

IDEA Public Schools

IDEA College Prep South Flores

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

- 1A. % of graduates who matriculate to a College or University: 100%
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IDEA Public Schools
IDEA College Prep South Flores

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Principal - Rebecca Lopez API (6/7) - Victoria Luna API (8)- Michael Gutierrez API (9/10) - Vacant API IB - Caitlin McCloskey APO - Melanie Moran AA - Felipa Sanchez Testing Coordinator - Victoria Alderete Certified School Counselor - Elisa Gonzalez Business Clerk - Jill Rodriguez	DCC - Carlene Huard CC- Najma Osman CC- Maria Olalde	Spanish I/II - Matthew Blake Spanish III - Norma Trevino Diaz Spanish Lit - Mayra Almeida-Trejo IB Spanish - Sara Ravell IB Spanish - Edwardo Menchaca* IB Theory of Knowledge - Dominique Jefferson IB Art - Ernesto Cuevas IB Art - Erin El-Tawil Art I/II - Cynthia Martinez AP Economics/ACT Prep - Naim Aldana AP Art History - Eynav Ovadia AR - Angelica Mancinas RTTC - Jackie Plata Writing Interventionist - Marivel Agustin TSI/ACT - Brandon Smalls
Sixth Grade	Seventh Grade	Eighth Grade
Math Pre-AP - Stacey Mitchell ELA Pre-AP - Ivan Martinez Science Pre-AP - Ashante Thicklin Humanities Pre-AP - Cassandra Salazar SpEd 6/7 Math - Amador Castro SpEd 6/7 ELA - Yolanda McGehee	Math Pre-AP - Alvaro Ramirez ELA Pre-AP - Abigail Renteria Science Pre-AP - Brenda Fuentes Humanities Pre-AP - Patrick Quilty Science Relay Resident - Aileen Vazquez ELA Relay Resident - Magdalena Lira	Algebra I Pre-AP - Brianni Mason ELA Pre-AP - Anita Linville Biology - Maria Medina Gomez Humanities Pre-AP - Christopher Casella SpEd Math - Sal Cardenas SpEd ELA - Mark Weber
Ninth Grade	Tenth Grade	Eleventh Grade
Geometry Pre-AP - Sergio Moreno English I Pre-AP - Leah Gomez-Powers Chemistry Pre-AP - Grace Parra AP Human Geography - Ismael Hernandez SpEd 9/10 ELA - Debora Villareal	English II Pre-AP - Tetiana Vozniuk Geometry/Algebra II - Nahin Aldana Physics Pre-AP - Katherine Johnson AP US History - Johnny Garcia	IB English - Elisabeth Hedrick-Moser IB Math - Madison Regan IB Science - Thomas White IB HOTA - Amanda Wittnebel
Twelfth Grade	Physical Education	Key
IB English - Tyler Hurst IB Math - TeAndrea Jackson IB Science - Morgan Oldham IB Humanities - Angie Chavez SpEd ELA 11/12 - Luis Garcia	Travis Johnson Abderrahmane Abdiche	* - Bilingually Certified
RISE		
Rise Teacher - Claudia Aguilar Rise Teacher - Sharon Romero		

IDEA Public Schools

IDEA College Prep South Flores

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
SpEd 1:1 Support Co - Eric McDonald Rise Co-Teacher - Bridget Barrientez Rise Co-Teacher - Cierra Flores Rise Co-Teacher - Yolanda Phipps Rise Co-Teacher - Joe Aguilar Rise Co-Teacher - Kassya Gomez		SpEd Driver - Diana Martinez Sped Driver - Patricia Montes
Facilities Staff	Child Nutrition	Front Office Staff
Facilities Manger - Guillermo Rodriguez Custodian - Connie Custodian - Kenneth May Custodian - Monica Montelongo Custodian - Nancy Griego Custodian - Robert Cardenas Custodian - Nancy Griego Custodian - Kenneth May	Cafeteria Manager - Shea Bishop Assitant Cafeteria Manager - Laura Hernandez Assitant Cafeteria Manager - Rocio Loera Food Service Specialist - Monica Espinosa Food Service Specialist - Rosemary Galindo Food Service Specialist - Stephanie Martinez Food Service SepECIALIST - Kristi May Food Service SepECIALIST - Yulma Moreno Food Service SepECIALIST - Miguel Reyes Food Service SepECIALIST - Maria Sanchez	Assistant Principal of Operations - Melanie Moran Receptionist - Gabrielle Aguilar Registrar - Alejandra Olivarez SIS - Tia McBryde Health Aide - Jena Mediola Business Clerk - Jill Rodriguez Student Enrollment Coordinator - Abby Salinas

IDEA Public Schools
IDEA College Prep South Flores

Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/3/2021	Behavior Hierarchy	OWBAT execute a campus wide behavior system to hold 100% of scholars accountable to expectation.
8/10/2021	End of Day Debrief	OWBAT create actionable next steps to make any culture adjustments for the next day.
8/17/2021	New Teacher Seminar	OWBAT support new teachers on challenges they are facing in the classroom (as observed during lead team instructional/culture rounds)
8/24/2021	Time & Task PD	OWBAT implement strategies to manage time and task to maintain work-life balance while being a high performing IDEA South Flores teacher.
9/7/2021	Aggressive Monitoring PD - Part 1	OWBAT monitor scholar work in the moment to identify gaps/trends.
9/21/2021	Aggressive Monitoring PD - Part 2	OWBAT analyze gaps/trends in the moment to provide aligned feedback and close gap.
10/5/2021	Scholar Tracking	OWBAT implement systems for individualized scholar tracking.
10/19/2021	Scholar Work Analysis PD	OWBAT analyze scholar work to identify gaps inboth procedural and conceptual understanding.
11/2/2021	Effective Reteach	OWBAT utilize gaps identified in scholar learning to plan an effective reteach lesson utilizing varied structures and techniques.

Date	Session Title/Topic	Session Objective(s)
1/3/2021	Campus Culture Reset	OWBAT execute campus wide behavior systems to hold 100% of scholars accountable to expectations.
1/11/2021	Guided Discourse	OWBAT plan an effective gided discourse on scholar work analysis.
Feb-21	Student Work Analysis	OWBAT analyze scholar work to identify gaps inboth procedural and conceptual understanding.
1-Mar	Student Work Analysis	OWBAT analyze scholar work to identify gaps inboth procedural and conceptual understanding.
1-Apr	Student Work Analysis	OWBAT analyze scholar work to identify gaps inboth procedural and conceptual understanding.
1-May	Student Work Analysis	OWBAT analyze scholar work to identify gaps inboth procedural and conceptual understanding.

IDEA Public Schools

IDEA College Prep South Flores

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	\$	283,993.00
164	State Compensatory	\$	3,950,421.00
404	Accelerated Reader/Math	\$	954,188.00
165	State Bilingual	\$	131,202.00
411	Technology Allotment	\$	-
192	Technology Sp. Fund	\$	-

Funding Sources—Federal

204	Title IV Drug Free School	\$	-
211	Title I Regular	\$	304,853.00
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	\$	16,559.00

TOTAL \$ 5,641,216.00

IDEA Public Schools

IDEA College Prep South Flores

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Rebecca Lopez, Principal Felipa Sanchez, Admin Assistant Victoria Luna, API Michael Gutierrez, API Caitlin McCloskey, API Yolanda McGehee, Sped Manager Carlene Huard, DCC Melanie Moran, APO Elisa Gonzalez, SC	3-Aug	BOY Safety Procedures and Plans
	7-Sep	State of Campus Culture and NTI Surveys
	5-Oct	Tracking & Action Plan for NTI persistence
	2-Nov	PTG & Team & Family events for Dec - May
	7-Dec	PTG Staff Retention and Staff Events Planning
	11-Jan	SE Data Analysis & Semester 2 Action Plan
	1-Feb	PTG Attendance and ADA Action Plans
	1-Mar	PTG teacher progress on GET Proficiency
	5-Apr	EOY Plan and Checkout

IDEA Public Schools

IDEA College Prep South Flores

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	738	100%
At Risk	326	44%
SPED	36	5%
F.A.R.M	617	84%
ELL	83	11%
Male	347	47%
Female	390	53%
Amer. Indian	9	1%
Asian	4	1%
Black	5	1%
White	357	48%
Hispanic	172	23%

IDEA Public Schools

IDEA College Prep South Flores

Campus Committees			
English Language Arts		Math	
Committee Chair(s):	Elisabeth Hedrick	Committee Chair(s):	Sergio Moreno
Committee Members:	Ivan Martinez Abigail Renteria Anita Linville	Committee Members:	Leah Gomes Powers Tetiana Vozniuk Tyler Hurst Stacey Mitchell Brianni Mason Madison Regan Alvaro Ramirez Nahin Aldana TeAndrea Jackson
Science		Social Studies	
Committee Chair(s):	Brenda Fuentes	Committee Chair(s):	Amanda Wallace-Wittnebel
Committee Members:	Ashante Thicklin Grace Parra Katherine Johnson	Committee Members:	Cassandra Salazar Chris Casella Johnny Garcia Angie Chavez Ismael Hernandez Patrick Quilty
Staff Quality, Recruitment, and Retention		Family and Community Involvement	
Committee Chair(s):	Felipa Sanchez / Rebecca Lopez	Committee Chair(s):	Elisa Gonzalez / Melanie Moran
Committee Members:	Elisa Gonazalez Victoria Luna Caitlin McCloskey	Committee Members:	Rebecca Lopez Victoria Luna Caitlin McCloskey Abigail Salinas Carlene Huard Michael Gutierrez Gabriella Aguilar Michael Gutierrez
School Culture and Climate		Special Populations	
Committee Chair(s):	Karla Salas	Committee Chair(s):	Yolanda McGehee
Committee Members:	Vacant Victoria Luna Caitlin McCloskey Maria Olalde	Committee Members:	Amador Castro Salvador Cardenas Mark Weber Claudia Aguilar Bridget Barrientez Cierra Flores Debora Villareal Luis Garcia SpEd1:1 Eric McDonald Kassya Gomez Sharon Romero Joe Aguilar

Annual Performance Objective

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- 2A. % Teacher Retention | Employee Retention: 85% | 85%
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- E-EOC
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- AP-AP Tests
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- All
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- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA Academy Walzem



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA Walzem Academy

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We Sweat the Small Stuff We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

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.

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.

IDEA Public Schools

IDEA Walzem Academy

District Goals 2021-2022

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IDEA Public Schools

IDEA Walzem Academy

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Cristen Martens - Principal Pandora Agnew - API Stephanie Bazaldua Morales - API Bonniebelle Trejo - APO Edna Cortez - AA Joshua Halliwell - Principal in Residence (PIR) Matthew Robinson - Principal in Residence (PIR)	Tia Frazier - SSA Carrie Rosado - SW	Abla Yaish ** / *** Lizette Maldonado ** Mallory Haley ** Tina Kazak ** James Sanchez (FLEX) **
Kindergarten	First Grade	Second Grade
Jacqueline Alvarez Rosa Molina Bianca Soria Noemi Vazquez	Michelle Anyaehie Maria Yasmin Gonzalez Jennifer Hendon Megan Xandre	Roxann Hernandez Jaime Payne Danielle Thompson Belinda Warfield
Third Grade	Fourth Grade	Fifth Grade
Sadyier Bell Cecily Carreon Cristina Dorta Alexandra Gallegos	Arantra Alomar Corriesha Nelson Lisa Presley Lisa Reyna	Janay Garner Keyla Perez Rebeca Saavedra Sara Miles
Physical Education	Interventionist	Key
Mariacruz Solis	Alicia Escalona Jakub Kosiba	* - Bilingual Certified ** - SPED Certified *** -ESL Certified

IDEA Public Schools

IDEA Walzem Academy

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Monica Aguilar Raeshel Beard Jennifer Criollo Mekia Hadaway Veronica Narvaez Renee Rodriguez Shakyra Williams Alfred Clay MariAna Marquez	Yadira Ramos - AR Tanya Densman - HotSpot	
Facilities Staff	Child Nutrition	Front Office Staff
Jason Gonzalez - Facilities Manager (FM) Maria DeLa Rosa Irma Fuentes Luis Marreo Augustin Rodriguez Diana Torres	James Lopez - Mgr Dan Castillo Joclynn Tovar Abbygail Elizondo Irazema Gamez De Lozano Analilia Cisneros Kim Cromwell Priscilla Dominguez Sandra Sanchez Arevalo Jazmin Smith	Stephanie Guitierrez - Receptionist Erica Renteria - SIS Latasha Loftin - BC Chastity Russell - Health Aide

IDEA Public Schools

IDEA Walzem Academy

Tentative Staff Development for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
7/26/21-7/30/21	New Teacher Institute NTI	Introduce new to IDEA teachers to IDEA methodologies (Academy & Culture)
8/2 - 9/2021	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) -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 - New) - 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 <p>FDOS Safety Protocols - Rehearsals</p>

Date	Session Title/Topic	Session Objective(s)
8/16/2021	Safety Protocols	TWBAT revisit and practice safety protocols from BOY to ensure the health and safety of all scholars and T&F members.
9/1/2021	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
10/4/2021	Differentiation: Serving our special populations	TWBAT utilize two strategies specifically aimed at increasing SPED and ELL performance. (Domain 3)
11/1/2021	Guidepost 3: Lesson Planning (Key Points) Guidepost 4: Lesson Delivery & Aggressive Monitoring	TWBAT use IDEA standards and curriculum to create aligned lessons with an effective gradual release to students. TWBAT plan to execute their lessons to gain maximum student practice time.
12/1/2021	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.
1/3/2022	Differentiation: Serving our special populations	TWBAT utilize two strategies specifically aimed at increasing SPED and ELL performance.
2/1/2022	TBD dependent upon SE data and Culture Components observation	
3/1/2022	TBD dependent upon MOCK data and Culture Components observation needs	
4/4/2022	TBD dependent upon Culture Components observation and data assessment needs	
5/2/2022	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 Walzem Academy

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Cristen Martens, (Principal) Pandora Agnew (API K - 5 Math) Stephanie Morales - Bazaldua (DI & CSI) Joshua Halliwell (K - 5 ELA) Matthew Robinson (K - 5 Science & Social Studies) Tia Frazier (Student Success Advisor - SSA) Carrie Rosado (Social Worker) Parent Representative TBD Community Representative TBD Biana Soria (Kinder) Jennifer Hendon (1st) Roxann Hernandez (2nd) Cristina Dorta (3rd) Lisa Reyna (4th) Keyla Perez (5th) Tina Kazak (RISE)	August 10 - 31, 2021	1. GET 2C - Culture of Achievement 2. Vision of Excellence + Core Value Vision 3. Academic Operating Mechanisms (TEAMS, Pear Deck, etc.) 4. Curriculum Implementation: Lesson Planning for Delivery/Exemplar Response GP & IP
	September 13 - 28, 2021	1. Fall Community Connection Events: Hispanic Heritage, Fall Festival, Red Ribbon Week, campus tours, etc. 2. Academic Celebrations: Report Card Night & Honor Roll Breakfast 3. Academic Quarterly Meetings /Curriculum Nights 4. Data Huddles & Aggressive Monitoring Part 1 5. Friday Night Lights/Saturday School 6. PTG Q1
	October 4 - 20, 2021	1. Criteria for Success (CFS) for Report Card Night 2. District Assessment Data Review 3. Curriculum Implementation/RTI 4. Data Huddles & Aggressive Monitoring Part 1
	November 1 - 16, 2021	1. Holiday Decoration & Celebration: Talent Show Auditions 2. RTI/ 3. PTG Q2 4. Report Card Night /Curriculum Night 5. Field Lesson Planning & Fundraising 6. Data Huddles & Aggressive Monitoring Part 2

December 6 - 7, 2021	<ol style="list-style-type: none"> 1. Spring Community Events (Career Day, Valentine's Dance, Black History, Talent Show, etc.) 2. RTI 3. Field Lesson Planning & Fundraising 4. Fall Semester Exams 5. Data Deep Dive (Semester Exams - STAAR)
January 10 - 26, 2022	<ol style="list-style-type: none"> 1. Data Analysis Execution 2. Culture of Achievement Reset 3. Effective Implementation of Reteach Plans & Student Goal Investment 4. Report Card Night
February 7 - 22, 2022	<ol style="list-style-type: none"> 1. Budget Review 2. Data Review 3. Planning Data Driven STAAR Prep Lessons 4. Teacher Appreciation Prep 5. Safety Protocols for Spring Break
March 14 - 29, 2022	<ol style="list-style-type: none"> 1. EOY celebrations (Awards, TOY, etc)/21/22 EOY Planning 2. MOCK Exams - STAAR 3. Summer School Prep 4. 2 Week outlook to STAAR
<p>April 4 - 19, 2022</p> <p>May 4 - 24, 2022</p>	<ol style="list-style-type: none"> 1. EOY celebrations (Awards, 5th Bridge, TOY/Co, etc)/21/22 EOY Closeout 2. 22/23 BOY Planning 3. State Testing (STAAR) 4. Summer School 5. Comprehensive Needs Assessment/ SAIP

IDEA Public Schools IDEA Walzem Academy

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	\$ 264,323.00
164	State Compensatory	\$ 3,676,798.00
404	Accelerated Reader/Math	\$ 888,097.00
165	State Bilingual	\$ 122,114.00
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$ 261,164.00
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$ 78,121.00
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$ 15,093.00

TOTAL \$ 5,305,710.00

IDEA Public Schools

IDEA Walzem Academy

Campus Demographics

Student Populations	Number of Students	Percentage of Students
Enrollment	693	100%
At Risk	204	29%
SPED	40	6%
F.A.R.M	538	78%
ELL	110	16%
Male	367	53%
Female	326	47%
Amer. Indian	2	0%
Asian	16	2%
Black	168	24%
White	43	6%
Hispanic	448	65%

IDEA Public Schools

IDEA Walzem Academy

Campus Committees

English Language Arts	Math
<p>Committee Chair(s): Joshua Halliwell</p> <p>Committee Members:</p> <p>1. Bianca Soria 7. Lisa Presley</p> <p>2. Yasmin Gonzalez</p> <p>3. Belinda Warfield</p> <p>4. Cecily Carreon</p> <p>5. Lisa Reyna</p> <p>6. Sadyier Bell</p>	<p>Committee Chair(s): Pandora Agnew</p> <p>Committee Members:</p> <p>1. Jacqueline Alvarez</p> <p>2. Megan Xandre</p> <p>3. Roxann Hernandez</p> <p>4. Alexandria Gallegos</p> <p>5. Correisha Jackson - Nelson</p> <p>6. Janay Garner</p>
Science	Social Studies
<p>Committee Chair(s): Matthew Robinson</p> <p>Committee Members:</p> <p>1. Rose Molina 6. Keyla Perez</p> <p>2. Michelle Anyaehie</p> <p>3. Danielle Thompson</p> <p>4. Cristina Dorta</p> <p>5. Arantxa Alomar</p>	<p>Committee Chair(s): Matthew Robinson</p> <p>Committee Members:</p> <p>1. Rose Molina 6. Rebeca Saavedra</p> <p>2. Michelle Anyaehie</p> <p>3. Danielle Thompson</p> <p>4. Cristina Dorta</p> <p>5. Arantxa Alomar</p>
Staff Quality, Recruitment, and Retention	Family and Community Involvement
<p>Committee Chair(s): Cristen Martens and Edna Cortez</p> <p>Committee Members:</p> <p>1. Corriesha Nelson</p> <p>2. Keyla Perez</p> <p>3. Jacqueline Alvarez</p>	<p>Committee Chair(s): Tia Frazier</p> <p>Committee Members:</p> <p>1, Bianca Soria (GTL Kinder) 6. Keyla Perez (GTL 5th) </p> <p>2, Jennifer Hendon (GTL 1st</p> <p>3, Roxann Hernandez (GTL 2)</p> <p>4, Cristina Dorta (GTL 3rd)</p> <p>5, Lisa Reyna (GTL 4th)</p>
School Culture and Climate	Special Populations
<p>Committee Chair(s): Pandora Agnew & Joshua Halliwell</p> <p>Committee Members:</p> <p>1. Bianca Soria (GTL Kinder) 6. Keyla Perez (GTL 5th) </p> <p>2, Jennifer Hendon (GTL 1st</p> <p>3, Roxann Hernandez (GTL 2)</p> <p>4, Cristina Dorta (GTL 3rd)</p> <p>5, Lisa Reyna (GTL 4th)</p>	<p>Committee Chair(s): Matthew Robinson</p> <p>Committee Members:</p> <p>1. Mallory Haley</p> <p>2. Lizette Maldonado</p> <p>3. Abla Yaish</p> <p>4, James Sanchez (FLEX)</p>

IDEA Public Schools

IDEA Walzem Academy

Campus SAIP Initiatives

New Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Designated Recess stations and rotations	O	ALL	Pandora Agnew	8/2021-5/2022	Recess materials and monitors	Schedule	Observation
3D	Grade-level Monthly Engagment Activities	O	ALL	Tia Frazier (SSA) GTLs	8/2021-5/2022	Fundraising SWAG & items	Business Clerk DoJo Tracking Wolf puzzle	Observation
2C	Community Circles in Monring Meeting for ALL grade levels - <i>(Restorative best practice)</i>	O	ALL	Matthew Robinson (PIR) Carrie Rosado (SW)	8/2021-5/2022	SEL Materials CS Scope & Sequence	Culture Rounds - feedback in TeachBoost	Observation
1E 1H	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	S	SE	Matthew Robinson (PIR)	8/2021-5/2022	Professional Development, Coaching	Instructiunal Rounds - feedback in TeachBoost	Observation
Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
2C	Use of communication platforms - ClassDojo, Facebook	O	ALL	Tia Frazier (SSA)	8/2021-5/2022	N/A	Stored Communication	Quarterly reports
2B	Consistent ADA incentives and challenges	O	ALL	Tia Frazier (SSA)	8/2021-5/2022	ADA Incentives	Business Clerk Tracking through POs	Business Clerk Tracking through POs
2B	Lead team support in ensuring parent accountability	DR	ALL	Tia Frazier (SSA)	8/2021-5/2022	N/A	Anecdotal notes and documentation	Anecdotal notes and documentation
2C	Monthly grade level events/Curriculum Nights for more 1-1 interactions with families and staff	S	ALL	Tis Frazier (SSA) GTLs	8/2021-5/2022	Each grade level will receive a monthly budget	Year-long Campus Calendar	attendance review
2C	Parent Involvement Committee & volunteers to improve family persistence and involvement	O	ALL	Tia Frazier (SSA) Bonni Trejo (APO) Carrie Rosoda (SW)	8/2021-5/2022	Family engagement budget	Year-long Campus Calendar	Persistence review

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education

IDEA Public Schools

IDEA College Prep Walzem



2021-2022 Student Achievement Improvement Plan

IDEA Public Schools

IDEA College Prep Walzem

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

We Act with Integrity

We put the best interests of the IDEA Team & Family—and most importantly our students—at the forefront of all our decisions and actions, taking personal responsibility to model the honest and ethical behavior we want our students and each other to demonstrate every day.

We Build Team & Family

We foster a sense of belonging and inclusivity by treating every member of the IDEA Team & Family—our students, staff, families, and community—with compassion, respect, and humility. We maximize our individual best efforts through collaboration and support of each other in the focused pursuit of our collective mission.

We Achieve Academic Excellence

We believe ensuring college success for 100% of our students is the best way to help them succeed in life and in seeing obstacles they face as opportunities for learning and growth. Every member of the IDEA Team & Family works together to ensure each student on every campus and in every classroom receives a high-quality education.

We Deliver Results

We set ambitious goals, hold ourselves and each other accountable for achieving results, and believe that our students will succeed to and through college. Our results show what's possible when the adults in the system get it right and represent the collective effort and focus of the entire IDEA Team & Family.

We Ensure Equity

We set high expectations and share compassion and empathy for every member of the IDEA Team & Family. We differentiate our support and resources, proactively address racism and discrimination, and advocate alongside our students and staff to empower them with the opportunities to succeed and ensure the respect they deserve.

We Bring Joy

We create a positive, uplifting, and joyful environment for every member of the IDEA Team & Family, every single day. We operate with a sense of optimism, and our traditions celebrate learning, growth, and the accomplishments of our students, staff, and community.

We Sweat the Small Stuff

We embrace that achieving excellence lies in paying attention to and carrying out the details—the 'small stuff'—that go into effective execution and positive implementation. Every step of the way, the IDEA Team & Family prioritizes actions contributing to our mission of College for All.

CAMPUS MISSION

We at Walzem commit to ensuring racial and social equity by exhuming a culture of academic excellence and joy, providing quality grade level 1st teach and building our scholars college going identity.

IDEA Public Schools

IDEA College Prep Walzem

District Goals 2021-2022

PRIORITY #1: Students Graduate College-Ready

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IDEA Public Schools
IDEA College Prep Walzem

Professional Campus Staff 2021-2022		
Administrative Staff	Counseling Staff	Elective or Non-Core Teachers
Alicia Ramirez, Principal Kayla Ramirez, PIR Sarah Francis, API Mallory Duncan, API Bonnibelle Trejo, APO Francisco Garcia, API Patricia Olivarez, Admin Assist.	Lauren Ayala Flack, DCC Cameron Ervin-Dillard, CC Triana Orozco, CC LaToys Lofton, SSA Gabriela Cortez, SW	Megan Doss, Art I/II Angelica Cantu, Art 1III/AP Art 2D Monica De La Rosa, Spanish II/III Raul Posadas Cavazos, Spanish I Griselda Rodriguez, AP Spanish Lang/ AP Spanish Jasmine Hickman, Computer Science Jose Mario Casas, Math Intervention Jerome Thomas, ACT Prep Ibbys Benavides, CSI Intervewntion Briana Palacios, CSI Intervention Nancy Reeb, ELA Intervention/Practical Writing Claudia Coppin, RTTC II/III
Sixth Grade	Seventh Grade	Eighth Grade
Jamaal Cooper, Math Karen Ruvalcaba, ELA Frederick Gibson, Humanities	Norma Morales, Math TBD, ELA Matthew Wilkinson, Science	Alia Williams, Alg I Patricia Gunter, ELA Raymond Martinez, Science Brittanie Best, Humanities
Ninth Grade	Tenth Grade	Eleventh Grade
Jose De La Garza, Geometry Michelle Gonsalez, English I Metzery Cantu, Biology Monabell Jacobo, AP Human Geography	Julian Williams, Alg II Megan Gonzales, English II* Joccelyn Garcia, Chemistry Julian Castellano, AP World History	Sean Roberson, Pre-Calculus Geoffrey Hernandez Nicholas Klecki, AP Physics Claude Johnson, AP US History*
Twelfth Grade	Physical Education	Key
James De La Pena, AP Statistics Ricardo Uribe, AP English Literature* Credo Djedje, AP Biology Stevan Perales, AP Government/Economics	Bria Bennett Kristina Patino	* - Bilingually Certified
Special Education		
Tracy Guller Melissa Todd Andy Avila Celineise Woods Marcella Lozano Alyssa Aguilar Sandra Martinez Maria Mar Renella Coker Essence Pereira Kennia Cervantes		

IDEA Public Schools

IDEA College Prep Walzem

Para-Professional Campus Staff 2021-2022		
Co-Teachers	Facilitators	Transportation
Ana Armstead-Speaker, Intervention Co Kassandra Garcia, SPED Co Jeffrey Vela, RISE Co Kennia Cervantes Rojas, RISE Co Renella Coker, RISE Co Essence Pereira, RISE Co Dedrin Jones, RISE Co	Brett Kirby, HotSpot AR Zone	
Facilities Staff	Child Nutrition	Front Office Staff
Ramon Moreno, FM Diana Torres Lopez Luis Rosado Marrero Irma Ramon Fuentes	James Lopez, CNP Manager Irazema Gamez De Lozano, Kim Cromwell Laura Sanchez Lucy Quezada De Armendariz Priscilla Dominguez Sandra Sanchez Arevalo Jocelynn Tovar Jasmin Smith Abbygail Elizondo Dan Castillo	Patricia Olivarez, Receptionist Business Clerk Erika Renteria, SIS Krystal Coleman, Registrar Chasity Russell, Health Aide Kathryn Eckenrode, Testing Coordinator Edna Cortez, AA Academy Genevieve Martinez, AA College Prep

IDEA Public Schools
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Tentative Staff Development Plan for 2021-2022 School Year

Date	Session Title/Topic	Session Objective(s)
8/2/2021 BOY PD	A. State of the School B. Lesson Planning [Unpacking a unit, creating a lesson vision]	A. WWBAT: Articulate the areas of strength and opportunities from 20-21 and share the Campus Vision and Priorities for 2021-2022. B. WWBAT unpack Unit 1 by -Aligning unit exam and EOC test questions to objectives in Unit 1 -Creating Unit Calendar for Unit 1, Week 1 -Creating exemplar responses for those exam questions
8/3/2021 BOY PD	A. Family Communication Systems B. Move this World	A. WWBAT articulate why family engagement is important WWBAT articulate their role with specific family engagement tools WWBAT identify how they will personally build relationships with their students and families B. WWBAT articulate the importance of SEL WWBAT access Move this World Lessons WWBAT articulate Move This World Expectations for Den Teachers.
8/4/2021 BOY PD	A. Culture Camp expectations and rehearsals	A. WWBAT Review Culture Camp Lessons, Identify who will teach what lessons and rehearse assigned lessons to impliment the FWOS.
8/5/2021 BOY PD	A. Setting Clear Expectations B. Setting up systems and procedures	A. TWBAT practice setting clear expectations using their lesson plan for day. TWBAT to script setting clear expectatations during gp or ip of their upcoming lesson. TWBAT see a model on the lader of consequence after clear expectations have been set. TWBAT practice using the ladder of consequences during impromptu role plays and receive feedback. B. TWBAT see a model, formulate a serpit and practice the First 5 Minutes of instruction.
8/6/21 BOY PD	A. Powerschool/Grading policies B. ADA/CNP C. Arrival/Dismissal D. Standard Response Protocol	A. WWBAT practice how to accurately log into and post attendance in PowerTeacher starting the FDOS. WWBAT review attendance & grading processes for in-person, synchronous instruction B. WWBAT communicate best practices and non-negotiables on how to distribute meals in the classroom, and how to use rosters and/or clickers to account for those meals in accordance with TDA regulations. WWBAT familiarize teachers with Civil Rights principles as they apply to meals C. WWBAT Identify key safety supervision roles and responsibilities WWBAT describe their specific role in the arrival and dismissal process and Internalize system to determine what transportation mode each student takes (bus, pick-up, walkers, etc.) WWBAT practice arrival and dismissal procedures to prevent and problem-solve difficult scenarios D. WWBAT internalize and articulate Internalize the teacher response actions under the Standard Response Protocol. WWBAT discuss and norm on safety drill procedures utilizing SRP. WWBAT practice the implementation of safety drills on their campus

8/9/2021 BOY PD	A. Special Pops B. Goal Setting C. Self Care	A. WWBAT differentiate between SPED, 504, RISE services on campus and how to best serve our students WWBAT to differentiate between the 4 level sof English Language Proficiency WWBAT meet the point person for special populaton services. B. WWBAT draft strategies and tactics aligned to their goal. WWBAT initiate Goal Submission for SDC1 on Cornersstone C. WWBAT identify their 3 self care committments for quarter 1. WWBAT practice self care tenchniques led by SW.
August Faculty Meeting	School Wide Tracking Systems	WWBAT see an exemplar exit ticket and unit exam tracker WWBAT name criteria for success on updating tracking systems
August Faculty Meeting	CMC Snapshot / Culture Feedback	WWBAT name criteria for success on the CMC snapshot WWBAT give feedback and ask for support on where they are struggling with culture systems
September Faculty Meeting	Data Informed Instruction, focused on underserved populations	WWBAT name all sub populations for Domain 3 and strategies to ensure equity for all sub populations are making 2 years growth
September Faculty Meeting	College Going Identity	WWBAT name specific strategies for their personal classroom on how they will increase scholars' college going identity
October Faculty Meeting	Aggressive Monitoring	WWBAT create strategic monitoring systems in order to ensure 100 students being on task all the time.
October Faculty Meeting	Teacher Self-Care Committments follow up/Teacher joy [Rocktober]	WWBAT reflect over their quarter 1 self care committments and adjust as necessary WWBAT engage in a joy factor event for all staff
November Faculty Meeting	Student Work Analysis Meetings	TWBAT analyze their assessment data in order to create next steps to close student achievement gaps.
November Faculty Meeting	Reteach Strategies: Guided Discourse vs. Modeling	WWBAT name when to use guided discourse vs modeling to reteach WWBAT rehearse guided discourse for their own content
December Faculty Meeting	Semester Exam Testing/ Data Analysis Expectations	WWBAT review and explain testing procedures for semester exams WWBAT see an exemplar data breakdown for after semester exam testing
January Faculty Meeting	2x2 Conversations	WWBAT complete Cornerstone pre-work for the 2x2 process
January Faculty Meeting	Internal Planning Prep	BAT: Adjust lessons to scaffold INM and increase rigor in classroom that aligns to the most productive struggle of the les
January Faculty Meeting	Exit Ticket Sorting	to identify the most common misconception, identify scholars not at mastery andplan to address msiconcpetion with 2r
February Faculty Meeting	TELPAS - Calibration Training	WWBAT: Pass Calibration Training for TELPAS testing
February Faculty Meeting	5D: Reteach Plan	WWBAT: Plan a re-teach lesson to include sufficient practice and re-assessment plan
March Faculty Meeting	5D: Reteach Guided Discourse/Model	WWBAT: Deliver a guided practice and a model the thinking re-teach
April Faculty Meting	STAAR/ACT/AP Proctor	WWBAT: Identify the criteria to effectively proctor standardized tests.

IDEA Public Schools

IDEA College Prep Walzem

Site-Based Decision Making Committee		
Member (Title, Represent)	Tentative Meeting Dates	Tentative Agenda Items
Principal, Alicia Ramirez API, Sarah Francis API, Mallory Duncan	31-Aug-21	State of the School Quarter 1 Priorities BOY PD Culture of Achievement CMC School Wide Annotations
DCC, Lauren Ayala Flack CC, Cameron Ervin-Dillard CC, Triana Orozco	28-Sep-21	Accelerated Learning Culture of Joy: Hispanic Heritage Data Informed Instruction - A focus on
AC, Amy Bryant SW, Gabriella Cortez APO, Bonnibelle Trejo	26-Oct-21	Student Work Analysis and Equity State of the School Quarter 2 Culutre of Joy: Writing Conferences/Celebrations
GTL 6 Frederick Gibsno GTL 7 Krstina Patino GTL 8 Ibbys Benavides	30-Nov-21	College Going Identity Accelerated Learning English Language Learners
GTL 9 Melissa Todd GTL 10 Megan Gonzales GTL 11 Jasmine Hickman	14-Dec-21	Data Deep Dive Data Informed Instrucion/Celebrations FRQ Norming Rounds
GTL 12 Ricardo Uribe CTL ELA Nancy Johnson-Reeb CTL Math,	25-Jan-21	State of the School Quarter 3 Culture of Joy: Black History Month English Language Learners and Writing
CTL Science Credo Djedje CTL Humanities CTL Sped Melissa Todd	22-Feb-21	College Going Identity and Field Lessons Hiring Non Negotiables
CTL Rise Marcella Lozano Athletics Bria Bennett	29-Mar-21	Academic Excellence CMC Data Informed Instruction
	26-Apr-21	Culture of Joy
	24-May-21	End of Year Reflections End of Year Celebrations

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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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164	State Compensatory	\$4,104,333
404	Accelerated Reader/Math	\$991,364
165	State Bilingual	\$136,313
411	Technology Allotment	\$ -
192	Technology Sp. Fund	\$ -

Funding Sources—Federal

204	Title IV Drug Free School	\$ -
211	Title I Regular	\$283,009
212	Title I Migrant	\$ -
224	IDEA-B Formula	\$179,678
255	Title II, Part A, Classroom Size Red./Eisenhower	\$ -
262	Title II, Part D, Technology	\$ -
263	Title III, Bilingual	\$18,024

TOTAL \$ 6,007,779.00

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Campus Demographics

Student Populations	Number of Students	Percentage of Students
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Female	372	51%
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Asian	12	2%
Black	161	22%
White	52	7%
Hispanic	486	67%

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Campus Committees	
English Language Arts	Math
Committee Chair(s): Mallory Duncan, Committee Members: Latoya Lofton, Ricardo Uribe, Geoffrey Hernandez, Kristina Gonzales, Michelle Gonzalez, Megan Gonzales, Jacob Montag, Nancy Johnson Reeb	Committee Chair(s): Melissa Todd, Sarah Francis Committee Members: Melissa Todd, Lena Wilson, Alia Williams, Melissa Todd, Jeanette Veliz
Science	Social Studies
Committee Chair(s): Credo Djedje Committee Members: Metzery Cantu, Matthew Wilkinson, Raymond Martinez, Jocelyn Garcia, Credo Djedje, Jennifer Veliz	Committee Chair(s): Dorcas Coriano Marquez Committee Members: Brittanie Best, Monabell Jacobo, Dorcas Coriano Marquez, Fred Gibson
Staff Quality, Recruitment, and Retention	Family and Community Involvement
Committee Chair(s): Genevieve Martinez, Bonnibelle Trejo Committee Members: Jose Angel De La Garza, Briana Palacios	Committee Chair(s): Amy Bryant, Joélisse Galarza Committee Members: Andy Avila, Claudia Coppin, Marcella Lozano, Jeffrey Vela, RISE Co Teachers, Megan Doss, Bria Bennett, Raul Posadas Cavazos
School Culture and Climate	Special Populations
Committee Chair(s): Mallory Duncan, Sarah Francis, GTLs Committee Members: Brett Kirby, Angelica Cantu, Jasmine Hickman, Monica De La Rosa	Committee Chair(s): Committee Members: Melissa Todd, Andy Avila, Marcella Lozano, Celiniese Woods, Alyssa Aguilar

IDEA Public Schools

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Campus SAIP Initiatives

New Initiatives

Priority	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
1	Seasonal writing competitions and displays.	S, E, AP	All	Teacher	Quarter I	Grade level Exemplars posted through out class room	Weekly data to include incentives	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Course wide document investigation with acronym	S, E, AP	All	Teacher	Quarter I	Anchor chart	Student exemplars posted	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Course wide annotation strategies	S, E, AP	All	Content Lead	Quarter I	Anchor Chart	Student exemplars posted	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Daily/Unit Exit Ticket Trackers	S, E, AP	All	Teacher	Quarter I	Exit Ticket Tracker/Unit Trackers in classroom	Tracker updated by unit	data deep dive convos
1	Implement map making activities to grasp in class concepts. 2)	S, E, AP	All	Teacher	Q1 of new school	Regional Maps	Map making activities, Relevant Map	"Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets"
1	Writing Intervention Time	S, E, AP	All	CTL/GTL	Quarter I	Anchor Charts, Highlighters, Paper, Prompts, One Pager Plan, Exemplar, Journals	Exit Ticket Data, Writing Journal Progress	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Differentiated Instruction for Special pops	S, E, AP	All	SPEC/ CTL/ APTS	Quarter I	Rich Print Anchor Chart, examples	Exit Ticket Data, Pictures of Annotations - or Exemplars	Teacher teachboost rating, Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets

1	Campus Wide Annotations	S, E, AP	All	Teacher	Quarter I	Highlighters, Prompts / Worksheets, Exemplar	Accountability Checklist, Guided notes,	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Walzem Authors	S, E, AP	All	CTL/ Content team (to vote for grade or HS/MS level winners)	Q1	Differentiated Prompts	Prompt submissions/ extra credit	EOY Writing Samples
1	Area of Need: Literacy focus 6th grade and higher in every science classroom to better prepare scholars for AP and College.	S, AP, A E	All	Science CTL and API	Quarter 1	Stemsscopes, Textbooks, Reading materials, presentation platforms	Student work samples	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Area of Need: Establish a class where scholars learn basic computer skills.	S, AP, A E	All	Science CTL and API	Quarter 1	Intro to Tech course	Student work and samples	End of year Portfolio
1	Area of Need: Professional development for teachers through IDEA, NMSI and other programs.	S, AP	All	Science CTL and API	Quarter 1	Curriculum managers, course collaboration	PD Hours and Course Registration	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Need: increased literacy in the classroom (FRQ expectations)	S, AP, A E	All	Math CTL and API	Quarter 1	Textbooks, Reading materials, presentation platforms	Student work samples	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets

1	Need: Reference chart annotations starting in September	S, AP, A E	All	Math CTL and API	Quarter 1	Anchor Charts	Pictures	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Need: increased computer literacy skills (excel, powerpoint, word processing)	S, AP, A E	All	Math CTL and API	Quarter 1	Intro to Tech course	Student work and samples	End of year Portfolio
1	Need: increased focus on basics (multiplication/divide, factoring, integers, etc)	S, AP, A E	All	Math CTL and API	Quarter 1	Anchor Charts	Student work samples	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
Telpas								
1E.	Increase usage of criteria for mastery for EL students	E, S	ELL	ALL	Quarter 1	Essays, exams, daily assignments	Student work	Inference Data, Assessments, TELPAS, daily exit tickets
1E.	Provide additional opportunities for EL students to engage in verbal class discussions	O	ELL					
1E.	Increase opportunities for writing and reading for EL students in ELA	E, S	ELL	ALL	Quarter 1	Essays, exams	Writing samples	Inference Data, Assessments, TELPAS

100% Matriculation								
1A.	Proficient College Lists FAFSA Completion/Award Letters Parent Partnerships Workshops 3+ Scholarships Applied NSLU Checkpoints Summer Melt Activities OTG College Visits Meningitis Vaccine	O	All	CC's	Summer	QAC, ApplyTexas, CommonApp, FAFSA.gov	Internal Class of 22 Tracker, No Stone Left Unturned. Naviance Tasks Completed	100% Matriculation
1B.	Proficient College Lists FAFSA Completion/Award Letters Parent Partnerships Workshops 3+ Scholarships Applied NSLU Checkpoints Summer Melt Activities OTG College Visits Meningitis Vaccine	O	All	CC's	Summer	QAC, ApplyTexas, CommonApp, FAFSA.gov	Internal Class of 22 Tracker, No Stone Left Unturned, Naviance Tasks Completed	25% Tier I/II Matriculation
1C.	Personal Statement on file, Resumes on file, 6+ Apps submitted	O	All	CC's, Thomas, Coppin	Quarter 3 Junior Year	QAC, ApplyTexas, CommonApp, FAFSA.gov	Naviance Tasks Completed Personal Statements Resumes	100% acceptance into College or University

1I.	ACT Prep Class RTTC III and IV Classes ACT Study Groups APEX Modules	A	All	CC's, Thomas, Coppin, Senior Teachers	Quarter 1	Princeton Review ACT Prep APEX Modules	Practice ACT Tests APEX Modules	ACT Scores APEX Module Completion
1J.	C3 Coaching Model C3 Lesson Delivery C3 Debriefs	O	All	CC's, Alumni Team	Ongoing	C3 Lesson Materials C3 Rubric	C3 Survey Results	% of graduation rate
Staff Quality, Retention and Recruitment								
2A	Increase Joy Factors & celebrations	O	All	Lead Team/Pachanga Patrol	weekly, monthly, quarterly	Year Long Calendar, Pachanga Patrol	Internal survey's on post events	GPTW Survey Results
2A	Implement weekly temp check for staff through survey form that aligns with 3 GPTW Survey Questions with feedback turnaround weekly at tactical	O	All	AA owns survey Lead Team owns actionable next steps	weekly	survey forms	Tactical standing items to discuss	Survey Form Results
2A	Initate accountability buddy partners & Operations wide team builders	O	All	APO monthly alternating team ownership (ex. front office, cnp, facilities)	monthly	yearlong calendar	tactical standing items to discuss	GPTW Survey Results Pulse Checks quarterly

School Culture and Climate								
2C	Establish clear understanding of COVID virtual enrollment guidelines	O	ALL	AC	Jul-21	Systems access, teams, hub, locus access	Persistence	virtual student persistence
2C	Emphasis on coping with change and academic challenges	O	ALL	CC'S	Jul-21	Presentation, overview by AC/SW	Attendance for summer camp, Tracking by CC's of caseload scholar engagement	Persistence of 11th grade
2C	Implementation of inperson WTI for all NTI families	O	ALL	APO, AC, Principal	Quarter 4 of 2021	WTI presentation, family invites, NTI remind group, STREAM	Attendance for NTI families	Family registrations, attendance tracking for registered families.
Family and Community Involvement								
2C.	Streamlining all virtual family engagement events through one platform.	O	ALL	ALL	Quarter 1	TEAMS tutorial videos, Parent Weekly	Attendance tracker	Attendance rate for family virtual events.
2C.	Create yearlong calendar of joy related events.	O	ALL	SW, AC, AA, APIS, APO	Quarter 1	Budget, parent weekly, facebook	Attendance/engagement data tracker	Student persistence.
2C.	Create Spanish option for all family engagement events and family communications.	O	ELL	ALL	Quarter 1	Translator, parent weekly, facebook	Spanish versions of all materials, attendance for spanish speaking families.	ELL student persistence

Existing Initiatives								
APO	Initiatives	Needs Assess.	Special Pops.	Person(s) Responsible	Timeline Start/End	Resources: Human/Material/Fiscal	Documentation	Formative Evaluation
ELA								
1	100% Exemplar on Hand	S, E, AP	ALL	Teachers, CTL, API, GTL	Quarter 1	Exemplar Response for GP, IP and ET, Clipboard	Pictures, LP feedback in Teachboost	3C/4B GET Ratings
1	HS STAAR Fridays	S, E, AP	ALL	Teacher, CTL, API	Quarter 1	Lesson Plan	Lesson Plan Feedback, TEKs tracking	Lesson Plan Feedback, Observations and Low Inference Data of Student Work
Math								
1	Strength: Content Knowledge of teachers. Experts teach in the classroom.	S, E, AP	All	MATH CTL AND API'S	Quarter 1	Hub and Textbooks	Lesson plans	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Strength: collaboration	S, E, AP, A	ALL	MATH CTL AND API'S	Quarter 1	Content team meeting and Course collaborations	Lesson plans	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Strength: vertical alignment of curriculum	S, E, AP, A	ALL	MATH CTL AND API'S	Quarter 1	Content team meeting and Course collaborations	Lesson plans	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Strength: Supportive of each other	S, E, AP, A	ALL	MATH CTL AND API'S	Quarter 1	Content team meeting and Course collaborations	Great places to Work Survey	Great places to Work Survey

Humanities								
1	100% Exemplar on Hand	S, E, AP, A	ALL	Teachers, CTL, API, GTL	Quarter 1	Exemplar Response for GP, IP and ET, Clipboard	Pictures, LP feedback in Teachboost	3C/4B GET Ratings
1	Tutoring/FNL/SS	S, E, AP, A	ALL	Teachers, CTL, API, GTL	Quarter 1	Schedule	Attendance Lists	Assessment Data
Science								
1	Strength: Support from team members throughout the year.	S, E, AP, A	ALL	SCIENCE CTL AND APIS	Quarter 1	Content team meeting and Course collaborations	Great places to Work Survey	Great places to Work Survey
1	Strength: Availability of resources and curriculum. Teachers feel supported with materials needed to prep for lessons.	S, E, AP, A	ALL	SCIENCE CTL AND APIS	Quarter 1	Hub and Textbooks	Lesson plans	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets
1	Strength: Content knowledge of teachers. Experts teach in the classroom.	S, E, AP, A	ALL	SCIENCE CTL AND APIS	Quarter 1	Hub and Textbooks	Weekly content meetings	Observations and Low Inference Data of Student Work Bi-Weekly Assessments and Exit Tickets

Telpas								
1E	Student written responses prior to recording for speaking portion of TELPAS	O	ELL	ALL	Quarter 3			TELPAS scores
1E	Identification for critical EL students for seating charts	E, S	ELL	GTL/Core content teachers	Quarter 1	Color Coded seating charts	Pictures of student work/physical seating chart in hand	TELPAS/ low-inference data/ Assessments
1E	Completing test tutorials prior to TELPAS exam for student success and preparation.	O	ELL	ALL	Quarter 2	TEA website and info		TELPAS scores
100% Matriculation								
Staff Quality, Retention and Recruitment								
	Existing operating mechanisms (wolves weekly, check ins, observation rounds, yearlong calendar, huddles)	O	All	All	daily, weekly, monthly	operating mechanism documents (tacticals, huddle sheets, rubrics for observations)	operating mechanisms	GPTW Survey results
	Pulse checks, monthly birthday celebrations, authentic leadership, public recognition, proud of you moments	O	All	All	daily	priorities	GPTW	GPTW Survey Results
	authentic leadership, clear expectations, team motivation to deliver results & celebrating wins	O	Ops	APO	weekly	pulse checks	GPTW	GPTW Survey Results

School Culture and Climate								
2C	Maintain strong family communication through tiered approach.	O	ALL	ALL	Quarter 1	Remind, Parent Weekly, grade level parent newsletter, grade level reminds	Family communication tracker, phone call log	ADA
2C	Maintain clear communication regarding COVID Protocols through town halls and timely communication about quarantine and safety updates.	O	ALL	AC/Principal/APO	Jul-21	REMIND, Townhalls, COVID templates	REMIND	Persistence
2C	Weekly 90/60/30 meetings lead by grade team leaders	O	ALL	GTLS/Grade level teams	Quarter 1	Grade reports, ADA	Family attendance. Next steps and glows/grows	Persistence
Family and Community Involvement								
1A	Weekly 1-1 engagement with senior caseload.	O	ALL	CC's	Jul-21	Engagement tracker of senior caseload	Caseload engagement	100% matriculation, persistence
2C	Continue daily meal service year round for families	O	ALL	CNP	21-Jul	Family engagement tracker	Family engagement tracker	Persistence
2C	Continuing to offer virtual parent meeting options.	O	ALL	ALL	21-Jul	Teams, tutorial videos, updated family contact information, access to powerschool.	90/60/30 meeting tracker, persistence meeting tracker phone log.	Persistence

Annual Performance Objective

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

Needs Assessment

- S-STAAR
- D-DIBELS
- E-EOC
- A-ACT
- RR-Reading Renaissance
- ST-STAR for Math
- DR-Discipline Report
- AP-AP Tests
- O-Other

Special Populations

- All
- AR-At Risk
- ELL-English Language Learners
- ED-Economically Disadvantaged
- M-Migrant
- SE-Special Education