

IDEA Public Schools
Health Professions Academy
2022-2023 Campus Improvement Plan

Accountability Rating: B



Board Approval Date: October 21, 2022
Public Presentation Date: September 6, 2022

Mission Statement

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

Vision

We IGNITE. We EMPOWER. We LEAD.

We IGNITE: Centaurs will be excited to learn about the community around them and be motivated to learn that they can achieve any goal with hard work, discipline and joy of learning.

We EMPOWER: Centaurs will embrace and lift up all cultures in our campus community and the healthcare community.

We LEAD: Our Centaurs are our future leaders, Health Care providers, athletes, and decision makers. Health Professions staff and teachers will instill leadership skills with love, joy and a multicultural education.

Core Values

Our drive to translate our mission and vision into reality are based upon the following core values:

- We achieve **Academic Excellence**
- We deliver **Results**
- We ensure **Equity**
- We build **Team & Family**
- We act with **Integrity**
- We bring **Joy**

•

We Sweat the Small Stuff

Table of Contents

- Comprehensive Needs Assessment 5
 - School Processes & Programs 5
- Priority Problem Statements 6
- Goals 8
 - Goal 1: 85% Retention 9
 - Goal 2: 100% Enrollment 9
 - Goal 3: IDEA achieves an A rating 10
 - Goal 4: 97% ADA 12
 - Goal 5: 90% Persistence 13

Comprehensive Needs Assessment

School Processes & Programs

School Processes & Programs Strengths

Curriculum & Instruction:

- At least one-third of IDEA students graduate with the "AP Scholar" designation, evidence of earning a qualifying score on at least three AP exams, demonstrating successful completion of college-level coursework prior to graduation.
- IDEA provides students access to accelerated instruction through the 1:1 technology device, including adaptive software for mathematics and literacy and access to hundreds of thousands of books in the district's digital library.
- IDEA curricular resources include high-quality instructional materials that earn the highest ratings on national evaluation measures.
- IDEA curriculum is regularly evaluated using a quality evaluation tool, ensuring alignment to the Texas Essential Knowledge and Skills and AP course standards, as well as the STAAR/EOC and AP exams.
- IDEA implements a variety of training opportunities for teachers and leadership staff with the goal of developing teachers' pedagogical content knowledge and leaders' coaching skills.
- For 15 years in a row, 100% of IDEA students have been accepted into college, demonstrating that IDEA academic programming is adequately preparing students for post-secondary education.
- In 2022, four IDEA schools were ranked in the top 10 Most Challenging Schools in the Nation and 13 were ranked in the top 1% of schools nationwide, by the Jay Mathews Challenge Index High School Rankings.

Special Programs

- IDEA exceeded the expected growth target for EL student performance on TELPAS in 2021 with 48% of ELs meeting that target.
- IDEA provide targeted research based instruction to students who have a 2.0 year gap in Reading and/or Math with the goal of closing that gap by 2.0 years during the school year with our initiative called Critical Student Intervention (CSI). During the 21-22 school year, 2,562 out of 6,632 students meet that goal for Reading and 703 out of 1,268 students met the goal for Math.
- IDEA is in Year 3 of our TEA awarded Autism Grant. Through this grant we were able to increase support for 195 students with autism in Rio Grande Valley and Austin who met the criteria outlined by TEA for this grant.
- IDEA submitted and was awarded a Dyslexia Grant by the TEA so that we will be able to provide increased professional development to teachers and leaders on working with students with dyslexia and increase the support resources for our students with dyslexia.

SEL/ Mental Health and Family Engagement

- IDEA has increased the number of licensed counselors and Social Workers by 50% over the past 2 years
- IDEA pre-pandemic ADA averaged 97.4%, district is committed to get back to that average
- IDEA retains an average of 84% of students year over year
- IDEA parents rate IDEA as 4.8/5 on the statement "My school is preparing my child for college"
- IDEA parents rate IDEA as 4.8/5 on the statement "My school hold my child to high academic standards"
- IDEA students rate IDEA as 4.6/5 on the statement "My teachers challenge me to do my best"

IDEA's individualized coaching and development of its employees is a contributing factor in getting new employees to proficiency quickly and providing an internal pool for promotions.

Ongoing feedback, effective accountability mechanisms, and consistent follow through also provide a supportive environment where employees have clear expectations for performance.

IDEA is currently undertaking an initiative to redefine its employee value proposition (EVP) to better identify, promote, and implement recruitment and retention strategies that can provide the talent needed to be successful

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Consequence Ladder **Root Cause:** Not utilizing the Behavior Consequence System to fidelity

Problem Statement 2 (Prioritized): Communication between Teachers and Parents Academics and Behavior **Root Cause:** Parent Tracker and frequent parent conference nights

Priority Problem Statements

Problem Statement 1: High needs Behavior Student support

Root Cause 1: The root cause is that we are openly enrolled and in the past we have not help families and students accountable for their actions. We have not had equal consequences because we have accomodated families too much and not pulled out our handbook and IDEA handbook!

Problem Statement 1 Areas: Demographics

Problem Statement 2: No ADA Matrix

Root Cause 2: Creating and utilizing ADA Matrix

Problem Statement 2 Areas: Student Learning

Problem Statement 3: ADA Expectations to Families

Root Cause 3: Set priority meeting with frequent flyers with counselor and principal

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Communication between Teachers and Parents Academics and Behavior

Root Cause 4: Parent Tracker and frequent parent conference nights

Problem Statement 4 Areas: School Processes & Programs

Problem Statement 5: Day Care School

Root Cause 5: Families were abusing the old afterschool program, so we created a paid for, outside program.

Problem Statement 5 Areas: Perceptions

Problem Statement 6: Principal and Counselor Communication Matrix

Root Cause 6: Parents think we are easily accessible but setting high parent expectation to be able to use the Communication Matrix

Problem Statement 6 Areas: Perceptions

Problem Statement 7: Consequence Ladder

Root Cause 7: Not utilizing the Behavior Consequence System to fidelity

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 8: Diversity Recognition






Root Cause 8: We will celebrate and identify all ethnicities and beliefs to make everyone feel inclusive.

Problem Statement 8 Areas: Demographics

Goals






Goal 1: 85% Retention

Performance Objective 1: I want to create an environment that supports staff mental health days!

Strategy 1 Details	Reviews			
Strategy 1: Encourage staff to request Mental Health Days two weeks in advance	Formative			Summative
	Oct	Jan	Mar	June
	 25%			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: 100% Enrollment

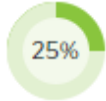




Performance Objective 1: Campus Tours with Jr Ambassadors and CP Ambassadors

Strategy 1 Details	Reviews			
Strategy 1: We want to give future families a campus experience that involves student perspectives	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: IDEA achieves an A rating






Performance Objective 1: 90/60/30 ELA and Math

HB3 Goal

Strategy 1 Details	Reviews			
Strategy 1: Exit Ticket Huddles	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: IDEA achieves an A rating






Performance Objective 2: Special Pops is getting extended tutoring with an ELA and Math specific focus

Strategy 1 Details	Reviews			
Strategy 1: Extended Pull outs from SPED Teachers	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: 97% ADA






Performance Objective 1: Provide incentives for students and staff

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: ADA Bulletin Board. This board is right in the front of our campus and will show who is winning the race to win things like a Splash day for the grade level. This board will be updated daily</p> <p>Strategy's Expected Result/Impact: More students on campus each day</p> <p>Staff Responsible for Monitoring: Alyssa Guerrero, Itzel Pulido, Sandra Reyes</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				






Goal 5: 90% Persistence

Performance Objective 1: 90% of students will achieve Fitness Ambassador by EOY

Strategy 1 Details	Reviews			
Strategy 1: Data visibility and working watches	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: 90% Persistence

Performance Objective 2: Campus will hold Campus Crisis Teams monthly and implement CSTAG with Behavior Threats

Strategy 1 Details	Reviews			
Strategy 1: APO will schedule yearlong plan for members of the CCT	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				