

IDEA Public Schools
Palmview Academy
2022-2023 Campus Improvement Plan

Accountability Rating: Not Rated



Board Approval Date: October 21, 2022
Public Presentation Date: September 16, 2022

Mission Statement

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

Vision

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

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**

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Comprehensive Needs Assessment

Demographics

Demographics Summary

IDEA Palmview Academy was founded in 2020 as a K-2 campus. Currently we serve over 480 students from K-4 grade primarily from the Plamview, La Joya and Mission communities.

See PDF in Addendum for more information

Palmview Academy

Comprehensive Needs Assessment

ACADEMY

Data Source: School Culture and Climate

	Campus %
% Average Daily Attendance	89.21%
% Overall Persistence	92.44%
% New Student Persistence	91.16%
# of Admin Withdrawals/ Level 3 Offenses	0%
% SPED	17.00%
% ELL	59.00%
% Eco Dis	96%
% Migrant	0%
% Race: American-Indian- Alaska-Native	2%

Palmview Academy

% Asian	0%
% White-Hispanic	95.90%
% Multi	0
% Black-African-American	0
% Native-Hawaiian-Pacific-Islander	0.23%
% White	3.64%
% Male	50.47%
% Female	49.43%

Demographics Strengths

86.5% Teacher retention

89% Student Persistence

See PDF in Addendum for more information

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Recruiting and hiring certified special education teachers **Root Cause:** Lack of qualified/certified SPED candidates

Problem Statement 2: Increase culturally diverse celebrations to bring awareness and acceptance of other cultures **Root Cause:** Over 95% of population are Hispanic.

Problem Statement 3: Increase parent involvement by establishing a culture of collaboration and commitment. **Root Cause:** Parents work schedules

Problem Statement 4 (Prioritized): Implementation of a program to support with EB learners. **Root Cause:** High percentage of EB learners

Student Learning

Student Learning Summary

Region	3 rd Grade Reading	3 rd Grade Math
RGV	55/36/11 LEP: 48/29/8 SpEd: 8/0/0 Eco Dis.:53/34/10	54/26/10 LEP: 47/24/9 SpED: 23/8/0 Eco. Dis: 51/23/8

See PDF in Addendum for more information

Student Learning Strengths

See PDF in Addendum for more information

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Students in 3rd and 4th grade have significant academic gaps and are over two years behind in reading and math. **Root Cause:** Students are able to read in isolation, but comprehension is lacking.

Problem Statement 2: Students missing out weeks of instruction **Root Cause:** Student's attendance is inconsistent

Problem Statement 3 (Prioritized): Students are struggling with basic operations such as addition, subtraction, multiplication and division. **Root Cause:** Learning gaps due to pandemic

School Processes & Programs

School Processes & Programs Summary

Teacher and Leader Development:

Teachers, co-teachers and leaders had numerous opportunities for professional development. In addition to professional development provided by the campus (Tuesdays, ongoing, year-round), teachers engage in the following professional development provided by the district.

New Teacher Institute (July)

BOY PD (August)

Content Wednesday Webinars (On going, year-round)

Content Course Collaboration (Quarterly)

Teachers receive support from their assistant principal of instruction and feedback and coaching using the GET (Guidepost for Excellent Teaching) Rubric.

Leaders follow the SLLs (School Leadership Levers)

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Curriculum & instruction

Extracurricular:

4H

21st century (folclorico, team sports, cheerleading, STEM)

Curriculum:

K-2 Reading: Reading Transformations

K-4 Science: Amplify

K-4 Math: Eureka

K-5 Reading: Wit and Wisdom

Computer Software:

Dreambox Math

Iready

See PDF in Addendum for additional information.

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 Palmview 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 Palmview hired a Social Workers to support students and their families
- IDEA Public Schools pre-pandemic ADA averaged 97.4%, and IDEA Palmview is committed to reaching prepandemic
- 88% of students persisted at IDEA Palmview Academy
- 100% of SPED/RISE students Approached or Mastered Reading and Math STAAR test

See PDF in Addendum for more information

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Content Specific teacher pool is low. **Root Cause:** Low vacancy: candidate ratio of qualified candidates

Problem Statement 2 (Prioritized): Co-teacher candidate shortage **Root Cause:** Job responsibilities are same as teachers, while pay is lower

Perceptions

Perceptions Summary

Our campus event participation is low for most parent events. Less than 50% of our new families participated in Welcome to IDEA event, report card night and academic performance nights. Higher participation was observed have occurred with events such as Thanksgiving pic-nic, Winter performance, and EOY Ceremonies.

Only 33.6% of parent completed parent survey.

See PDF in Addendum for more information

Perceptions Strengths

Many community partnerships with local businesses, campus host fun family oriented activities.

See PDF in Addendum for more information

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Family engagement for academic activities is very low **Root Cause:** Transportation, working parents

Problem Statement 2 (Prioritized): Low participation in parent surveys **Root Cause:** Limited access to technology

Priority Problem Statements

Problem Statement 1: Students in 3rd and 4th grade have significant academic gaps and are over two years behind in reading and math.

Root Cause 1: Students are able to read in isolation, but comprehension is lacking.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Students are struggling with basic operations such as addition, subtraction, multiplication and division.

Root Cause 2: Learning gaps due to pandemic

Problem Statement 2 Areas: Student Learning

Problem Statement 3: Recruiting and hiring certified special education teachers

Root Cause 3: Lack of qualified/certified SPED candidates

Problem Statement 3 Areas: Demographics

Problem Statement 4: Implementation of a program to support with EB learners.

Root Cause 4: High percentage of EB learners

Problem Statement 4 Areas: Demographics

Problem Statement 5: Family engagement for academic activities is very low

Root Cause 5: Transportation, working parents

Problem Statement 5 Areas: Perceptions

Problem Statement 6: Content Specific teacher pool is low.

Root Cause 6: Low vacancy: candidate ratio of qualified candidates

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Co-teacher candidate shortage

Root Cause 7: Job responsibilities are same as teachers, while pay is lower

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 8: Low participation in parent surveys

Root Cause 8: Limited access to technology

Problem Statement 8 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card and accountability data
- Local Accountability Systems (LAS) data

Student Data: Assessments

- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data
- Other PreK - 2nd grade assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Special education/non-special education population including discipline, progress and participation data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Class size averages by grade and subject
- Enrollment trends

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

- Parent engagement rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation

Goals









Goal 1: Increase staff retention

Performance Objective 1: By August 2022, the 85% or more of teachers and staff will return to IDEA Palmview or IDEA Public Schools

High Priority

Evaluation Data Sources: Staff retention data

Summative Evaluation: Met Objective






Strategy 1 Details	Reviews			
Strategy 1: Host listening tours for staff during fall/spring Strategy's Expected Result/Impact: Listen to staff feedback Staff Responsible for Monitoring: Principal and admin assistant	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 1: Increase staff retention

Performance Objective 2: IDEA Palmview Academy will receive an 85% or higher on GPTW survey.

High Priority

Evaluation Data Sources: GPTW survey data







Strategy 1 Details	Reviews			
Strategy 1: Conduct informal surveys prior to GPTW window to gather and address data	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 1: Increase staff retention

Performance Objective 3: 100% of teachers will receive rating on the GET power rows.

High Priority

Evaluation Data Sources: TeachBoost heatmap data

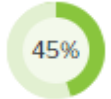




Strategy 1 Details	Reviews			
Strategy 1: Host professional development to address GET strands Calendar GET rating for teachers	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: 100% Student Enrollment is met

Performance Objective 1: IDEA Palmview will reach 100% student enrollment met by 11th day of 2023-2024 school year as measured by Power School.

High Priority






Evaluation Data Sources: PowerSchool enrollment report

Strategy 1 Details	Reviews			
Strategy 1: Use Locus to track and manage data	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 2: 100% Student Enrollment is met

Performance Objective 2: IDEA Palmview Academy will receive a 2:1 application ratio for Kinder (240 applications) and 2:1 application ratio for open seats in 1st-5th grade by 1st day of lottery as measured by Stream.






Evaluation Data Sources: Stream reports

Strategy 1 Details	Reviews			
Strategy 1: Conduct refer a friend campaign	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 2: 100% Student Enrollment is met

Performance Objective 3: 100% of instructional staff will support enrollment efforts by participating in 2 super recruitment day events (one Fall and one Spring semester)

Evaluation Data Sources: SRD day sign in sheets






Strategy 1 Details	Reviews			
Strategy 1: Communicate with staff on these dates with ample time to increase participation, host "make-up days" for staff who can't attend	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: By June 2023 IDEA La Palmview Academy will be an A rated campus as measured by STAAR assessment. 3rd/4th grade Math & Reading will achieve a 54 Student Achievement Score for Domain 1.

High Priority

Evaluation Data Sources: STAAR data






Strategy 1 Details	Reviews			
Strategy 1: Track and manage data through Locus	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: By June 2023 3rd and 4th grade students IDEA La Palmview Academy will achieve meet 100% of Domain 3 targets (low SES, EB, SPED,)

High Priority

Evaluation Data Sources: STAAR data






Strategy 1 Details	Reviews			
Strategy 1: Identify student sub pops and provided differentiated support for (EBs, SPED, etc)	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 3: By June 2023 75% of 4th grade students IDEA La Palmview Academy will reach growth goal. (Domain 2)






High Priority

Evaluation Data Sources: STAAR data

Strategy 1 Details	Reviews			
Strategy 1: Conduct growth goal conversations with students and parents	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 4: 50% EB students will make 2 years growth by receive additional decoding support through intervention

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will attend intervention class daily to support with decoding skills Strategy's Expected Result/Impact: 50% of EB students will make 2 years growth as measured by RenStar testing Staff Responsible for Monitoring: API</p> <p>Title I: 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Problem Statements: Student Learning 1 Funding Sources: Christina Hernandez (Interventionist) - Federal Grant - \$54,500</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 4 Problem Statements:






Student Learning
<p>Problem Statement 1: Students in 3rd and 4th grade have significant academic gaps and are over two years behind in reading and math. Root Cause: Students are able to read in isolation, but comprehension is lacking.</p>

Goal 4: Increase Student Persistence

Performance Objective 1: IDEA Palmview Academy will reach 90% students persistence by 11th day of 23-24 school year as measured by final persistence report.

High Priority




Evaluation Data Sources: BOY persistence report





Strategy 1 Details	Reviews			
Strategy 1: Plan and host new family touch-points throughout the year	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 4: Increase Student Persistence

Performance Objective 2: By June 2023, 100% of teachers will engage students in Move the World lessons at least 3 times a week as an effort for violence prevention and intervention.

Evaluation Data Sources: MTW data reports

Strategy 1 Details	Reviews			
Strategy 1: Share MTW data with teachers on teacher weekly Staff Responsible for Monitoring: Social Worker Title I: 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture Problem Statements: Perceptions 1 Funding Sources: Nancy Alanis - Federal Grant - \$72,999.99	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress
 Accomplished
 Continue/Modify
 Discontinue








Performance Objective 2 Problem Statements:

Perceptions
Problem Statement 1: Family engagement for academic activities is very low Root Cause: Transportation, working parents

Goal 4: Increase Student Persistence

Performance Objective 3: Parent participation/engagement will increase by 25% as measured in event sign in sheets.






Evaluation Data Sources: Event sign in sheets.

Strategy 1 Details	Reviews			
Strategy 1: Use multiple avenues to communicate events to families (social media, flyers, Remind, etc)	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 4: Increase Student Persistence

Performance Objective 4: By May 2022, 75% of 1st-5th grade students will meet or exceed 1,200 minutes in moderate to vigorous physical activity as measured by Locus district dashboard.

Evaluation Data Sources: Locus reports






Strategy 1 Details	Reviews			
Strategy 1: Track, manage and report data via Locus	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: Increase student attendance

Performance Objective 1: IDEA Palmview Academy will average 97% daily attendance as measured by end of the year PEIMS reporting.

High Priority






Evaluation Data Sources: EOY PEIMs report

Strategy 1 Details	Reviews			
Strategy 1: Teachers will be the first line of communication with parents when students are out	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: Increase student attendance

Performance Objective 2: IDEA Palmview adheres to escalation matrix at least 95% of the time as measured by campus escalation matrix reporting.






Evaluation Data Sources: escalation matrix tracker

Strategy 1 Details	Reviews			
Strategy 1: APO will lead and track use of escalation matrix and report out during check-ins	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: Increase student attendance

Performance Objective 3: IDEA Palmview Academy leadership team follows ADA minute by minute with fidelity 95% of the time.

Evaluation Data Sources: APO feedback

Strategy 1 Details	Reviews			
Strategy 1: All lead team members will have invites which reflect ADA support expectations.	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Elena Alonzo	INTERVENTIONIST	Decoding	1
Maribel Mariscal	AR ZONE FACILITATOR	AR	1
Nancy Alaniz	Social Worker	Move this World	1

Campus Funding Summary

Federal Grant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	4	1	Christina Hernandez (Interventionist)		\$54,500.00
4	2	1	Nancy Alanis		\$72,999.99
Sub-Total					\$127,499.99