

IDEA Public Schools
Ambrose & Freda Robinson College Prep
2023-2024 Improvement Plan



Public Presentation Date: August 24, 2023

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.

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

Revised/Approved: May 2, 2023

Demographics

Demographics Summary

IDEA Robinson College Prep is located in the far West side of San Antonio, Texas.

Enrollment

- Grade 6 - 54
- Grade 7 - 65

Student Demographics

- 86% Hispanic
- 12% African American
- 12% White
- 2% Asian/Pacific Islander
- 1% American Indian

Staff Demographics

- 60% Hispanic
- 40% White

Income Status:

- 82% Low Income
- 18% Non-Low Income

Demographics Strengths

We have a diverse student population.

We increased the diversity of staff (admin, teachers, counselor)

Our average, teacher experience is 4 years.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): ELL students are significantly behind peers in reading and math **Root Cause:** We did not find the right interventions for ELL students

Problem Statement 2 (Prioritized): Teacher retention is at 72% **Root Cause:** Admin did not hire the right fit candidates.

Student Learning

Student Learning Summary

From the beginning of 2022-2023 school year, our scholars have drastically increased their skill at writing. In fact, scholars in 7th grade scored 1 point higher in writing than in reading (on average). Also, we had a significant amount of scholars hit the "high" bar for potential passing on the preliminary STAAR (#1 in the region for 7th ELA and Math)

6 Grade scholars came to IDEA Robinson with only 45% passing the reading and math STAAR, with 6 analytical writing the lowest skill campus wide with only 22% mastery on essays during the October benchmark.

Student Learning Strengths

- ELA students are ahead of peers in the region and district
- Math students are ahead of peers in the region and district

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): We relied on a curriculum and did not prioritize the reading and writing connection. **Root Cause:** Not enough time was spent modifying current curriculum.

Problem Statement 2 (Prioritized): Students make simple mistakes in math which throws off their thinking later on. **Root Cause:** We did not teach scholars to slow down, annotate word problems, and align numbers

School Processes & Programs

School Processes & Programs Summary

We have done a good job implementing both paper and computer instruction this school year. We have also improved upon the communication with families by implementing deliberate communication calendar.

ELA did not have the quality of homework practice that math did until later in the year. The principal and counselor were the owners and drivers of restorative practices - not all staff were aligned on what and how.

School Processes & Programs Strengths

1-to-1 technology is working very well.

Online homework for math is working well.

Athletics teams are doing well this school year.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Online homework for ELA did not catch up to the level that math is at. **Root Cause:** We did not prioritize ELA homework at the same rate as math.

Problem Statement 2 (Prioritized): Not all staff are proficient with restorative practices. **Root Cause:** Admin did not train staff sufficiently in restorative practices.

Perceptions

Perceptions Summary

We have improved our parent engagement this year by offering more specific events for College Prep families. For teachers, the GPTW survey shows team work is one of the campus strengths. Also, because of our safety processes, students report feeling safe on campus and are comfortable in each drill.

This year with increase teaching and planning load, only 40% of teachers reported that IDEA was a great place to work, down from 100% last year. Student retention is at 82% and staff retention is at 62% for College Prep.

Perceptions Strengths

Parent engagement in community events is at an all-time high.

Students report that they feel physically safe here at school.

GPTW survey results with “best friend at work” is 80%

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Student retention is at 82% **Root Cause:** I did not ensure all scholars were connected to teachers or to each other

Problem Statement 2 (Prioritized): Staff report only 40% think IDEA is a great place to work on GPTW survey. **Root Cause:** I did not find the right balance of planning/celebrations for staff who teach multiple grades and contents.

Priority Problem Statements

Problem Statement 1: ELL students are significantly behind peers in reading and math

Root Cause 1: We did not find the right interventions for ELL students

Problem Statement 1 Areas: Demographics

Problem Statement 2: Teacher retention is at 72%

Root Cause 2: Admin did not hire the right fit candidates.

Problem Statement 2 Areas: Demographics

Problem Statement 3: We relied on a curriculum and did not prioritize the reading and writing connection.

Root Cause 3: Not enough time was spent modifying current curriculum.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Students make simple mistakes in math which throws off their thinking later on.

Root Cause 4: We did not teach scholars to slow down, annotate word problems, and align numbers

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Online homework for ELA did not catch up to the level that math is at.

Root Cause 5: We did not prioritize ELA homework at the same rate as math.

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Not all staff are proficient with restorative practices.

Root Cause 6: Admin did not train staff sufficiently in restorative practices.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Student retention is at 82%

Root Cause 7: I did not ensure all scholars were connected to teachers or to each other

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Staff report only 40% think IDEA is a great place to work on GPTW survey.

Root Cause 8: I did not find the right balance of planning/celebrations for staff who teach multiple grades and contents.

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

- District goals
- Campus goals
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

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
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- School safety data

- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus leadership data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

Support Systems and Other Data

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



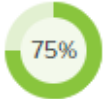







Goals

Revised/Approved: June 12, 2023

Goal 1: IDEA Robinson College Prep achieves an A Rating

Performance Objective 1: 60% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

Evaluation Data Sources: Mock TELPAS, TELPAS

Strategy 1 Details	Reviews			
<p>Strategy 1: Strong TELPAS tracking system in place Strategy's Expected Result/Impact: We will identify struggling students early and often. Staff Responsible for Monitoring: Interventionist</p> <p>Title I: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Problem Statements: Demographics 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Differentiate intervention based on individual need Strategy's Expected Result/Impact: Each ELL scholar will receive the "just right" intervention. Staff Responsible for Monitoring: Interventionist</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments - Targeted Support Strategy Problem Statements: Demographics 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:








Demographics

Problem Statement 1: ELL students are significantly behind peers in reading and math **Root Cause:** We did not find the right interventions for ELL students

Goal 1: IDEA Robinson College Prep achieves an A Rating

Performance Objective 2: 100% of identified scholars meet required minutes per House Bill 4545 (HB4545)









Evaluation Data Sources: HB4545 tracker

Strategy 1 Details	Reviews			
<p>Strategy 1: Build HB4545 intervention into student's schedules using interventionist. Strategy's Expected Result/Impact: There will be sufficient hours to close achievement gaps. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction Funding Sources: Interventionist - Title I, Part A (4120)</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: IDEA Robinson College Prep achieves an A Rating

Performance Objective 3: 60% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

Evaluation Data Sources: Mock Exams, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Strong data monitoring system in place Strategy's Expected Result/Impact: We will identify struggling students early and often. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.6 - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p> <p>Problem Statements: Student Learning 1, 2 Funding Sources: Interventionist - Title I, Part A (4120)</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Targeted and effective in-class supports Strategy's Expected Result/Impact: We will provide the "just right" support. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4 - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 3 Problem Statements:

Student Learning
<p>Problem Statement 1: We relied on a curriculum and did not prioritize the reading and writing connection. Root Cause: Not enough time was spent modifying current curriculum.</p>

Student Learning









Problem Statement 2: Students make simple mistakes in math which throws off their thinking later on. **Root Cause:** We did not teach scholars to slow down, annotate word problems, and align numbers

Goal 1: IDEA Robinson College Prep achieves an A Rating

Performance Objective 4: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing in preparation to be College and Career ready.

High Priority

Evaluation Data Sources: Mock Exams, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately (TEC 11.253(d)(3))</p> <p>Strategy's Expected Result/Impact: Make timely shifts in instruction to increase student performance</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Effective real time coaching of all teachers</p> <p>Strategy's Expected Result/Impact: Make timely shifts in the moment to increase student performance</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 4 Problem Statements:

Student Learning

Problem Statement 1: We relied on a curriculum and did not prioritize the reading and writing connection. **Root Cause:** Not enough time was spent modifying current curriculum.









Goal 2: Increase student persistence

Performance Objective 1: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253(d)(8))

High Priority

HB3 Goal






Evaluation Data Sources: Safety walkthrough

Strategy 1 Details	Reviews			
Strategy 1: Calendar all required drills well in advance Strategy's Expected Result/Impact: 100% compliance with both the law and district expectations Staff Responsible for Monitoring: APO ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Train and follow up as needed with staff on safety measures Strategy's Expected Result/Impact: 100% compliance with both the law and district expectations Staff Responsible for Monitoring: APO ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: Increase student persistence

Performance Objective 2: 100% of schools will be in compliance with the Title 1 Family Engagement requirements through the following events: Meet the Teacher, Public Hearing, Spring Town Hall and Semester 1 Report Card Pick Up. (TEC 11.253(d)(9))








Evaluation Data Sources: attendance tracker

Strategy 1 Details	Reviews			
<p>Strategy 1: timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))</p> <p>Title I: 4.1, 4.2 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 2: Increase student persistence

Performance Objective 3: 100% of schools will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. (TEC 11.253(d)(8))

Evaluation Data Sources: Lesson Completion Tracker








Strategy 1 Details	Reviews			
<p>Strategy 1: Schedule and train staff in advance of the lessons. Strategy's Expected Result/Impact: All students receive effective anti-bullying instruction Staff Responsible for Monitoring: Counselor</p> <p>Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Increase student daily attendance

Performance Objective 1: IDEA Robinson College Prep will achieve a 97% annual attendance rate for the 23-24 school year

High Priority






Evaluation Data Sources: Daily attendance tracker

Strategy 1 Details	Reviews			
<p>Strategy 1: We will rewrite and follow an extensive ADA matrix Strategy's Expected Result/Impact: Hold scholars and parents accountable for attendance.</p> <p>Title I: 2.6 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Increase student daily attendance

Performance Objective 2: 100% of students from 6th-8th grade meet their MVPA minutes goal of 1200. (TEC 11.253(d)(10))






Evaluation Data Sources: MVPA tracker

Strategy 1 Details	Reviews			
<p>Strategy 1: Create and follow a effective tracking system for MVPA minutes. Strategy's Expected Result/Impact: 100% of scholars track their progress Staff Responsible for Monitoring: PE Teacher</p> <p>Title I: 2.5 - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Increase staff retention

Performance Objective 1: 100% of full-time staff members complete all tasks within IDEA's staff development cycle including: goal setting, 2x2 and annual performance reviews during the 2023-24 school year.

High Priority







Strategy 1 Details	Reviews			
<p>Strategy 1: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p>Strategy's Expected Result/Impact: Scholars show professional growth</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 2: Teacher retention is at 72% Root Cause: Admin did not hire the right fit candidates.</p>

Goal 4: Increase staff retention

Performance Objective 2: IDEA Robinson College Prep is 85% staffed for all teacher positions throughout the 2023-24 school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: recruit and hire high quality candidates per role by using high quality resume criteria Strategy's Expected Result/Impact: Teachers are proficient or higher on GET by Dec. Staff Responsible for Monitoring: principal</p> <p>Title I: 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Problem Statements: Demographics 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Maintain consistent support and coaching Strategy's Expected Result/Impact: 100% of staff feel supported and professional developed Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Strategic Staffing, Lever 3: Positive School Culture Problem Statements: Demographics 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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



Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 2: Teacher retention is at 72% Root Cause: Admin did not hire the right fit candidates.</p>

Goal 5: Increase student enrollment

Performance Objective 1: 100% Enrollment by the 10th day of school.

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Create and follow solid recruitment plan involving all students Strategy's Expected Result/Impact: increase the amount of school applications Staff Responsible for Monitoring: APO</p> <p>Title I: 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Coach all staff around a compelling recruitment pitch Strategy's Expected Result/Impact: each staff receive applications for the school Staff Responsible for Monitoring: APO</p> <p>Title I: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning Problem Statements: Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 1 Problem Statements:

Perceptions
<p>Problem Statement 1: Student retention is at 82% Root Cause: I did not ensure all scholars were connected to teachers or to each other</p>

State Compensatory

Budget for Ambrose & Freda Robinson College Prep

Total SCE Funds:

Total FTEs Funded by SCE: 1

Brief Description of SCE Services and/or Programs

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Personnel for Ambrose & Freda Robinson College Prep

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Emma Tapia	Interventionist	1

Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1	Interventionist		\$0.00
1	3	1	Interventionist		\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$85,000.00
+/- Difference					\$85,000.00
Grand Total Budgeted					\$85,000.00
Grand Total Spent					\$0.00
+/- Difference					\$85,000.00