

IDEA Public Schools
Bluff Springs Academy
2023-2024 Campus Improvement Plan



Public Presentation Date: August 3, 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 PuIDEA Bluff Springs Academy students are courageous and empathetic, self-driven learners who believe they have the power and responsibility to shape their community. Curiosity will drive students to flex their college readiness by generating solutions to complex challenges and envisioning the world as it might be. Our students will be equipped with the skills to develop claims, justify their positions, and communicate in ways that influence change and strengthen relationships. BSA staff is in the business of creating a positive space that will help them reach their true, limitless potential of becoming brave critical thinkers, passionate and elite lifelong learners, and overall good people. 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**

Table of Contents

- Comprehensive Needs Assessment 4
 - Demographics 4
 - Student Learning 5
 - School Processes & Programs 6
 - Perceptions 7
- Priority Problem Statements 8
- Comprehensive Needs Assessment Data Documentation 9
- Goals 10
 - Goal 1: All IDEA students matriculate to college 10
 - Goal 2: IDEA achieves an A Rating 12
 - Goal 3: Increase student persistence 18
 - Goal 4: Increase student daily attendance 21
 - Goal 5: Increase staff retention 24
- Campus Funding Summary 26

Comprehensive Needs Assessment

Revised/Approved: August 3, 2023

Demographics

Demographics Summary

Bluff Springs Academy launched in 2016 with kinder, 1st, and 2nd grade. Since then, we have become a full-scale campus serving 604 students from Kindergarten to 5th grade. We are an open-enrollment primary campus in the South Austin area. 84.38% of our students have been identified as economically disadvantaged.

Demographics Strengths

81.70% Hispanic

.47% American Indian - Alaskan Native

1.10% Asian

8.04% Black African-American

.17% Native Hawaiian - Pacific Islander

7.73% White

.79% Two or more

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): We did not meet the 97.5% attendance rate goal. We landed at 92.3% ADA.; **Root Cause:** 1) Family culture does not reflect the importance of attending school every day. With a 84.4% student population that identifies as being economically disadvantaged, Parents work schedules usually take priority.

Problem Statement 2: A stronger ELL program is needed. **Root Cause:** Our school has a positive reputation with the Hispanic community, and because of this many of our students are non-english speakers. Parents are worried about how the students will communicate. Parents also then have lack of communication with some of the staff.

Student Learning

Student Learning Summary

EB students have made a significant improvement in the area of closing the achievement gap. Fourth and Fifth grade students continue to perform above the district and region in science and reading benchmark assessments. Students in K-2 have made growth throughout the year; students making significant gains on Dibels and placing in above grade level programs in kinder. Special education students performed well in Science and social studies in 3rd and 4th grade. First and second grade math average achievement score on final exams was an 83. Third through fifth grade showed growth over the year in math moving out of quartile 4 to quartile 2 or 3.

Student Learning Strengths

Our students have historically shown strength in ELA for the past 2 years. Math skills have developed but are not at the level of our ELA. EB students have made gains in the classroom because of implementation of EB strategies.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Meets indicators for 3rd-5th ELA were significantly below in all grade levels (overall average 28) **Root Cause:** Writing skills have not been fully developed, inconsistent reading teachers in 3rd grade, curriculum pacing assumes students are on grade level, not enough access and opportunities to practice with on grade level text, more celebrations needed to celebrate growth over time versus at major benchmarks; CSI time not held sacred to support struggling readers.

Problem Statement 2 (Prioritized): DI not meeting benchmark goals for students to be on grade level (program completion). **Root Cause:** inconsistent teachers in grades K and 1, access to support programs (iReady) was missing because of lack of computers in lower grades, time and opportunities missing to identify specific gaps to provide additional support, attendance.

Problem Statement 3: Meets indicators continue to be below goal for 3rd-5th grade math (overall average 42) **Root Cause:** Foundational math skills have not been fully addressed, pacing of curriculum does not allow for re-teach or opportunity to address gaps, additional support systems not in place (intervention teacher inconsistent, Hotspot/Dreambox not addressing student needs), more celebrations needed to celebrate growth over time versus at major benchmarks.

School Processes & Programs

School Processes & Programs Summary

At IDEA Bluff Springs, we use the Guideposts for Excellent Teaching Rubric to evaluate our teachers. This rubric is broken down into 5 instructional guideposts, each representing a component of excellent teaching. Each guideposts is composed of three to five rows that each represent different proficiencies within the guidepost.

Ratings on the GET rubric are on a scale of 1-5. A score of 1 is pre-novice, 2 represents a novice score, 3 is proficient, 4 is advanced, and 5 is exceptional. Below shows an average of teacher GET ratings on each guidepost.

GET Rating Summary:

Guidepost 1 - Goal Setting: 3.79

Guidepost 2- Classroom Climate and Culture: 3.82

Guidepost 3 - Planning: 4

Guidepost 4 - Lesson Delivery: 3.65

School Processes & Programs Strengths

Strengths:

- Bluff Springs Academy teachers have strong classroom culture.
- Bluff Springs Academy teachers plan rigorous lessons aligned to the assessment.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): There is a need to increase student practice within lessons, specifically among teachers who are new to their content. **Root Cause:** 1) Lack of consistent time for lesson rehearsals and feedback for teachers. 2) Lack of skill-focused high-quality professional development opportunities in content teams.

Problem Statement 2: There is a need to increase the capacity of new teachers to better respond in gaps to student learning. **Root Cause:** 1) Lack of consistent time for lesson rehearsals and feedback for teachers. 2) Lack of skill-focused high-quality professional development opportunities in content teams.

Perceptions

Perceptions Summary

Persistence: 87%

ADA:92%

Staff Retention: 69%

Great Places to work: 68%

Perceptions Strengths

Teachers feel comfortable and happy in their grade teams.

Families are happy with the communication they are receiving and with their interactions with their teachers.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Staff often feel overworked or burnt out. **Root Cause:** We have not provided enough targeted PD for staff around issues that take a lot of time.

Problem Statement 2 (Prioritized): ADA problems spiraled throughout the year and chronic absences piled up. **Root Cause:** ADA initiatives were unsustainable and fell off as the year went on.

Priority Problem Statements

Problem Statement 1: We did not meet the 97.5% attendance rate goal. We landed at 92.3% ADA.;

Root Cause 1: 1) Family culture does not reflect the importance of attending school every day. With a 84.4% student population that identifies as being economically disadvantaged, Parents work schedules usually take priority.

Problem Statement 1 Areas: Demographics

Problem Statement 2: There is a need to increase student practice within lessons, specifically among teachers who are new to their content.

Root Cause 2: 1) Lack of consistent time for lesson rehearsals and feedback for teachers. 2) Lack of skill-focused high-quality professional development opportunities in content teams.

Problem Statement 2 Areas: School Processes & Programs

Problem Statement 3: ADA problems spiraled throughout the year and chronic absences piled up.

Root Cause 3: ADA initiatives were unsustainable and fell off as the year went on.

Problem Statement 3 Areas: Perceptions

Problem Statement 4: Staff often feel overworked or burnt out.

Root Cause 4: We have not provided enough targeted PD for staff around issues that take a lot of time.

Problem Statement 4 Areas: Perceptions

Problem Statement 5: Meets indicators for 3rd-5th ELA were significantly below in all grade levels (overall average 28)

Root Cause 5: Writing skills have not been fully developed, inconsistent reading teachers in 3rd grade, curriculum pacing assumes students are on grade level, not enough access and opportunities to practice with on grade level text, more celebrations needed to celebrate growth over time versus at major benchmarks; CSI time not held sacred to support struggling readers.

Problem Statement 5 Areas: Student Learning

Problem Statement 6: DI not meeting benchmark goals for students to be on grade level (program completion).

Root Cause 6: inconsistent teachers in grades K and 1, access to support programs (iReady) was missing because of lack of computers in lower grades, time and opportunities missing to identify specific gaps to provide additional support, attendance.

Problem Statement 6 Areas: Student Learning

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

Goals

Goal 1: All IDEA students matriculate to college

Performance Objective 1: College Prep Average ACT score of 21 or better by high school graduation (HB3)

High Priority

HB3 Goal









Evaluation Data Sources: Internal assessments, boot camps, and ACT scores.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Host ACT boot camp sessions. Strategy's Expected Result/Impact: Meet the ACT goal of 21 or higher average Staff Responsible for Monitoring: All staff	Formative			Summative
	Oct	Jan	Mar	June
			N/A	
Strategy 2 Details	Reviews			
Strategy 2: Literacy support in all contents. Strategy's Expected Result/Impact: Meet ACT score of 21. Staff Responsible for Monitoring: All high school staff and lead team.	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 1: All IDEA students matriculate to college

Performance Objective 2: 100% of graduates meet TSIA college readiness benchmark (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Strategic instructional backwards plan for TSI readiness.	Formative			Summative
	Oct	Jan	Mar	June
	 20%	 50%		
Strategy 2 Details	Reviews			
Strategy 2: Add more opportunities for students to practice TSI. Strategy's Expected Result/Impact: Students will become more familiar and comfortable with the assessment.	Formative			Summative
	Oct	Jan	Mar	June
	 20%	 50%		
<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 2: IDEA achieves an A Rating

Performance Objective 1: IA: Third-grade students performing at or above grade level in reading as measured by the Meets Grade Level Standard on STAAR will increase from 38% to 40% in Spring 2024 (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Students will receive STAAR aligned writing practice in all contents in 2-5. Strategy's Expected Result/Impact: Students increase meets average in 3rd grade ELA and above.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 35%		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







Goal 2: IDEA achieves an A Rating

Performance Objective 2: IA: Third-grade students performing at or above grade level in math as measured by the Meets Grade Level Standard on STAAR will increase from 30% to 32% in Spring 2024. (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Students will be provided sufficient practice time.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will receive PD on exemplars w/ clear CFS and how to deliver "rapid at bats" Strategy's Expected Result/Impact: Meets average will increase in 3rd grade	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 2: IDEA achieves an A Rating

Performance Objective 3: IA & CP: X% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
Strategy 1: Use EB focused look fors during observations.	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 2: IDEA achieves an A Rating

Performance Objective 4: IA & CP: 100% of identified scholars meet required minutes per House Bill 4545 (HB4545)

Strategy 1 Details	Reviews			
Strategy 1: School Defined (Recommended Examples: after school tutoring, during school tutoring, pull out during Hotspot/AR, minute tracking in PowerTeacher)	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 2: IDEA achieves an A Rating







Performance Objective 5: IA & CP: X% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
Strategy 1: Use student/special education teacher owned TEKS trackers for reteach targets.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 40%		
<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 2: IDEA achieves an A Rating

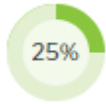





Performance Objective 6: IA & CP: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing

Required Strategy: Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately (TEC 11.253(d)(3))

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 .</p> <p>Strategy's Expected Result/Impact: Increase accountable through tracking and check ins.</p> <p>Staff Responsible for Monitoring: API & Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Funding Sources: Resources for families to use at home that can help build math and reading proficiency. - Title I, Part A (4120) - \$2,572.29</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Increase student persistence

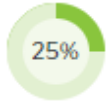





Performance Objective 1: IA & CP: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
Strategy 1: 100% of safety drills will be performed and documented with fidelity.	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: Increase student persistence







Performance Objective 2: IA & CP: 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))

Required Strategy: timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))

Strategy 1 Details	Reviews			
Strategy 1: Use campus events calendar to with fidelity.	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 3: Increase student persistence

Performance Objective 3: IA & CP: 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))

Strategy 1 Details	Reviews			
Strategy 1: Use district calendar to backwards plan and carryout all students curriculum with fidelity.	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: Increase student daily attendance

Performance Objective 1: IA: 100% of students from 2nd thru 5th Grade meet their MVPA minutes goal of X. (TEC 11.253(d)(10))

Strategy 1 Details	Reviews			
Strategy 1: MVP minutes will be tracked daily by using the HRM watches.	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: Increase student daily attendance

Performance Objective 2: IA & CP: IDEA XX will achieve a XX% annual attendance rate for the 23-24 school year

Strategy 1 Details	Reviews			
Strategy 1: Use the District ADA matrix with fidelity to engage families.	Formative			Summative
	Oct	Jan	Mar	June
	 20%	 40%		
<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: Increase student daily attendance







Performance Objective 3: CP: 100% of students from 6th-12th grade meet their MVPA minutes goal of X. (TEC 11.253(d)(10))

Strategy 1 Details	Reviews			
Strategy 1: 100% of students will use HRM with fidelity so that minutes can be tracked.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 30%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: Increase staff retention

Performance Objective 1: IA & CP: 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.







Required Strategy: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.

Strategy 1 Details	Reviews			
Strategy 1: Staff development cycle will be implemented with fidelity and used to tailor teacher's path to excellence.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 40%		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Increase staff retention

Performance Objective 2: IA & CP: IDEA XX is XX% staffed for all teacher positions throughout the 2023-24 school year.

Required Strategy: recruit and hire high quality candidates per role by using high quality resume criteria

Strategy 1 Details	Reviews			
Strategy 1: Plan quarterly principal touch points with staff.	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>				

Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	6	1	Resources for families to use at home that can help build math and reading proficiency.		\$2,572.29
Sub-Total					\$2,572.29
Budgeted Fund Source Amount					\$2,646.49
+/- Difference					\$74.20
Grand Total Budgeted					\$2,646.49
Grand Total Spent					\$2,572.29
+/- Difference					\$74.20