IDEA Public Schools

Brackenridge Academy

2023-2024 Campus 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

Demographics

Demographics Summary

As a kindergarten - 5th grade campus, we recognize the importance of building a solid academic & social foundation. As such, we embody a campus culture rooted in integrity, unity, and synergism.

Demographics Strengths

At IDEA Brackenridge, we charge all 730+ scholars, teachers, and community member to build authentic relationships, maintain growth mind-sets, and to remember to treat all people with the dignity and respect they want.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Lack of targeted focus on health and wellness of scholars through daily implementation of SEL program   **Root Cause:** 25% of teachers out daily, due to teacher shortages, prevented the campus from consistently implementing the SEL program.

Problem Statement 2: Limited family engagement events   **Root Cause:** 25% of teachers out daily, due to teacher shortages, reduced the number of parent engagement events to two.

Student Learning

Student Learning Summary

Student outcomes resulted in ELA & Math distinctions; nevertheless, ELA academic achievement fell below target score of 66. Additionally, reading outcomes for kindergarten - 2nd decline from previous years. Less than 50% of kindergarten students and less than 60% of 1st grade students ended the year at grade-level.

Student Learning Strengths

See PDF Addendum for more information.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Failed to provide TEK aligned instruction in reading intervention.   **Root Cause:** Curriculum aligned to common core standards & limited instructional experience of teachers to effectively supplement curriculum

Problem Statement 2: Collaboration with content teacher and AR facilitator to align program needs to classroom instruction   **Root Cause:** Accelerated Reading program implemented by classroom teachers to supplement in staffing for majority of school year

Problem Statement 3: School-wide academic events to promote cross curriculum instruction and engagement in content.   **Root Cause:** Limiting whole group interact led to canceling of events

School Processes & Programs

School Processes & Programs Summary

At IDEA Brackenridge we promote learning for scholars and staff. Our teachers and staff participate in weekly professional development opportunities that provide our campus with the tools needed for scholar success and mastery. At IDEA Brackenridge we also implement a teacher mentor program that provides teachers with the guidance and support needed for professional growth and development. Similarly, to support staff in their learning, leaders are coached weekly and conduct daily observations for on-the-spot coaching. At IDEA Brackenridge we've built a culture of physical health and awareness through our teacher sponsored sports clubs.

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 23 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 met 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 reatins 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"

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Campus leaders were inconsistent in holding staff accountable to campus expectations. **Root Cause:** Teacher handbook did not provide clear and concise expectations and in some areas, implementation varied.

Problem Statement 2: Only 24% of teachers see our work place as "psychologically safe" environment. **Root Cause:** Demands on instructions, staff shortages, academic gaps, and vacancies places great demands on staff's time, requiring longer work hours with increased chance of harm to health.

Perceptions

Perceptions Summary

At IDEA Brackenridge, we value culture & climates built on inclusion and respect. As such, we reflect on areas of strengths and opportunities, taking into account what families communicate as their experiences, involvement requests, and overall perspective as to how we are serving their children.

Perceptions Strengths

We had a minimum of one family engagement event per month. Family newsletter sent out weekly. SC post to Remind at least 2 times per week to families.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Limited campus-wide events for families to increase interactions with teachers and staff   **Root Cause:** Not being able to require teachers to attend events beyond the 2 required per year and PD days taken for recruitment instead of teacher conferences or more interactions.

Problem Statement 2: Staffing shortage lead to staff being stretched thin and not being able to dedicate as much time to families   **Root Cause:** Staff quitting and people having to step into multiple roles. Also, not being able to hire more people.

Priority Problem Statements

Goals

Goal 1: All IDEA students matriculate to college

Performance Objective 1: 90% of Brackenridge Academy's scholars in Kinder - 2nd will end the year on or above grade-level in Reading Mastery Transformation

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** DI Online Dashboard
> District Reading and Math Assessment outcomes
> Executive Tracker
>
> **Summative Evaluation:** Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Engage in lesson rehearsals with DI teachers (script practice) and core content teachers (3 x week) to ensure fidelity to script and execution of TEKs -based instruction.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 1. Teach Boost Rating of Proficient or higher for GET 1A and GET 1B 2. Daily lesson progress/weekly lesson progress met + 90% or higher on Mastery Test 3. 80% or higher HR/whole class average on daily ETs for K-2 Core Content in Reading and Math **Staff Responsible for Monitoring:** All Direct Managers of Instructional Staff: - Principal and/or Assistant Principal of Instruction (API) **Title I:** 2.4, 2.6 - **TEA Priorities:** Build a foundation of reading and math	15%	35%		
0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

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 43% to 45% in Spring 2024 (HB3)

> **High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR
>
> **Summative Evaluation:** No progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Host a minimum of six Saturday schools and Friday extended learning sessions targeting reading and math based on data from most current biweekly assessments	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Providing extended learning opportunities will give scholars additional practice in a small group setting, which will lead to increased content mastery.
    Staff Responsible for Monitoring: Math & Science - Assistant Principal of Instruction - Juan (Albert) Gonzalez
ELAR - Principal - Marlitha Williams
 	
    Title I:
2.5
	N/A	30%		

<center>0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue</center>				

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 25% to 27% in Spring 2024. (HB3)

High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: Scholars receive high-quality, aligned TEKs-based, first instruction in Reading to be executed by all content teachers in grade three (3rd grade)	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 1. 80% or higher on their daily exit ticket 2. 75% or more of scholars will meet their progress goal on STAAR MOCK/ shift from one performance bucket to another (I.e., low approaches to high approaches) **Staff Responsible for Monitoring:** Principal Manager of Reading Language Arts (RLA) **Title I:** 2.4, 2.6	N/A	10%		
	0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue			

Goal 2: IDEA achieves an A Rating

Performance Objective 3: IA & CP: 36% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

    Evaluation Data Sources: TELPAS

    Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: IA & CP: 75% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))	**Formative**			**Summative**
Strategy's Expected Result/Impact: 1. Instructional Rounds with an emphasis on EB scholars 2. TELPAS Fall Assessment Data **Staff Responsible for Monitoring:** Principal and APIs **Title I:** 2.4, 2.6	**Oct**	**Jan**	**Mar**	**June**
	N/A	10%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 2: IDEA achieves an A Rating

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

HB3 Goal

Evaluation Data Sources: Powerschool tracking data

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details		Reviews		
Strategy 1: Train teachers on how to effectively record individual student HB4545 hours in Power School (PS) and ensure leaders verify student hours the same day. Leaders will discuss HB4545 PTG in their weekly tactical to ensure they are on track to meet all required hours by the TEA prior to STAAR 2024.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 1. 100% of 3-5 scholars will receive their required HB4545 hours prior to STAAR 2024 **Staff Responsible for Monitoring:** Principal APIs Teachers **Title I:** 2.4, 2.6	N/A	5%		

0% No Progress   100% Accomplished   ➡ Continue/Modify   ✖ Discontinue

Goal 2: IDEA achieves an A Rating

Performance Objective 5: IA & CP: 60% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

    Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: Ensure teacher lesson plans include appropriate accommodations, as outlined in the scholar's IEP, to ensure scholars master the day's objective/skill.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: 1. 100% of SPED scholars achieve 70% of higher on daily ETs
    2. 100% of SPED scholars meet their growth goal/shift from one performance band to another on their District exams.
    Staff Responsible for Monitoring: Principal
APIs
Teachers (General Ed and SPED)
 	
    Title I:
2.4, 2.6
 - **TEA Priorities:**
Build a foundation of reading and math
	5%	25%		

0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

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))
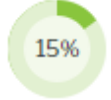
Evaluation Data Sources: STAAR

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Conduct weekly data-informed tutoring based on ET avg. lower than 70% and assessment data lower than 85%.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Providing extended learning opportunities will give scholars additional atbats in a small group setting, which will lead to mastering concepts and reinforcing them.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Math & Science - Assistant Principal of Instruction - Juan (Albert) Gonzalez ELAR - Principal - Marlitha Williams **Title I:** 2.5		N/A	40%		
	0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

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))

> **Evaluation Data Sources:** Safety audit

Strategy 1 Details	Reviews			
Strategy 1: Campus lead team trains staff on 100% safety operating mechanisms and monitors the implementation from all staff. NOTE: APO leads all safety trainings in partnership with the LT members.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 1. 100% of monthly safety trainings and drills are executed **Staff Responsible for Monitoring:** APO and Principal **Title I:** 2.5, 2.6 - **TEA Priorities:** Recruit, support, retain teachers and principals	10%	15%		
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

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))

High Priority

Evaluation Data Sources: Sign-in records for Meet the Teacher - 8/7; Public Hearing - 8/24; Semester 1 Report Card Night 10/6; and Spring Town Hall (Date TBD)

Strategy 1 Details		Reviews			
Strategy 1: Increased frequency and means of communication with families through: 1. Yearlong events calendar, 2. Daily student behavior outcomes electronically available to families, 3. Weekly parent newsletter disseminated Mondays, 4. Communication with families through REMIND, FB, and Class Dojo		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
Title I: 4.2		5%	15%		

Strategy 2 Details		Reviews			
Strategy 2: New to IDEA student cohort swag to be distributed by end of September: Supplies for monthly parent engagement event. Supplies for Meet & Greet with New to IDEA families on October 5th and Report Card Night on October 16th.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increase NTI persistence by 10 percent, resulting in 97%, by end of semester 1. **Staff Responsible for Monitoring:** School Counselor and Principal **Title I:** 4.2 **- TEA Priorities:** Improve low-performing schools		N/A	15%		

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue		

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))

> **High Priority**
>
> **Evaluation Data Sources:** Counselor tracker submission for session completion
>
> **Summative Evaluation:** No progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: School Counselor will lead and/or train teachers to effectively implement and complete 100% of violence prevention/anti-bullying/school safety training to all Brack AC staff.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 1. Decrease reports of bullying 2. Decrease School Conduct Violations + Out of School Suspensions (OSS) 3. Increase Morning Meeting Move this World Participation (Average 80% or higher)	N/A	45%		
	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: Increase student daily attendance

Performance Objective 1: IA: 100% of students from 2nd thru 5th Grade meet their MVPA minutes goal of 1200. (TEC 11.253(d)(10))

    Evaluation Data Sources: IHT tracker

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Weekly data submission on Fridays of IHT tracker and report outcomes during biweekly check-in	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved health of scholars will support increased daily attendance as over 70% of reported absences attributed to health. **Staff Responsible for Monitoring:** API - Jessica Loera	**Oct**	**Jan**	**Mar**	**June**
	10%	20%		

|				
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 4: Increase student daily attendance

Performance Objective 2: IA & CP: IDEA Brackenridge will achieve a 97% annual attendance rate for the 23-24 school year

High Priority

Evaluation Data Sources: ADA Matrix

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Conduct weekly ADA matrix review to identify students of concern and review next steps with person responsible for its implementation.		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Increased awareness will inform next steps and create an accountability system for follow-up, which will improve attendance outcomes **Staff Responsible for Monitoring:** APO - Jacqulin Garcia		N/A	10%		
0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue		

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.

High Priority

Evaluation Data Sources: Cornerstone

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Leader participate in Leader's Advantage cohort with focus on teacher retention, to inform monthly teacher appreciation events, teambuilding activities during monthly professional developments, increased opportunities for teacher provide upwards feedback and input in campus decisions		**Formative**			**Summative**
		Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Reflecting on our current leadership and collaborating with others to inform our leadership knowledge and understanding in working to improve our teacher-leader relationships **Staff Responsible for Monitoring:** Principal - Marlitha Williams		N/A	10%		
	0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

Goal 5: Increase staff retention

Performance Objective 2: IA & CP: IDEA Brackenridge is 75% 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

    Evaluation Data Sources: Teacher retention tracker

Strategy 1 Details			Reviews		
Strategy 1: Create social media postings related to job openings to increase awareness.		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increased applicants increases the likelihood of attaining qualified candidates.		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal - Marlitha Williams		5%	N/A		
	0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue	