

**IDEA Public Schools**  
**Brackenridge College Prep**  
**2023-2024 Improvement Plan**

**Accountability Rating: B**



**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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# Priority Problem Statements

**Problem Statement 1:** Excessive general absences and habitually absent students impacted our ADA.

**Root Cause 1:** ADA fell below 94% for overall YTD ADA.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Inconsistent attendance for tutorials, study circles and enrichment. Parents pulling scholars out early on tutoring days.

**Root Cause 2:** Staff gap in sharing rationale and purpose for tutorials have created a gap in parent investment in the extra help necessary for student success.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** Staff feedback for systems, mechanisms and procedures not consistent which results in gaps in planning and roll out.

**Root Cause 3:** We do not have an established feedback procedure for new mechanisms, procedures or systems.

**Problem Statement 3 Areas:** School Processes & Programs

**Problem Statement 4:** Perceived quality of student culture named from difference between schools, grades and classrooms.

**Root Cause 4:** Admin expectations for culture components not held consistently across classroom, grade level and campuses.

**Problem Statement 4 Areas:** Perceptions

**Problem Statement 5:** Parent participation has declined at events, surveys and newsletters.

**Root Cause 5:** Lack of communication with parents, students and staff regarding campus processes, procedures and events.

**Problem Statement 5 Areas:** Demographics

**Problem Statement 6:** Scholar mechanisms for screen to scratch inconsistent.

**Root Cause 6:** Gaps in student annotations with computer based assessments not identified early enough to create solid plans for roll out and practice.

**Problem Statement 6 Areas:** Student Learning

**Problem Statement 7:** Admin is consistently slow to roll out student related communication and event communication with staff.

**Root Cause 7:** Our newsletter does not include specific logistics info on upcoming events. This results in lead team not rolling out details until a few days before an event.

**Problem Statement 7 Areas:** School Processes & Programs

**Problem Statement 8:** We are not a school system that supports EB students effectively.

**Root Cause 8:** Instructional team is not aware of the vision, rationale and components we utilize to support language acquisition through the immersion method.






**Problem Statement 8 Areas: Perceptions**

# 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)

**Evaluation Data Sources:** ACT exam






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Friday adjusted groupings to ensure strategic ACT tutoring.</p> <p><b>Strategy's Expected Result/Impact:</b> Avg ACT score of 21 or higher.</p> <p><b>Staff Responsible for Monitoring:</b> DCC, CC, Testing Coordinator</p> <p><b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
	 45%	N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** All IDEA students matriculate to college

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

**High Priority**

**Evaluation Data Sources:** TSI exam








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Adjusted Friday Schedules to tutor and test strategic TSI groups. <b>Strategy's Expected Result/Impact:</b> 80% or higher TSI exempt <b>Staff Responsible for Monitoring:</b> DCC, CC, teachers facilitating groups  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools	Formative			Summative
	Oct	Jan	Mar	June
		N/A	N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2: IDEA achieves an A Rating**

**Performance Objective 1: IA & CP: 36% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))**

**High Priority**

**Evaluation Data Sources:** Telpas Testing






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Morning TELPAS tutoring through TELPAS exam.  <b>Strategy's Expected Result/Impact:</b> 36% of TELPAS students meet their growth goal.  <b>Staff Responsible for Monitoring:</b> API, Testing Coordinator</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
		N/A	N/A	
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Morning Rosetta Stone and Language tutoring (reading, writing and speaking)  <b>Strategy's Expected Result/Impact:</b> 36% or more increase in TELPAS data  <b>Staff Responsible for Monitoring:</b> Testing Coordinator and Assistant Principal</p> <p><b>TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
		N/A		
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				



**Goal 2:** IDEA achieves an A Rating

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






**Evaluation Data Sources:** Power School Minutes logged

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> H4545 attendance tracker review during API check in and weekly lead team tactical.  <b>Strategy's Expected Result/Impact:</b> Will ensure 100% of scholars fulfill their required minutes.  <b>Staff Responsible for Monitoring:</b> API</p> <p><b>Title I:</b>                      2.4, 2.5, 2.6  <b>- TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
		N/A	N/A	
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 2:** IDEA achieves an A Rating

**Performance Objective 3:** IA & CP: 50% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

**Evaluation Data Sources:** Formative assessments

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Weekly SpEd data tracking and tutoring pullouts to decrease tutoring group sizes.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased SpEd performance</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
		N/A	N/A	
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				






**Goal 2:** IDEA achieves an A Rating

**Performance Objective 4:** 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))

**High Priority**

**Evaluation Data Sources:** Daily ET data; Formative assessments






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 100% of teachers will track daily ET's, Weekly Assessments, Unit tests, Mock and Semester Exams to ensure PTG is met.</p> <p><b>Strategy's Expected Result/Impact:</b> Planning re-teaches, tutorials and recursive review.</p> <p><b>Staff Responsible for Monitoring:</b> API</p> <p><b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
		N/A	N/A	
<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))

**High Priority**

**Evaluation Data Sources:** Weekly door checks; monthly safety audit







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Co-door sweeps using security officer weekly with FM. (team work) <b>Strategy's Expected Result/Impact:</b> Consistency checking doors. <b>Staff Responsible for Monitoring:</b> FM, Security officer, APO	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </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))






**Evaluation Data Sources:** Event Sign-in documentation

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Weekly SC check-in to ensure all engagement events not only take place but are marketed effectively.  <b>Strategy's Expected Result/Impact:</b> Parents have a variety of events to participate and engage with the campus.  <b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b>                      4.1                      - <b>TEA Priorities:</b>                      Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> New to IDEA student cohort swag; Supplies for monthly parent engagement event                      New to IDEA cohort swag to be distributed by October 5th at New to IDEA family meet and greet.                      Supplies needed for October 16th - Report Card Night.</p> <p><b>Title I:</b>                      4.2                      - <b>TEA Priorities:</b>                      Improve low-performing schools</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**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))

**Evaluation Data Sources:** Tracker submission for sessions completion







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Whole campus SSS presentation time.  <b>Strategy's Expected Result/Impact:</b> 100% of campus will complete SSS presentation at the same time.  <b>Staff Responsible for Monitoring:</b> Campus Counselor</p> <p><b>TEA Priorities:</b>                      Connect high school to career and college, Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Goal 4:** Increase student daily attendance

**Performance Objective 1:** IA & CP: IDEA Brackenridge College Prep will achieve a 97% annual attendance rate for the 23-24 school year.

**High Priority**

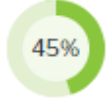




**Evaluation Data Sources:** ADA Matrix

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Weekly ADA grade level celebrations tied to perfect attendance.  <b>Strategy's Expected Result/Impact:</b> Allows staff and students to see, discuss and improve weekly and daily ADA data.  <b>Staff Responsible for Monitoring:</b> Teachers, grade team leaders, registrar, APO and Principal</p> <p><b>Title I:</b>                      2.5                      - <b>TEA Priorities:</b>                      Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
			N/A	
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 4:** Increase student daily attendance

**Performance Objective 2:** CP: 100% of students from 6th-12th grade meet their MVPA minutes goal of 900 per year. (TEC 11.253(d)(10))

**Evaluation Data Sources:** IHT Tracker

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> PE teacher will report out minutes to manager each week with OCS framework.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensure solutions are found weekly so that all students meet goal.</p> <p><b>Staff Responsible for Monitoring:</b> Josiah Farley</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				








**Goal 5:** Increase staff retention

**Performance Objective 1:** 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 Reports






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Mid and End of BOY training road map review to ensure API's have the opportunity to remind and hold staff accountable to complete all trainings.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensure 100% of staff have completed all required trainings.</p> <p><b>Staff Responsible for Monitoring:</b> API's</p> <p><b>Title I:</b> 2.6</p> <p><b>- TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>	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 5:** Increase staff retention

**Performance Objective 2:** CP: IDEA Brackenridge is 65% 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 Locus Dashboard

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Create campus Link'd in and Indeed accounts to source candidates at BOY and during year.  <b>Strategy's Expected Result/Impact:</b> Ensure positions are filled with quality teachers  <b>Staff Responsible for Monitoring:</b> Admin Assistant, Principal</p> <p><b>Title I:</b>                      2.4                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals</p>	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>				