

IDEA Public Schools
Burke College Prep
2023-2024 Improvement Plan



Public Presentation Date: August 7, 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: August 8, 2023

Demographics

Demographics Summary

IDEA Burke College Prep is a Title I campus that offers quality educational programs and extracurricular activities to students in grades 6th through 10th. Burke will be welcoming a total of 570 students during the 2023-24 school year. The school's demographics show that approximately 84% of the student population identify as economically disadvantaged.

Demographics Strengths

- 1.) IDEA Burke is achieving its mission of college for all in serving a majority of economically disadvantaged students with 84% economically disadvantaged.
- 2.) IDEA Burke offers a competitive salary for teachers with experience
- 3.) IDEA Burke's athletics program has helped assimilate our culturally diverse student body to our core value of team and family.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Scholars provided feedback that their teachers changing caused them to feel uncertain of who to approach for help. **Root Cause:** Our Staff retention hovered below 70%. Shifts in staffing required internal coverage which led to scholars having multiple staff members as touch points.

Problem Statement 2 (Prioritized): 6th grade student enrollment continues to be below the 120 scholar mark. **Root Cause:** No feeder from 5th to 6th. Additionally, there was no effective marketing targeting 6th grade specifically at local elementary schools.

Problem Statement 3 (Prioritized): 8th to 9th grade persistence is expected to be below 90% **Root Cause:** Lack of consistent staffing for the 8th grade team. No effective investment plan to ensure 8th grade scholars committed to High School at Burke.

Student Learning

Student Learning Summary

Currently pending final TEA Results. (Update : Aug 1st)

1. 36% ELAR TSI Exempt in 9th grade
2. 100% AP Enrollment

Student Learning Strengths

7th Grade ELA closed ranked amongst the top 5 within the District.

9th Grade ELA Closed as the top performer in the Region.

100% scholar enrollment in AP.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Scholars more than 2 years behind did not grow as expected according to staar and eoc's **Root Cause:** Lack of on- grade level Teks aligned intervention.

Problem Statement 2 (Prioritized): Lack of student led data analysis. Scholars were not aware of what goals they were driving towards. **Root Cause:** In quarter 1-2 instructional staff were focused on adjusting behaviors for scholars rather than ensuring the focus was instructional rigor and scholar ownership

Problem Statement 3 (Prioritized): Math performance was below district average. **Root Cause:** Failure to adjust to to gaps by effectively spiraling in non mastered content

School Processes & Programs

School Processes & Programs Summary

At Burke we prioritize in the moment coaching. This means that every leader, teacher, and faculty member is coached at the point of error. Instructional leadership is required to have weekly check-in with all individuals they manage in order to continuously develop and promote individual growth.

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 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 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 retains 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 eacademic 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 (Prioritized): Our Family engagement strategies were not comprehensive across all grade levels. **Root Cause:** Failure to properly define the family experience from recruitment to graduation, which has produced a disjointed approach to family engagement work, and lack of prioritized time.

Problem Statement 2 (Prioritized): Last minute hires resulted in additional turn over **Root Cause:** Onboarding was not responsive to teacher need as a late hire. As a result of this, they did not feel supported within their new role.

Perceptions

Perceptions Summary

At IDEA Burke we use the RULER Method to regulate high and low emotions throughout the day with students and staff. We ensure scholars experience clear and concise behavior expectations and if needed consistent consequences. WE provide parents an opportunity to join most school functions as it relates to their scholars. Current Focus for Burke will to increase staff retention since it has dropped below the 80% mark.

Perceptions Strengths

1. Placing staff in the right positions to succeed
2. Responsiveness to scholar feedback

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): We must ensure scholars receive social emotional support from trained and licensed professionals, we have seen a higher need for SEL support in the last few years **Root Cause:** Transitions in staff this year made it so that counselor case loads were inconsistent.

Problem Statement 2 (Prioritized): Lack of consistent staff coaching on behavior management strategies. **Root Cause:** Administration was required to troubleshoot staff turnover which resulted in a lack of forward planning for culture.

Priority Problem Statements

Problem Statement 1: Scholars provided feedback that their teachers changing caused them to feel uncertain of who to approach for help.

Root Cause 1: Our Staff retention hovered below 70%. Shifts in staffing required internal converge which led to scholars having multiple staff members as touch points.

Problem Statement 1 Areas: Demographics

Problem Statement 2: 6th grade student enrollment continues to be below the 120 scholar mark.

Root Cause 2: No feeder from 5th to 6th. Additionally, there was no effective marketing targeting 6th grade specifically at local elementary schools.

Problem Statement 2 Areas: Demographics

Problem Statement 3: 8th to 9th grade persistence is expected to be below 90%

Root Cause 3: Lack of consistent staffing for the 8th grade team. No effective investment plan to ensure 8th grade scholars committed to High School at Burke.

Problem Statement 3 Areas: Demographics

Problem Statement 4: Scholars more than 2 years behind did not grow as expected according to staar and eoc's

Root Cause 4: Lack of on- grade level Teks aligned intervention.

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Lack of student led data analysis. Scholars were not aware of what goals they were driving towards.

Root Cause 5: In quarter 1-2 instructional staff were focused on adjusting behaviors for scholars rather than ensuring the focus was instructional rigor and scholar ownership

Problem Statement 5 Areas: Student Learning

Problem Statement 6: Math performance was below district average.

Root Cause 6: Failure to adjust to to gaps by effectively spiraling in non mastered content

Problem Statement 6 Areas: Student Learning

Problem Statement 7: Our Family engagement strategies were not comprehensive across all grade levels.

Root Cause 7: Failure to properly define the family experience from recruitment to graduation, which has produced a disjointed approach to family engagement work, and lack of prioritized time.

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 8: Last minute hires resulted in additional turn over

Root Cause 8: Onboarding was not responsive to teacher need as a late hire. As a result of this, they did not feel supported within their new role.

Problem Statement 8 Areas: School Processes & Programs

Problem Statement 9: Lack of consistent staff coaching on behavior management strategies.

Root Cause 9: Administration was required to troubleshoot staff turnover which resulted in a lack of forward planning for culture.

Problem Statement 9 Areas: Perceptions

Problem Statement 10: We must ensure scholars receive social emotional support from trained and licensed professionals, we have seen a higher need for SEL support in the last few years

Root Cause 10: Transitions in staff this year made it so that counselor case loads were inconsistent.

Problem Statement 10 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

- Texas Academic Performance Report (TAPR) data
- Student Progress Domain
- Closing the Gaps Domain






Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions

Goals






Goal 1: IDEA achieves an A Rating

Performance Objective 1: IA & CP: 50% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Differentiated instruction that meets the diverse needs of EB's in your classroom. This includes varying content, process, and product to accommodate different learning styles and abilities.</p> <p>Strategy's Expected Result/Impact: 50% of EB's will maintain or increase in proficiency level.</p> <p>Staff Responsible for Monitoring: Teachers/APIs</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p> | Formative | | | Summative |
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Goal 1: IDEA achieves an A Rating

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

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Incorporate HB4545 minutes into our homeroom schedule. Math: Mon/Tues. ELA: We. Thurs. Science: Friday</p> <p>Strategy's Expected Result/Impact: 100% of identified scholars meet required minutes per House Bill 4545 Staff Responsible for Monitoring: Teachers/APIs</p> <p>TEA Priorities: Build a foundation of reading and math</p> | Formative | | | Summative |
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Goal 1: IDEA achieves an A Rating

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

| Strategy 1 Details | Reviews | | | |
|---|---|-----|-----|-----------|
| <p>Strategy 1: Purchase additional resources to spiral lowest performing objectives for math and reading. Strategy's Expected Result/Impact: Scholars will increase quarterly outcomes between 10 and 15 percent. Ultimately reaching their grade level benchmark. Staff Responsible for Monitoring: APIs</p> <p>Title I: 2.4, 4.2 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Problem Statements: Student Learning 1 Funding Sources: - Title I, Part A (4120) - \$1,667.04</p> | Formative | | | Summative |
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Performance Objective 3 Problem Statements:






| Student Learning |
|--|
| <p>Problem Statement 1: Scholars more than 2 years behind did not grow as expected according to staar and eoc's Root Cause: Lack of on- grade level Teks aligned intervention.</p> |

Goal 1: 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

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Data driven analysis for all STAAR contents. We will assess scholar gaps during our daily exit tickets and unit assessments and plan for reteach.</p> <p>Strategy's Expected Result/Impact: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing</p> <p>Staff Responsible for Monitoring: Teachers/APIs</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> | Formative | | | Summative |
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Goal 2: 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 | | | |
|---|---|-----|-----|-----------|
| <p>Strategy 1: Weekly check in between APO and Principal to review current score card review and audit updates.</p> <p>Strategy's Expected Result/Impact: Campus receive a score of proficient or higher on the campus safety scorecard</p> <p>Staff Responsible for Monitoring: APO/Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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Goal 2: 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

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Timely communication to families regarding school events to promote family engagement and attendance. We will communicate two weeks in advance on social media and class dojo.</p> <p>Strategy's Expected Result/Impact: 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.</p> <p>Staff Responsible for Monitoring: School counselor</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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Goal 2: 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 | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Scholars will complete anti-bullying and safer smarter school curriculum during first week of school culture camp.</p> <p>Strategy's Expected Result/Impact: 100% of schools will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar.</p> <p>ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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Goal 3: Increase student daily attendance






Performance Objective 1: IA & CP: IDEA Burke will achieve a 97% annual attendance rate for the 23-24 school year

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Create a Positive School Culture Foster a welcoming and supportive environment where students feel connected and engaged. Encourage a sense of belonging by organizing school events, clubs, and activities that cater to different interest</p> <p>Strategy's Expected Result/Impact: Foster a welcoming and supportive environment where students feel connected and engaged. Encourage a sense of belonging by organizing school events, clubs, and activities that cater to different interest</p> <p>Staff Responsible for Monitoring: All lead team</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> | Formative | | | Summative |
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Goal 3: Increase student daily attendance

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








High Priority

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: PE coach will incentivize MVPA minutes goal benchmarks monthly.</p> <p>Strategy's Expected Result/Impact: 100% of students from 6th-12th grade meet their MVPA minutes goal of X.</p> <p>Staff Responsible for Monitoring: Athletic Director</p> <p>ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
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Goal 4: 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 | | | |
|--|---|------------|------------|------------------|
| <p>Strategy 1: Invest in your employees' growth by providing ongoing training and development opportunities. Offering a clear career path within the organization can motivate employees to stay long-term.</p> <p>Strategy's Expected Result/Impact: 85% staff retention by the end of the year.</p> <p>Staff Responsible for Monitoring: All lead team.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> | Formative | | | Summative |
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| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Foster a positive and inclusive workplace culture where employees feel valued, respected, and supported. Encourage open communication, recognize achievements, and provide opportunities for professional growth.</p> <p>Strategy's Expected Result/Impact: 85% staff retention</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| |  | | | |
| Strategy 3 Details | Reviews | | | |
| <p>Strategy 3: Provide regular feedback to employees on their performance, strengths, and areas for improvement. Conduct constructive performance reviews to help employees understand their progress and set goals.</p> <p>Strategy's Expected Result/Impact: 85% Staff retention</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> | Formative | | | Summative |
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Goal 4: Increase staff retention

Performance Objective 2: IA & CP: IDEA Burke is 85% 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






High Priority

| Strategy 1 Details | Reviews | | | |
|---|---|------------|------------|------------------|
| <p>Strategy 1: Craft a compelling job description that highlights the benefits of working at your school, the opportunities for professional growth, and the positive impact teachers can make on students' lives. Make sure to include the required qualifications, experience, and any unique aspects of Idea Burke College Prep.</p> <p>Strategy's Expected Result/Impact: 100% fully staffed for first day of school</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| |  | | | |
| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Engage with Teacher Colleges and Universities: Establish connections with colleges and universities that offer education programs. Attend career fairs and job placement events to network with potential candidates directly.</p> <p>Strategy's Expected Result/Impact: 100% Fully staffed for the first day of school.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p> | Formative | | | Summative |
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Goal 5: Increase student enrollment






Performance Objective 1: Marketing and Outreach Strategy: Develop and implement a comprehensive marketing and outreach strategy to target potential students and parents, highlighting the institution's unique selling points and academic offerings weekly.

High Priority

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Train all staff on our competitive advantage as to why Burke. Learn what our college counseling team does and the pros on being a smaller campus.</p> <p>Strategy's Expected Result/Impact: Be fully enrolled by the 24-25 school year.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
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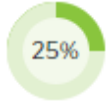




Goal 5: Increase student enrollment

Performance Objective 2: Digital Presence and Social Media: Enhance the school's online presence through a well-designed website, active social media channels, and engaging content to attract a broader audience and improve brand awareness daily.

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| <p>Strategy 1: Teacher and staff testimonials will be recorded and shared on all social media platforms stating their "whys" and "Why Burke"</p> <p>Strategy's Expected Result/Impact: Be fully enrolled by the 24-25 school year.</p> <p>ESF Levers: Lever 3: Positive School Culture</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
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Goal 5: Increase student enrollment

Performance Objective 3: Community Engagement: Strengthen ties with the local community, including nearby schools, businesses, and organizations, to foster positive word-of-mouth referrals and generate interest in the institution monthly.

| Strategy 1 Details | Reviews | | | |
|--|---|-----|-----|-----------|
| Strategy 1: Create business partnerships within the community to ensure we can market and flyer at their establishments. Strategy's Expected Result/Impact: Be fully enrolled by the 24-25 school year. | Formative | | | Summative |
| | Oct | Jan | Mar | June |
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Campus Funding Summary

| Title I, Part A (4120) | | | | | |
|------------------------------------|-----------|----------|------------------|--------------|------------|
| Goal | Objective | Strategy | Resources Needed | Account Code | Amount |
| 1 | 3 | 1 | | | \$1,667.04 |
| Sub-Total | | | | | \$1,667.04 |
| Budgeted Fund Source Amount | | | | | \$1,667.04 |
| +/- Difference | | | | | \$0.00 |
| Grand Total Budgeted | | | | | \$1,667.04 |
| Grand Total Spent | | | | | \$1,667.04 |
| +/- Difference | | | | | \$0.00 |