

**IDEA Public Schools**  
**Eastside 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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# Priority Problem Statements

**Problem Statement 1:** Unsuccessful implementation of the RTI process.

**Root Cause 1:** Leaders in charge of RTI have not been adequately trained or seen a model of successful RTI implementation.

**Problem Statement 1 Areas:** Student Learning

**Problem Statement 2:** We do not have a specific plan for additional opportunities to meet individual student needs or help students who are failing or retained.

**Root Cause 2:** Students who are retained or failing are typically pulled during the year for small-group support. This is not a specific plan to meet individual student needs.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** Eastside Academy's academic support for subpopulations does not align with campus needs.

**Root Cause 3:** 1. Budget 2. Teachers generally have limited training in supporting students who are in special education or are emergent bilinguals. 3. Teacher training in special populations and programs is not prioritized by the campus or region.

**Problem Statement 3 Areas:** Demographics

**Problem Statement 4:** All stakeholders are not involved with the school improvement process.

**Root Cause 4:** The improvement plan has been a transactional plan owned by campus leaders instead of a lever for transformational school leadership.

**Problem Statement 4 Areas:** School Processes & Programs

**Problem Statement 5:** Not all teachers want to teach at our school for a long time.

**Root Cause 5:** 1. Staff turnover is approximately 25% year over year.

**Problem Statement 5 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

- Student Achievement Domain
- Closing the Gaps Domain

## Student Data: Assessments

- STAAR current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student failure and/or retention rates
- Grades that measure student performance based on the TEKS

## 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
- Special education/non-special education population including discipline, progress and participation 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
- Discipline records
- Student surveys and/or other feedback

## Employee Data

- Staff surveys and/or other feedback

## Parent/Community Data

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

## Support Systems and Other Data

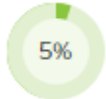





- Communications data

- Study of best practices

# 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)







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> IDEA Eastside Academy will contribute to the CP average ACT score of 21 or better by building a strong foundation in reading and math. How: improve the combined academic achievement average in grades 3-5 Math and Reading to 50 by the end of the 2023-24 school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve ACT scores in College Prep beginning with the 2023-24 student cohort.</p> <p><b>Staff Responsible for Monitoring:</b> Dr. La'Keshia Cook</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>Problem Statements:</b> Student Learning 1</p>	Formative			Summative
	Oct	Jan	Mar	June
	 5%	 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>				

**Performance Objective 1 Problem Statements:**

Student Learning
<p><b>Problem Statement 1:</b> We do not have a specific plan for additional opportunities to meet individual student needs or help students who are failing or retained. <b>Root Cause:</b> Students who are retained or failing are typically pulled during the year for small-group support. This is not a specific plan to meet individual student needs.</p>

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

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> IDEA Eastside Academy will partner with college prep academic counselors to offer academic support during the school day to students who are at-risk of not meeting the TSIA college readiness benchmark.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of IDEA Eastside CP graduates will meet the TSI college readiness benchmark.</p> <p><b>Staff Responsible for Monitoring:</b> Dr. La'Keshia Cook and Veronica Flores</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>Problem Statements:</b> Student Learning 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				







**Performance Objective 2 Problem Statements:**

Student Learning
<p><b>Problem Statement 1:</b> We do not have a specific plan for additional opportunities to meet individual student needs or help students who are failing or retained. <b>Root Cause:</b> Students who are retained or failing are typically pulled during the year for small-group support. This is not a specific plan to meet individual student needs.</p>



**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 29% to 31% in Spring 2024 (HB3)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide Tier 1 RTI support in Reading to all 3rd grade scholars. 3rd-grade students will receive daily intervention using the iReady Individual Learning Pathway in reading.</p> <p><b>Strategy's Expected Result/Impact:</b> Student academic performance on the iReady Benchmark assessment will improve 25% from BOY to EOY</p> <p><b>Staff Responsible for Monitoring:</b> Dr. La'Keshia Cook Denise Davila</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>Problem Statements:</b> Student Learning 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	N/A			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Third-grade students performing at or above grade level in reading as measured by the Meets Grade Level Standard on STAAR will increase teacher instruction using the Accelerated Reader program</p> <p><b>Strategy's Expected Result/Impact:</b> 8% improvement in meets grades levels on the Spring 2024 administration of STAAR</p> <p><b>Staff Responsible for Monitoring:</b> LaKeshia Cook; Veronica Flores</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	N/A			
<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>				







**Performance Objective 1 Problem Statements:**

## Student Learning

**Problem Statement 2:** Unsuccessful implementation of the RTI process. **Root Cause:** Leaders in charge of RTI have not been adequately trained or seen a model of successful RTI implementation.

**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 27% to 29% in Spring 2024. (HB3)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Provide Tier 1 RTI support in math to all 3rd-grade scholars. 3rd-grade students will receive daily intervention using the iReady Individual Learning Pathway in math.</p> <p><b>Strategy's Expected Result/Impact:</b> Student academic performance on the iReady Math Benchmark assessment will improve 25% from BOY to EOY</p> <p><b>Staff Responsible for Monitoring:</b> Dr. La'Keshia Cook and Denise Davila</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p><b>Problem Statements:</b> Student Learning 2</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	N/A			
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Students will improve 8% in the spring administration of the math STAAR assessment in 2024 through instruction using the iLearning Hotspot program.</p> <p><b>Strategy's Expected Result/Impact:</b> 8% improvement in STAAR math assessment results in Spring 2024.</p> <p><b>Staff Responsible for Monitoring:</b> Dr La'Keshia Cook; Veronica Flores</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	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>				






**Performance Objective 2 Problem Statements:**

## Student Learning

**Problem Statement 2:** Unsuccessful implementation of the RTI process. **Root Cause:** Leaders in charge of RTI have not been adequately trained or seen a model of successful RTI implementation.






**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			
<b>Strategy 1:</b> 100% of EB scholars will work on Summit K12 for 80 mins per week (Fridays) to maintain or increase one proficiency level on the 2024 Spring TELPAS assessment.	Formative			Summative
	Oct	Jan	Mar	June
	N/A	 20%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div data-bbox="472 544 661 592">  No Progress                 </div> <div data-bbox="766 544 976 592">  Accomplished                 </div> <div data-bbox="1081 544 1333 592">  Continue/Modify                 </div> <div data-bbox="1438 544 1627 592">  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			
<p><b>Strategy 1:</b> Students will improve 5% in reading and math on the Spring administration of the STAAR assessment through tutoring support by the school interventionist.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve 5% in reading and math</p> <p><b>Staff Responsible for Monitoring:</b> La'Keshia Cook; Veronica Flores</p> <p><b>Title I:</b> 2.4</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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:** Eastside Academy 30% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

**Evaluation Data Sources:** STAAR reading and math; exit ticket data; internal exam data






Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> 30% of sped students will reach approaches on STAAR by ensuring sped scholars are receiving targeted interventions and support in alignment with their IEP goals. Student individual performance data will be tracked daily and weekly to close gaps. Students will be invited to extra after school and weekend tutorials for added supports.</p> <p><b>Strategy's Expected Result/Impact:</b> The expectation is 30% of scholars will meet or exceed approaches and their growth targets.</p> <p><b>Staff Responsible for Monitoring:</b> La'Keshia Cook; Shanita Stanley; Alan Rheel</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

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

**Performance Objective 6:** Eastside Academy will 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:** Internal assessments, exit tickets, STAAR exam

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately</p> <p><b>Strategy's Expected Result/Impact:</b> Eastside Academy will achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing</p> <p><b>Staff Responsible for Monitoring:</b> La'Keshia Cook Veronica Flores</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  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			
<p><b>Strategy 1:</b> The CCT will meet monthly to review campus vulnerability and gaps with procedural drills.</p> <p><b>Strategy's Expected Result/Impact:</b> The campus will receive a score of proficient or higher on the campus safety scorecard.</p> <p><b>Staff Responsible for Monitoring:</b> Dr La'Keshia Cook</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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			
<p><b>Strategy 1:</b> Timely communication to families regarding school events to promote family engagement and attendance</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of schools will be in compliance with the Title 1 Family Engagement requirements.</p> <p><b>Staff Responsible for Monitoring:</b> Dr. La'Keshia Cook</p> <p><b>Title I:</b> 4.2</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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))

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> At the beginning of the year, the school counselor will schedule out the plan for completing the safer, smarter school and anti-bullying curriculum, including getting parent consent as applicable.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of schools will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar.</p> <p><b>Staff Responsible for Monitoring:</b> Jill First and Dr. La'Keshia Cook</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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			
<p><b>Strategy 1:</b> The physical education teacher will backwards plan how many minutes each student needs each week to meet the goal and track student MVPA minutes weekly to ensure 100% of students are on track to meet the goal.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of students from 2nd thru 5th Grade meet their MVPA minutes goal of 1200 minutes by EoY</p> <p><b>Staff Responsible for Monitoring:</b> Veronica Flores</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 2:** IA & CP: IDEA Eastside will achieve a 94.2% annual attendance rate for the 23-24 school year

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Engage families by hosting monthly opportunities for them to attend events on campus.  <b>Strategy's Expected Result/Impact:</b> IDEA Eastside Academy will achieve a 92% annual attendance rate for the 23-24 school year.  <b>Staff Responsible for Monitoring:</b> Jill First</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> Engage students in daily attendance by awarding tokens/roadrunner cash redeemable to shop in the school store.  <b>Strategy's Expected Result/Impact:</b> IDEA Eastside Academy will achieve a 92% annual attendance rate for the 23-24 school year.  <b>Staff Responsible for Monitoring:</b> Jill First</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Engage all stakeholders through weekly homeroom and grade-level attendance competitions  <b>Strategy's Expected Result/Impact:</b> IDEA Eastside Academy will achieve a 92% annual attendance rate for the 23-24 school year.  <b>Staff Responsible for Monitoring:</b> Jill First</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**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			
<p><b>Strategy 1:</b> Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of full-time staff members complete all tasks within IDEA's staff development cycle</p> <p><b>Staff Responsible for Monitoring:</b> Dr. La'Keshia Cook and Veronica Flores</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 5:** Increase staff retention

**Performance Objective 2:** IA & CP: IDEA Eastside is 100% 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			
<p><b>Strategy 1:</b> Recruit and hire high-quality candidates per role by using high-quality resume criteria.</p> <p><b>Strategy's Expected Result/Impact:</b> IDEA Eastside Academy is 100% staffed for all teacher positions throughout the 2023-24 school year.</p> <p><b>Staff Responsible for Monitoring:</b> Dr La'Keshia Cook and Veronica Flores</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

# Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Brenda Jalomo	Teacher	Interventionist	1.0
Rita Sandoval	Co Teacher	AR facilitator	1.0
Rorie Rodriguez	Co Teacher	iLearning HS Facilitator	1.0