

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



**Public Presentation Date:** August 31, 2023

# Mission Statement

IDEA Public Schools prepare students from underserved communities for success in college and citizenship.

The mission statement for IDEA Eastside College Prep is that with a unique curriculum, effective instruction, rigorous academics, and a thriving college-going culture, scholars from underserved communities can achieve 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

IDEA Eastside CP is a Title 1 middle and high school serving the needs of an urban, multi-ethnic, multicultural student body through diverse programs and activities.

Our campus is a full scale campus serving all grades from K-12. We pride ourselves on serving the underserved community and cater our services to provide a secure, safe environment for our scholars to be successful. We offer AP for all scholars affording each student the opportunity to achieve success at the highest of all levels.

Our demographics is as follows:

Idea Eastside MS

Grade Level	Total In Grade	American Indian / Alaskan	Asian	Black or African American	Native Hawaiian/ other Pac Islander	White	Hispanic Latino
6 <sup>th</sup>	110	0	1	17	0	1	91
7 <sup>th</sup>	107	0	0	14	0	1	92
8 <sup>th</sup>	120	1	1	22	0	1	96

Idea Eastside HS

Grade Level	Total In Grade	American Indian / Alaskan	Asian	Black or African American	Native Hawaiian/ other Pac Islander	White	Hispanic Latino
9 <sup>th</sup>	94	0	0	14	1	7	71
10 <sup>th</sup>	64	0	0	9	0	3	53
11 <sup>th</sup>	57	0	0	9	0	1	48
12 <sup>th</sup>	63	0	0	42	1	1	50

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** The stakeholders are not working as a team to ensure the success of the students and mission of the campus. Communication is not cascading

down and all stakeholders are not bought into the mission/success of IDEA Eastside. **Root Cause:** The lack of communication and buy-in from stakeholders plays a role in lack of attendance and truancy. There is no sense of urgency or care when it comes to education and its importance.

**Problem Statement 2:** There is a difference in work responsibility when it comes to our certified and non - certified teachers. **Root Cause:** Certified teachers are more cognizant of planning/implementing instruction, following the guidelines set by TEA and ensuring that they are operating within the realm of their contracts. Certified teachers are aware that infractions can be reported to TEA and therefore they run the risk of losing their certifications.

# Student Learning

## Student Learning Summary

Compared to other MS / HS campuses who serve our demographic in our area we are the highest rated. This year we currently hold a grade of a B awarded by TEA. 100% of our scholars are on track to graduate.

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** Campus is lacking bell to bell instruction **Root Cause:** (2.a) Teachers failing to plan effectively and implement the structured curriculum provided (2.b.) Lack of accountability on leaders to coach teachers and provide lesson plan feedback

**Problem Statement 2:** Grade level expectations are not aligned for student success amongst the campus. **Root Cause:** (1.a) Lack of cohesion and accountability amongst GTM's and GTL's (1.b) Too much flexibility among grade levels to create their own expectations

# School Processes & Programs

## School Processes & Programs Summary

We develop our instructional leaders by providing clear exemplars on coaching processes and data reviews. This in turn allows our instructional lead teams to focus our teachers attention on the key areas for excellent teaching such as: Strong/clear lesson planning, tight loop coaching and weekly coaching conversations.

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1:** The lack of teacher commitment to the campus will lead to excessive days off, additional work for other teachers, attendance issues for students, lower to no learning, lower test scores and a souring of the campus culture that will lead to committed teachers to look for opportunities elsewhere. **Root Cause:** A better interview process, bringing in the GTL and/or teachers from that grade level, regarding applicants could help to add additional incentive toward a more concrete hiring decision.

**Problem Statement 2 (Prioritized):** No consistent mentor program for new teachers leads them to feel overwhelmed, out of touch and could possibly result in no commitment towards the campus. **Root Cause:** A consistent mentor program that can utilize experienced teachers to better prepare and mentor new teachers daily, weekly, and monthly. This will lead to better overall performance, more of a commitment and an opportunity to build relationships for better work performance from the bottom up.



# Perceptions

## Perceptions Summary

At Idea Eastside 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. Over the last two years we have experienced a drop in parent participation due to the pandemic; nonetheless, we provide parents an opportunity to join virtual or in person to different school functions.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1 (Prioritized):** Students, parents and community are disconnected from the school culture **Root Cause:** Lack of visibility of teachers and administration to community and families

**Problem Statement 2:** Student bullying and behaviors (absences, acting out, drugs, fighting) not addressed or addressed to late. **Root Cause:** Expectations for students and teachers in regards to behavior, discipline and consequences are unclear and inconsistent.

# Priority Problem Statements

**Problem Statement 1:** The stakeholders are not working as a team to ensure the success of the students and mission of the campus. Communication is not cascading down and all stakeholders are not bought into the mission/success of IDEA Eastside.

**Root Cause 1:** The lack of communication and buy-in from stakeholders plays a role in lack of attendance and truancy. There is no sense of urgency or care when it comes to education and its importance.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Campus is lacking bell to bell instruction

**Root Cause 2:** (2.a) Teachers failing to plan effectively and implement the structured curriculum provided (2.b.) Lack of accountability on leaders to coach teachers and provide lesson plan feedback

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** No consistent mentor program for new teachers leads them to feel overwhelmed, out of touch and could possibly result in no commitment towards the campus.

**Root Cause 3:** A consistent mentor program that can utilize experienced teachers to better prepare and mentor new teachers daily, weekly, and monthly. This will lead to better overall performance, more of a commitment and an opportunity to build relationships for better work performance from the bottom up.

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

**Problem Statement 4:** Students, parents and community are disconnected from the school culture

**Root Cause 4:** Lack of visibility of teachers and administration to community and families

**Problem Statement 4 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

# Goals


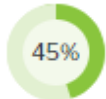




**Goal 1:** All IDEA students matriculate to college

**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> ACT Tutoring after school</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</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> Ensure all scholars attend ACT Bootcamp</p> <p><b>Staff Responsible for Monitoring:</b> Monica Ruiz</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>- Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<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)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure we are providing targeted instruction for all scholars who have not passed the TSIA assessment	Formative			Summative
	Oct	Jan	Mar	June
	 40%			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure all scholars have ample opportunities to test. <b>Staff Responsible for Monitoring:</b> Javier Gonzalez	Formative			Summative
	Oct	Jan	Mar	June
	 45%			
<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: X% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
Strategy 1: Implement Summit K-12 with fidelity	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement targeted intervention time for all scholars taking the Telpas assessment	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 2:** 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			
<b>Strategy 1:</b> Create and implement a tracking mechanism to ensure all scholars are meeting required number of hours.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure all HB4545 scholars are being provided the intervention period to meet required minutes <b>Staff Responsible for Monitoring:</b> Danyelle Simmons	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 2:** IDEA achieves an A Rating

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







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure IEP accommodations are being implemented with fidelity.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure all SPED scholars are receiving tutoring and intervention. <b>Staff Responsible for Monitoring:</b> Denise Delgado	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 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))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately (TEC 11.253(d)(3))	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Coach all teachers to mastery to ensure students are benefiting from a solid first teach.	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:** STAAR Performance for Math or Reading

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Use Progressive Learning to increase student achievement.  <b>Title I:</b> 2.4  <b>Funding Sources:</b> Progress Learning - Title I, Part A (4120) - PAR - \$2,676	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Provide targeted intervention daily for both contents.	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<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


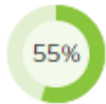




**Performance Objective 1:** IA & CP: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253 (d)(8))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure CCT meets monthly to address any safety concerns and proactively create solutions	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Campus conducts and records all safety drills. <b>Staff Responsible for Monitoring:</b> 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))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Engage more with parents on social media to promote family engagement events.	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 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: Calendar non-negotiable dates to ensure deadline is adhered to.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure all scholars attend the required trainings.	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				







**Goal 3:** Increase student persistence

**Performance Objective 4:** 100% of schools will be in compliance with the Title I Family Engagement Requirements (e.g., Meet the Teacher)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Translate events into Spanish to increase engagement and participation.  <b>Strategy's Expected Result/Impact:</b> 90% Student Persistence  <b>Staff Responsible for Monitoring:</b> Rasheda Goodwine</p> <p><b>Title I:</b> 4.2</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> Ensure all social media posts are translated in Spanish.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
<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 4:** Increase student daily attendance

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

Strategy 1 Details	Reviews			
Strategy 1: Implement ADA minute by minute to ensure scholars who are not present are receiving phone calls.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide incentives for scholars who are meeting ADA guidelines	Formative			Summative
	Oct	Jan	Mar	June
				
 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 X. (TEC 11.253(d)(10))






Strategy 1 Details	Reviews			
Strategy 1: Ensure all scholars are tracking using the provided instrument.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure proper tracking is happening for MVPA minutes.	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  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.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure tight loop coaching to help all teachers achieve mastery and gain confidence.	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 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			
<b>Strategy 1:</b> recruit and hire high quality candidates per role by using high quality resume criteria	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure proper onboarding of all newly hired 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	5	1	Progress Learning	PAR	\$2,676.00
<b>Sub-Total</b>					\$2,676.00
<b>Budgeted Fund Source Amount</b>					\$2,676.17
<b>+/- Difference</b>					\$0.17
<b>Grand Total Budgeted</b>					\$2,676.17
<b>Grand Total Spent</b>					\$2,676.00
<b>+/- Difference</b>					\$0.17