

**IDEA Public Schools**  
**Ewing Halsell College Prep**  
**2023-2024 Improvement Plan**



**Public Presentation Date:** August 24, 2023

# Mission Statement

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

Our purpose is to prepare all scholars for a four-year university or college. We are focused on hitting academic goals while cultivating scholars to be organized, kind, reflective, socially/emotionally aware, brave, passionate, and creative; empowering scholars to be successful not only in our campus but in college and the work force. In addition to these character traits, our scholars will give their skills and time back to the communities that they reside in, helping those in need.

## Vision

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

IDEA Ewing Halsell College Prep will become the leader in IDEA San Antonio for graduating and matriculating scholars into the top four-year universities or colleges (Tier 1 & 2), where they will be prepared for the job of their choice. Scholars will graduate from college and use their time and skills to give back to the communities they reside in.

## 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 Ewing Halsell is a college prep school offering 6th-12th grades for the 23-24 school year. We have 93.59% Hispanic scholars, 1.78% African American scholars, 4.09% White scholars, 0.18% Hawaiian Pacific Islander scholars, and 0.36% Asian scholars. There are 45.91% male scholars and 54.09% female scholars. The average daily attendance percent was 93.47%. There were 10 scholars that had level 3 offenses that were expelled from the campus. There are 12.46% SPED and 25.62% EB. There is 80.78% economically disadvantaged. Teacher retention is 76% and leader retention is 66%.

### Demographics Strengths

1. 23-24 school year we will be a full campus
2.Low drop-out rate
3. AP for all students
4.Low Homeless/Foster care rates
5 Attendance Incentives
6. Connections with college/universities and potential employers.
7 In the high school level we have smaller class sizes which allows for better relationship building for teachers.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** Increase of withdrawals due to level 3 offenses. **Root Cause:** Lack of classroom management, parent involvement, and social media usage.

**Problem Statement 2:** Lost 3 SPED teachers from the previous school year. **Root Cause:** SPED work load, lack of development, and feeling included in the team.

**Problem Statement 3 (Prioritized):** Teacher retention is below the 85% goal. **Root Cause:** Campus culture, lack of work/life balance, teacher expectations, and onboarding process.

# Student Learning

## Student Learning Summary

After analyzing data, we realized that one of the major issues was that the IEPs (Individualized Education Plans) for these students were not being implemented properly. Each student's unique needs were not being fully addressed, which made it difficult for them to succeed in the classroom. In addition, data demonstrates that there must be an emphasis on rigor and alignment to objectives and exit tickets.

## Student Learning Strengths

1 All goals met in AR and HotSpot
2 In comparison to 21-22 - there was significant growth across all grade levels in Math
3 Increase in Gen. Pop scores from SE to ME for 6-10th ELA
4 Increase in SPED population in English 2 (40+)
5 Continued focus on getting 100% tested (22-23 99.9% tested)
6 8th and 11th History showed growth SE to ME in both Gen. Pop and SPED Pop.
7 STAAR alt on track to meet goal based on mock exam (meets)

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** SPED scholars not achieving targets throughout the school year in all contents (specifically math and reading). **Root Cause:** Teachers have not internalized IEPs and SPED teacher support is inconsistent.

**Problem Statement 2:** 8th Grade US History student passing on STAAR is lowest on campus. **Root Cause:** Scholars without a teacher for multiple months and teacher is teaching content with facts.

**Problem Statement 3 (Prioritized):** Reading and writing not happening consistently in all classrooms, only in ELA. **Root Cause:** Other teachers not held accountable to planning writing components in lessons and lesson resources.

**Problem Statement 4:** Text complexity too easy and activities not at or above the level of the STAAR. **Root Cause:** Teachers unclear about text complexity and what that consists of and alignment not being checked before teaching.

**Problem Statement 5:** STAAR math scores dropped considerably from mock exam to STAAR. **Root Cause:** Mock exam was too easy for scholars and didn't provide enough aligned practice.

# School Processes & Programs

## School Processes & Programs Summary

Scholars are not tracking their own work and lack of time management and visuals. Finding time to have scholars track their own progress on trackers.

## School Processes & Programs Strengths

1 Culture VII- 3.3- students indicate a sense of belonging in the classroom
2 Ownership I- 3.3- students complete work aligned to the rigor of the objective and/or IEP goals during the lesson, such as reading, writing, discussion, analysis, computation, playing, competing, or problem solving, given the focus of the lesson
3 Beyond the Lesson V- 3.5- the teacher attends and participates in, and implements learning from required professional development and family, campus and community meetings or events most of the time
4 Beyond the Lesson VI- 3.4- the teacher maintains high standards of honest and ethical behaviors, including as explained in the employee handbook most of the time
5 Culture VI- 3.3- students are engaged in the work of the lesson from start to finish and display a sense of urgency about how time is used
6 Beyond the Lesson IV- 3.3- students respond to and build on their peers' thinking, ideas, or answers
7 Content IA IV- 3.2- instructional materials students will use (e.g., texts, questions, problems, exercises, and assessments) come from IDEA curriculum (where applicable) and/or rigorous and aligned to standards

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1 (Prioritized):** Guide post IV- Scholars do not track their own assignments, exams, and growth goals in every grade level/class. **Root Cause:** Lack of classroom management and time management.

**Problem Statement 2 (Prioritized):** Guide post 1b V-Teachers are not submitting complete exemplars. **Root Cause:** Lack of time for exemplars to be turned in. Lack of follow up from some managers.

**Problem Statement 3:** Guid post 3 I & II: Teachers are not having scholars providing spoken and written evidence for IEP goals. **Root Cause:** Teachers are not well versed in IEP goals and how to hold SPED scholars accountable to producing work.

# Perceptions

## Perceptions Summary

IDEA Ewing Halsell College Prep is a growing campus that currently has students from 6th to 11th grade. IDEA will be a full campus for the 2023-2024 school year with the connected IDEA Ewing Halsell Academy campus feeding into the 6th grade class. Two problems indicated by data on this campus are students not being excited to attend school and the retention of staff and scholars. The root causes from scholars is reported unfairness and a disconnect between academics and the real world. Staff indicated root causes to be a lack of consistency across the campus in procedures, a lack of support with a growing list of tasks and inconsistent communication between administration and staff.

## Perceptions Strengths

1 Academic work is challenging, explained and motivated to ultimately go to college
2 Students feel respected by teachers
3 Students feel safe at school
4 Expectations are clear for students
5 Scholars want to return
6 Scholars build relationships with peers
7 Families feel that teachers are responsive

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1 (Prioritized):** Our scholars are not excited to come to school **Root Cause:** Students see unfairness in student interactions and lack of connection from curriculum to real world application.

**Problem Statement 2 (Prioritized):** Retention of staff and scholars is lower than our goal **Root Cause:** Inconsistency of procedures, lack of staff support, and admin/staff communication.

**Problem Statement 3:** Parent engagement is low. **Root Cause:** Lack of communication of events and incentives to attend.



# Priority Problem Statements

**Problem Statement 1:** Teacher retention is below the 85% goal.

**Root Cause 1:** Campus culture, lack of work/life balance, teacher expectations, and onboarding process.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** Increase of withdrawals due to level 3 offenses.

**Root Cause 2:** Lack of classroom management, parent involvement, and social media usage.

**Problem Statement 2 Areas:** Demographics

**Problem Statement 3:** SPED scholars not achieving targets throughout the school year in all contents (specifically math and reading).

**Root Cause 3:** Teachers have not internalized IEPs and SPED teacher support is inconsistent.

**Problem Statement 3 Areas:** Student Learning

**Problem Statement 4:** Reading and writing not happening consistently in all classrooms, only in ELA.

**Root Cause 4:** Other teachers not held accountable to planning writing components in lessons and lesson resources.

**Problem Statement 4 Areas:** Student Learning

**Problem Statement 5:** Guide post 1b V-Teachers are not submitting complete exemplars.

**Root Cause 5:** Lack of time for exemplars to be turned in. Lack of follow up from some managers.

**Problem Statement 5 Areas:** School Processes & Programs

**Problem Statement 6:** Guide post IV- Scholars do not track their own assignments, exams, and growth goals in every grade level/class.

**Root Cause 6:** Lack of classroom management and time management.

**Problem Statement 6 Areas:** School Processes & Programs

**Problem Statement 7:** Our scholars are not excited to come to school

**Root Cause 7:** Students see unfairness in student interactions and lack of connection from curriculum to real world application.

**Problem Statement 7 Areas:** Perceptions

**Problem Statement 8:** Retention of staff and scholars is lower than our goal


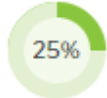




**Root Cause 8:** Inconsistency of procedures, lack of staff support, and admin/staff communication.

**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)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure all juniors are signed up to take multiple ACTs throughout the school year. Ensure sophomores in the top 25% pre-act average take the ACT. <b>Strategy's Expected Result/Impact:</b> Ensure all juniors have access to the ACT and top 25% of sophomores have access to the ACT (in their current year). <b>Staff Responsible for Monitoring:</b> DCC & CC  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure all sophomores and juniors are doing the ACT program two to three times a week. <b>Strategy's Expected Result/Impact:</b> Scholars ACT scores increase. <b>Staff Responsible for Monitoring:</b> DCC & CC	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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> All students will be exposed to 1 section of TSIA in 9th grade (math or reading). <b>Strategy's Expected Result/Impact:</b> 30% exempt in both sections by end of 9th grade <b>Staff Responsible for Monitoring:</b> DCC & CC  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students will receive small group interventions in reading and math TSI if they do not pass on the first try. <b>Strategy's Expected Result/Impact:</b> Meet the 30% exempt freshman year, 60% exempt sophomore year, and 90% exempt junior year. <b>Staff Responsible for Monitoring:</b> DCC & CC  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Juniors that do not pass by the last day of school will attend Summer school to receive small group intervention. <b>Strategy's Expected Result/Impact:</b> 90% of juniors exempt <b>Staff Responsible for Monitoring:</b> DCC & CC  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Students in 9th and 10th grade will receive daily intervention during academic block during semester 2. <b>Strategy's Expected Result/Impact:</b> 30% exempt for freshman and 60% exempt for sophomores <b>Staff Responsible for Monitoring:</b> DCC & CC	Formative			Summative
	Oct	Jan	Mar	June

<b>TEA Priorities:</b> Connect high school to career and college	N/A			
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </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			
<b>Strategy 1:</b> All teachers incorporate turn and talks, think-ink-pair-shares, and RACE strategy when writing. <b>Strategy's Expected Result/Impact:</b> All EL scholars speaking, writing, and listening during class. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All teachers providing reading in class and annotation strategies. <b>Strategy's Expected Result/Impact:</b> All EL scholars reading and annotating during class. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Tutorials each quarter for EL scholars. <b>Strategy's Expected Result/Impact:</b> Scholars meet TELPAS goal during mock. <b>Staff Responsible for Monitoring:</b> EL coordinator	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Parent engagement event each quarter to provide EL parents information on TELPAS and the importance of this exam. <b>Strategy's Expected Result/Impact:</b> Scholars meet TELPAS goal during mock.	Formative			Summative
	Oct	Jan	Mar	June

Staff Responsible for Monitoring: EL coordinator		N/A			
<div> <div> 0% No Progress </div> <div> 100% Accomplished </div> <div> → Continue/Modify </div> <div> ✗ Discontinue </div> </div>					








## 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> Utilize powerschool to track all HB4545 minutes. <b>Strategy's Expected Result/Impact:</b> Clear tracking system for minutes. <b>Staff Responsible for Monitoring:</b> APIs  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure the right scholars are in the right classes during academic block. <b>Strategy's Expected Result/Impact:</b> Scholars meet minutes half way through the school year. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.6	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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 all minutes are being tracked. <b>Strategy's Expected Result/Impact:</b> Ensure scholars are receiving correct minutes. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure a plan is in place for all scholars to receive minutes. <b>Strategy's Expected Result/Impact:</b> All SPED scholars get extra support during math and reading. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Track SPED results on all assessments. Make adjustments to support when off track. <b>Strategy's Expected Result/Impact:</b> Hit SPED approaches goal. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.6 <b>- TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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> Ensure lesson plans are aligned to standards. <b>Strategy's Expected Result/Impact:</b> Teaching the right content. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.4 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure effective execution of lesson plans through proficient+ on GET rubric for Culture & Ownership. <b>Strategy's Expected Result/Impact:</b> Effective teaching as measured by the GET rubric. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Data OCS after assessments with urgent action within 48 hours of assessment. <b>Strategy's Expected Result/Impact:</b> Data improves from assessment to assessment. <b>Staff Responsible for Monitoring:</b> APIs  <b>Title I:</b> 2.5 <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

### Goal 3: Increase student persistence

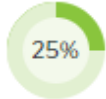





**Performance Objective 1:** IA & CP: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253 (d)(8))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure all expectations on the campus safety scorecard are planned. <b>Strategy's Expected Result/Impact:</b> Campus Score Card is Proficient or Higher <b>Staff Responsible for Monitoring:</b> APO	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Review Campus Safety scorecard quarterly to make adjustments to areas of concern. <b>Strategy's Expected Result/Impact:</b> Campus Score Card is Proficient or Higher <b>Staff Responsible for Monitoring:</b> APO	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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> Ensure communication for events is sent out one month before in newsletter and two weeks before in remind. <b>Strategy's Expected Result/Impact:</b> Attendance for major events is at least 25% of student body <b>Staff Responsible for Monitoring:</b> Principal/SC  <b>Funding Sources:</b> - Title I, Part A (4120) - \$2,245.81	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure plan for Meet the Teacher, Public Hearing, Spring Town Hall and Semester 1 Report Card Pick Up is completed one month before event. <b>Strategy's Expected Result/Impact:</b> Events that are well planned <b>Staff Responsible for Monitoring:</b> Principal/SC	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  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))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure plan for Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. <b>Strategy's Expected Result/Impact:</b> Plan for Anti-Bullying and Safer, Smarter School curriculum. <b>Staff Responsible for Monitoring:</b> Principal/SC	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Track completion of curriculum. <b>Strategy's Expected Result/Impact:</b> 100% completion of Anti-Bullying and Safer, Smarter School curriculum <b>Staff Responsible for Monitoring:</b> Principal/SC	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </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			
<b>Strategy 1:</b> Track attendance daily <b>Strategy's Expected Result/Impact:</b> Staff Awareness of Attendance <b>Staff Responsible for Monitoring:</b> APO/Registrar	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Parent out reach every day <b>Strategy's Expected Result/Impact:</b> Parent Awareness of Attendance <b>Staff Responsible for Monitoring:</b> APO/Registrar	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Escalation matrix followed <b>Strategy's Expected Result/Impact:</b> Stop scholars from reaching 18+ absences <b>Staff Responsible for Monitoring:</b> APO/Registrar	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Attendance incentives/attendance days <b>Strategy's Expected Result/Impact:</b> Increase attendance on historically lower ADA days <b>Staff Responsible for Monitoring:</b> APO/Registrar	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**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			
<b>Strategy 1:</b> Ensure all scholars have MVPA watches. <b>Strategy's Expected Result/Impact:</b> Give access to all scholars. <b>Staff Responsible for Monitoring:</b> APIs	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> PE teachers share out PTG weekly for MVPA minutes <b>Strategy's Expected Result/Impact:</b> Awareness of MVPA Data <b>Staff Responsible for Monitoring:</b> APIs/PE Teachers	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

## 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> Ensure all staff have a weekly check in. <b>Strategy's Expected Result/Impact:</b> All staff are seen, valued, and heard. <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure all teachers get Teachboost rating at least once every two to three weeks. <b>Strategy's Expected Result/Impact:</b> Teachers Given Documented Feedback <b>Staff Responsible for Monitoring:</b> APIs  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Track completion of all three development cycles: goal setting, 2x2, and APR. <b>Strategy's Expected Result/Impact:</b> All staff feel developed. <b>Staff Responsible for Monitoring:</b> Direct Managers	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </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> Attend all hiring events. <b>Strategy's Expected Result/Impact:</b> Opportunity to hire high quality candidates <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Set up interviews with all resumes given to our campus. <b>Strategy's Expected Result/Impact:</b> Opportunity to hire high quality candidates <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Ensure at least two lead team members in an interview for decision making purposes <b>Strategy's Expected Result/Impact:</b> Get multiple perspectives on candidates <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Have all candidates do an interview, role play, and a sample teach <b>Strategy's Expected Result/Impact:</b> Ensure candidate has all qualities of a high quality candidate <b>Staff Responsible for Monitoring:</b> Principal  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				



# Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1			\$2,245.81
Sub-Total					\$2,245.81
Budgeted Fund Source Amount					\$2,245.81
+/- Difference					\$0.00
Grand Total Budgeted					\$2,245.81
Grand Total Spent					\$2,245.81
+/- Difference					\$0.00