IDEA Public Schools

Harlingen Academy

2023-2024 Campus Improvement Plan

Public Presentation Date: August 22, 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 30, 2023

Demographics

Demographics Summary

IDEA Harlingen Academy was founded in Aug 2020 when it began serving the Harlingen community with Kinder, 1st, 2nd, and 5th-grade scholars. Our population of students this past year was 607 students of which 85% are eco-disadvantaged. 75% of our students identify themselves as Hispanic and 25% are classified as English Language Learners. 100% of our K-3rd grade teachers completed the TEA Reading Academy program. At IDEA Harlingen Academy we provide several special programs for students who qualify like 504, life skills, emergent bilingual and dyslexia programs.

Demographics Strengths

- At IDEA Harlingen Academy we have an equal representation of males and female students.
- At IDEA Harlingen Academy we have 85% of our students who identify themselves as eco-disadvantage and achieve ambitious academic results
- At IDEA Harlingen Academy we offer enrollment for Kinder-5th Grade scholars.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): 80% of Kinder-1st Grade scholars return for another school year at IDEA Harlingen Academy.   **Root Cause:** 1. Lack of proactive and appropriate communication with parents 2. Lack of investment in culture process at IDEA

Problem Statement 2 (Prioritized): 93% overall of students at IDEA Harlingen Academy attend school daily   **Root Cause:** 1. Lack of consistent celebrations to motivate and invest students and families 2. Lack of system and procedures for students who are consistently absent

Student Learning

Student Learning Summary

This year IDEA Harlingen Academy received a letter grade of an A with an overall 93 score as a campus. Our reading and literature instructional curriculum in Kinder-2nd grade really allows students to learn how to read by learning sounds so they are able to decode words and build fluency. We are able to provide instruction at the student's level with our Direct Instruction curriculum and keep groups smaller than 12. We consistently look at student mastery every 10 lessons to monitor their progress and adjust accordingly. Our Eureka Math curriculum in K-2 allows our students to be vertically aligned and engage in multiple ways of solving problems. Our teachers in 3rd-5th grade also align the lessons to engage students by exposing students to STAAR-level questions. Our students are provided tutoring weekly to ensure we are able to teach skills that are low mastery.

Student Learning Strengths

- At IDEA Harlingen Academy over 90% of Kinder and 2nd grade students are reading at or above grade level.
- At IDEA Harlingen Academy K-2nd grade scored over a student achievement of a 60 in their Math Final Exam.
- At IDEA Harlingen Academy we had over 90% of students become word masters in each grade level by reading and testing through our Accelerated Reader program.
- At IDEA Harlingen Academy we had 90% of students in 1st-5th grade become Math Masters and 30% became Math Genius by engaging in Dreambox lessons that are TEK based aligned.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): High percent of students in each grade level are reading below grade level.   **Root Cause:** Lack of systems and mechanism to identify Critical/ SPED students at the beginning of the year. Parent investment meetings are happening too late in the year.

Problem Statement 2 (Prioritized): Teachers & Students lack visibility and consistency in using data tracking systems   **Root Cause:** 1. Lack of campus wide expectations in data tracking daily 2. Lack of consistent celebrations to celebrate student achievements

School Processes & Programs

School Processes & Programs Summary

At IDEA Harlingen Academy we support the development of teachers by observing them weekly, providing feedback and assigning an action step using the Guidepost for Excellent Teaching (GET) rubric and recording our information in TeachBoost. We track student achievement data weekly to allow our leaders and teachers to make data-driven decisions. After mock assessment our leaders and teachers partake in data conversations to reflect on data and strategize to ensure we can close achievement gap. At our campus we develop leaders by coaching them through our School Leadership Levers. By following the school leadership lever 6A: Leading other Leaders we are able to follow up and prioritize our progress towards goals, provide 2-way feedback and accountability. We have operating mechanisms in place to ensure we follow up daily by having huddles, tacticals, strategy meetings, and stepbacks.

School Processes & Programs Strengths

- At IDEA Harlingen Academy we assign team leaders in each grade to support with communication, organization and investment of school goals
- At IDEA Harlingen Academy we adopt our district staff cycle that includes setting goals at the beginning of the year with strong strategies and tactics, follow up with goals in our 2x2 development cycle where teachers are also able to provide feedback to their manager and managers can provide feedback to teachers to continue to finish the year strong. The 3rd and final step of our development cycle is our Annual Performance Review that allows our teachers to receive ratings for all their GET ratings.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Faculty meetings are not purposeful or aligned with school-wide priorities. **Root Cause:** 1. Lack of differentiated professional development for teachers. 2. Lack of intentional PD that will tackle school-wide priorities.

Problem Statement 2 (Prioritized): Gaps in communication amongst leaders, staff, and operations. **Root Cause:** 1. Teachers and leaders are not enforcing the chain of command to re-direct teachers to the correct person 2. Grade Team Leaders cascading info inconsistently or differently.

Perceptions

Perceptions Summary

Over 90% of our current teachers at IDEA Harlingen Academy believe that this school is a Great Place To Work based on our 22-23 survey results. Our managers have done a great job of building strong relationships and providing feedback to our teachers. We can continue to improve in providing a psychologically safe environment where teachers feel safe and can balance work and life. We have struggled to retain our students and currently are at below 90% of our students returning for the 23-24 school year. Our top main reasons for students leaving our school are campus culture, moving out of the area, or transportation issues.

Perceptions Strengths

- At IDEA Harlingen Academy over 90% of teachers believe this is a great place to work
- At IDEA Harlingen Academy we retained over 85% of teachers to return for the 23-24 school year

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Lack of opportunity for students to engage in social-emotional learning   **Root Cause:** 1. Inconsistent use of MTW 2. Structured lunch time does not provide enough opportunity to socialize 3. Lacking clear system of when to implement brain breaks

Problem Statement 2 (Prioritized): Inconsistent use of behavior system and communication flowchart   **Root Cause:** 1. Lacking clear expectation on communication 2. Lacking clear system for teacher followup on parent concerns

Priority Problem Statements

Problem Statement 1: 93% overall of students at IDEA Harlingen Academy attend school daily

Root Cause 1: 1. Lack of consistent celebrations to motivate and invest students and families 2. Lack of system and procedures for students who are consistently absent

Problem Statement 1 Areas: Demographics

Problem Statement 2: 80% of Kinder-1st Grade scholars return for another school year at IDEA Harlingen Academy.

Root Cause 2: 1. Lack of proactive and appropriate communication with parents 2. Lack of investment in culture process at IDEA

Problem Statement 2 Areas: Demographics

Problem Statement 3: High percent of students in each grade level are reading below grade level.

Root Cause 3: Lack of systems and mechanism to identify Critical/SPED students at the beginning of the year. Parent investment meetings are happening too late in the year.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Teachers & Students lack visibility and consistency in using data tracking systems

Root Cause 4: 1. Lack of campus wide expectations in data tracking daily 2. Lack of consistent celebrations to celebrate student achievements

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Lack of opportunity for students to engage in social-emotional learning

Root Cause 5: 1. Inconsistent use of MTW 2. Structured lunch time does not provide enough opportunity to socialize 3. Lacking clear system of when to implement brain breaks

Problem Statement 5 Areas: Perceptions

Problem Statement 6: Inconsistent use of behavior system and communication flowchart

Root Cause 6: 1. Lacking clear expectation on communication 2. Lacking clear system for teacher followup on parent concerns

Problem Statement 6 Areas: Perceptions

Problem Statement 7: Faculty meetings are not purposeful or aligned with school-wide priorities.

Root Cause 7: 1. Lack of differentiated professional development for teachers. 2. Lack of intentional PD that will tackle school-wide priorities.

Problem Statement 7 Areas: School Processes & Programs

Problem Statement 8: Gaps in communication amongst leaders, staff, and operations.

Root Cause 8: 1. Teachers and leaders are not enforcing the chain of command to re-direct teachers to the correct person 2. Grade Team Leaders cascading info inconsistently or

differently.

Problem Statement 8 Areas: School Processes & Programs

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations

Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Texas approved PreK - 2nd grade assessment data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Class size averages by grade and subject

Employee Data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Communications data

Goals

Goal 1: Increase student enrollment

Performance Objective 1: Retain 90% of students at IDEA Harlingen to decrease number of open seats yearly

    High Priority

    Evaluation Data Sources: Persistence

    Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Create a vision for Persistence	**Formative**			**Summative**
Strategy's Expected Result/Impact: Name clear actions that we expect to see our staff do and say **Staff Responsible for Monitoring:** School Counselor, Asst Prinicpal of Operations, Asst. Principals of Instruction, Principal	**Oct**	**Jan**	**Mar**	**June**
	80%	55%		
Strategy 2 Details	Reviews			
Strategy 2: Develop a strong Family Engagement Plan to increase # of events / grade level	**Formative**			**Summative**
Strategy's Expected Result/Impact: Engage & invest families **Staff Responsible for Monitoring:** Teachers, Grade Team Leaders, API's, APO, SC, Principal	**Oct**	**Jan**	**Mar**	**June**
	100%	50%		
Strategy 3 Details	Reviews			
Strategy 3: Create strong front office systems to return parent concerns within 24 hours	**Formative**			**Summative**
Strategy's Expected Result/Impact: Address concerns in a timely manner, problem solve **Staff Responsible for Monitoring:** Receptionist, School Counselor, Teachers,	**Oct**	**Jan**	**Mar**	**June**
	100%	75%		
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 1: Increase student enrollment

Performance Objective 2: Receive high-quality applications that turn into registrations

    Evaluation Data Sources: Recruitment Plan

Strategy 1 Details	Reviews			
Strategy 1: Review enrollment plan weekly during APO Triad Check In to provide feedback	**Formative**			**Summative**
Strategy's Expected Result/Impact: Provide push and make data-driven decisions	**Oct**	**Jan**	**Mar**	**June**
	80%	60%		
Strategy 2 Details	Reviews			
Strategy 2: Coach and develop OPS team to determine a high-quality app	**Formative**			**Summative**
Strategy's Expected Result/Impact: High acceptance rate at Lottery **Staff Responsible for Monitoring:** APO	**Oct**	**Jan**	**Mar**	**June**
	30%	50%		
Strategy 3 Details	Reviews			
Strategy 3: Create operating mechanisms to review data and analyze weekly	**Formative**			**Summative**
Strategy's Expected Result/Impact: Push to make data-driven decisions	**Oct**	**Jan**	**Mar**	**June**
	60%	80%		
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

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 44% to 46% in Spring 2024 (HB3)

    High Priority

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Ensure all teachers are delivering a strong, effective First Teach.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement	**Oct**	**Jan**	**Mar**	**June**

Staff Responsible for Monitoring: Assistant Principals of Instruction, Principal
 	
    ESF Levers:
    Lever 5: Effective Instruction
	70%	80%		

Strategy 2 Details	Reviews			
Strategy 2: Ensure 100% of SPED students are receiving their accommodations	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teacher, Assistant Principal of Instruction, Principal	80%	85%		

Strategy 3 Details	Reviews			
Strategy 3: Create strong tracking operating mechanisms to ensure students are able to know their goals and progress	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement and awareness to goal	**Oct**	**Jan**	**Mar**	**June**

Staff Responsible for Monitoring: Teacher, Assistant Principal of Instruction, Principal
 	
    ESF Levers:
    Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments
	40%	75%		

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

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 40% to 42% in Spring 2024. (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Ensure all teachers are delivering a strong, effective First Teach.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Assistant Principal of Instruction, Principal	70%	85%		
Strategy 2 Details	**Reviews**			
Strategy 2: Implement appropriate, targeted skills-based learning pathways for intervention and acceleration.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teacher, Assistant Principal of Instruction, Principal	60%	85%		
Strategy 3 Details	**Reviews**			
Strategy 3: Create strong tracking operating mechanisms to ensure students are able to know their goals and progress in Domains 1-3 using our Locus Dashboard.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement and awareness to goal	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teacher, Assistant Principal of Instruction, Principal **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments	5%	40%		

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: IDEA achieves an A Rating

Performance Objective 3: IA & CP: 40% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
Strategy 1: Create a tutoring schedule for TELPAS students to receive practice and feedback prior to testing	**Formative**			**Summative**
Strategy's Expected Result/Impact: Practice the process to be able to be successful	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teacher, EB point person **ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments	N/A	35%		

Strategy 2 Details	Reviews			
Strategy 2: Seating charts are created in each classroom to ensure Teachers are aware of their EB students and accommodations	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Ensure students are provided accommodations throughout the class and not just testing	65%	80%		

Strategy 3 Details	Reviews			
Strategy 3: Train and develop teachers to be aware of EB accommodations and strategies to support EB students	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student achievement	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Assistant Principals of Instruction, EB Point Person	40%	60%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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			
Strategy 1: 100% of HB4545 students will have parent meetings to review min expectations and tutoring schedules by the end of September 2023	**Formative**			**Summative**
Strategy's Expected Result/Impact: Investment from parents and increase in attendance for tutoring **Staff Responsible for Monitoring:** Teacher, Assistant Principal, Principal	**Oct**	**Jan**	**Mar**	**June**
	N/A	30%		

Strategy 2 Details	Reviews			
Strategy 2: Create an alternate schedule for students who cannot attend after-school tutoring (ex. iLearning, pull out, etc.)	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student minutes to ensure completion by end of the year **Staff Responsible for Monitoring:** Teacher, Assistant Principal, Principal	**Oct**	**Jan**	**Mar**	**June**
	N/A	50%		

Strategy 3 Details	Reviews			
Strategy 3: Quarterly reports for students and parents to report minutes and progress	**Formative**			**Summative**
Strategy's Expected Result/Impact: Inform and communicate urgency to be at 100% completion of minutes by the end of the year **Staff Responsible for Monitoring:** Teacher, Assistant Principals, Principals	**Oct**	**Jan**	**Mar**	**June**
	N/A	40%		

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

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))

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Onboard students to be aware and practice each safety protocol within the first 2 weeks of school	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase knowledge and awareness of protocols	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers, Assistant Principals, Principal	100%	100%	100%	

Strategy 2 Details	Reviews			
Strategy 2: Create a schedule to conduct drills in a timely manner	**Formative**			**Summative**
Strategy's Expected Result/Impact: Practice drills to be aware of steps and exit	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Facilities Manager, APO	90%	100%		

Strategy 3 Details	Reviews			
Strategy 3: Provide feedback to be in compliance and improve the execution of drills	**Formative**			**Summative**
Strategy's Expected Result/Impact: Follow protocols as designed to be in compliance	**Oct**	**Jan**	**Mar**	**June**
	50%	70%		

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

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))

    High Priority

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Timely communication with families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase attendance	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Teacher, School counselor	85%	85%		

Strategy 2 Details	Reviews			
Strategy 2: Schedule family engagement events 1 month prior to communication to allow ample planning time for families	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase participation and attendance of events	Oct	Jan	Mar	June
Staff Responsible for Monitoring: School Counselor, Principal **Funding Sources:** - Title I, Part A (4120) - $2,695.96	100%	100%	100%	

Strategy 3 Details	Reviews			
Strategy 3: Track attendance at each event with attendance and follow up with parents who did not attend	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent awareness	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Teacher, School Counselor	45%	60%		

0% No Progress	100% 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))
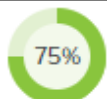
   Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Create a plan to execute Anti Bullying curriculum to 100% of students by the compliance date		**Formative**			**Summative**
Strategy's Expected Result/Impact: Ensure completion by deadline **Staff Responsible for Monitoring:** School Counselor		**Oct**	**Jan**	**Mar**	**June**
		80%	100%	100%	
Strategy 2 Details		**Reviews**			
Strategy 2: Create a plan to execute the Safe and Smarter curriculum to 100% of students by the compliance date		**Formative**			**Summative**
Strategy's Expected Result/Impact: Ensure completion by the deadline **Staff Responsible for Monitoring:** School Counselor		**Oct**	**Jan**	**Mar**	**June**
		N/A	80%		
Strategy 3 Details		**Reviews**			
Strategy 3: Communicate curriculum and rationale to parents to ensure they are aware of the execution		**Formative**			**Summative**
Strategy's Expected Result/Impact: Inform and communicate with parents **Staff Responsible for Monitoring:** Teacher, School counselor		**Oct**	**Jan**	**Mar**	**June**
		N/A	55%		
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue					

Goal 4: Increase student daily attendance

Performance Objective 1: IA: 100% of students from 2nd thru 5th Grade meet their MVPA minutes goal of 1600. (TEC 11.253(d)(10))

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details		Reviews			
Strategy 1: Create an incentive plan for students to be motivated to complete MVPA minutes		**Formative**			**Summative**
Strategy's Expected Result/Impact: Engage and motivate students to achieve goal		**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: PE Coach, PE Co-Teacher, Assistant Principal		N/A	65%		

Strategy 2 Details		Reviews			
Strategy 2: Create a tracker to monitor progress		**Formative**			**Summative**
Strategy's Expected Result/Impact: Celebrate growth and completion, Create urgency with students off track		**Oct**	**Jan**	**Mar**	**June**
		75%	75%		

Strategy 3 Details		Reviews			
Strategy 3: Use heart monitors daily during PE class to obtain MVPA minutes		**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase # of students on track to complete 1600 MVPA minutes		**Oct**	**Jan**	**Mar**	**June**
		100%	100%	N/A	

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 4: Increase student daily attendance

Performance Objective 2: IA & CP: IDEA Harlingen will achieve a 97% annual attendance rate for the 23-24 school year

High Priority

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Follow and implement ADA Escalation Matrix	**Formative**			**Summative**
Strategy's Expected Result/Impact: Consistent communication with parents to increase attendance	Oct	Jan	Mar	June
Staff Responsible for Monitoring: APO, SIS, Teacher	75%	80%		

Strategy 2 Details	Reviews			
Strategy 2: Create monthly incentives for students to make school joyous	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student attendance	Oct	Jan	Mar	June
Staff Responsible for Monitoring: Teachers, Asst. Principals of Instruction, APO, School Counselor, Principal	60%	85%		

Strategy 3 Details	Reviews			
Strategy 3: Review data and analyze weekly to make data-driven decisions	**Formative**			**Summative**
Strategy's Expected Result/Impact: Impact data	Oct	Jan	Mar	June
Staff Responsible for Monitoring: APO, SIS	45%	55%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 4: Increase student daily attendance

Performance Objective 3: IA: Grade levels will execute monthly incentives for students with 0-2 absences

Strategy 1 Details	Reviews			
Strategy 1: Track monthly incentives / grade level to ensure they are occurring monthly	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase and motivate student attendance	**Oct**	**Jan**	**Mar**	**June**
	N/A	55%		
Strategy 2 Details	**Reviews**			
Strategy 2: Communicate monthly grade level attendance events occurring via class dojo, facebook, via remin	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase parent awareness of events	**Oct**	**Jan**	**Mar**	**June**
	100%	100%	100%	
Strategy 3 Details	**Reviews**			
Strategy 3: Execute fun and safe celebrations monthly for students	**Formative**			**Summative**
Strategy's Expected Result/Impact: Increase student attendance	**Oct**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Teachers, Grade Team Leaders				
	75%	80%		
0% No Progress 100% 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.
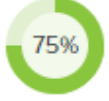
   High Priority

   Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details				Reviews	
Strategy 1: Train Lead Team and Managers on how to effectively deliver staff development cycle		**Formative**			**Summative**
Strategy's Expected Result/Impact: Quality in facilitation of staff development cycle		Oct	Jan	Mar	June
Staff Responsible for Monitoring: Principal		N/A	60%		

Strategy 2 Details				Reviews	
Strategy 2: Backwards plan to execute staff development cycle with 100% of direct reports		**Formative**			**Summative**
Strategy's Expected Result/Impact: Ensure 100% of teachers are met with in a timely manner		Oct	Jan	Mar	June
Staff Responsible for Monitoring: API, APO, SC, Principal		N/A	60%		

Strategy 3 Details				Reviews	
Strategy 3: Provide GET Rubric feedback bi-weekly to teachers		**Formative**			**Summative**
Strategy's Expected Result/Impact: Provide feedback consistently		Oct	Jan	Mar	June
Staff Responsible for Monitoring: API		35%	65%		

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue

Goal 5: Increase staff retention

Performance Objective 2: IA & CP: IDEA Harlingen is 100% staffed for all teacher positions throughout the 2023-24 school year.

    Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Recruit and hire high quality candidates per role by using high quality resume criteria	**Formative**			**Summative**
Strategy's Expected Result/Impact: Quality of candidates and retention **Staff Responsible for Monitoring:** Assistant Principals, Principal, Hiring Managers	**Oct**	**Jan**	**Mar**	**June**
	50%	75%		

Strategy 2 Details	Reviews			
Strategy 2: Debrief after every interview using the tools provided to make the best sound judgment decision	**Formative**			**Summative**
Strategy's Expected Result/Impact: Quality of candidates and staff retention **Staff Responsible for Monitoring:** API, APO, Principal	**Oct**	**Jan**	**Mar**	**June**
	50%	65%		

Strategy 3 Details	Reviews			
Strategy 3: Create onboarding plan for new hires/transfers to welcome them to our campus	**Formative**			**Summative**
Strategy's Expected Result/Impact: Retain internal and new hires **Staff Responsible for Monitoring:** API, Principals	**Oct**	**Jan**	**Mar**	**June**
	40%	75%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Campus Funding Summary

Title I, Part A (4120)					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
3	2	2			$2,695.96
				Sub-Total	$2,695.96
				Budgeted Fund Source Amount	$2,695.96
				+/- Difference	$0.00
				Grand Total Budgeted	$2,695.96
				Grand Total Spent	$2,695.96
				+/- Difference	$0.00