

IDEA Public Schools
Health Professions Academy
2023-2024 Campus Improvement Plan



Public Presentation Date: September 19, 2023

Mission Statement

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

Vision

We IGNITE. We EMPOWER. We LEAD.

We IGNITE: Centaurs will be excited to learn about the community around them and be motivated to learn that they can achieve any goal with hard work, discipline and joy of learning.

We EMPOWER: Centaurs will embrace and lift up all cultures in our campus community and the healthcare community.

We LEAD: Our Centaurs are our future leaders, Health Care providers, athletes, and decision makers. Health Professions staff and teachers will instill leadership skills with love, joy and a multicultural education.

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**

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We Sweat the Small Stuff

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Comprehensive Needs Assessment

Revised/Approved: August 4, 2023

Demographics

Demographics Summary

Health Professions Academy services an East Community that comes from very diverse backgrounds. Their backgrounds have molded them to be a certain type of student and it is our job to teach those lagging skills to the student who need them the most. Our students tend to come to us below grade level and we are able to provide the small group instruction that is not provided with all education systems. IDEA Health Professions focuses on reminding students that no matter the disadvantage, no matter the obstacle, they can live out their dreams to be a Doctor, a Writer, and Artist or even a Basketball Player. We continue to inspire our student to aim high and grow academically each year. With some of our students, they need more supports with Social and Emotional learning or receive Special Education supports. That is something that we specialize in! Each child is unique and has their own best qualities. It is our job to facilitate a space where they can grow and thrive.

Demographics Strengths

Some of our strengths include but are not limited to:

Counselor and Social Emotional Learning Components: Our students have to deal with some pretty heavy things in their home lives and we help them process those emotions and build skills to cope.

Team and Family: Teachers are very close and have built relationships as if we are all family. We do the same with our students! We build strong relationships with teachers, students and our families. We believe in a family dynamic and support our campus in that way.

Family Engagement: We have several events throughout the year that we invite families are our neighborhood! These are awesome events and parents and students really love it!

Problem Statements Identifying Demographics Needs

Problem Statement 1: The inability to provide free After School Care for our families **Root Cause:** Many of our families are on fixed incomes or from single parent homes that cannot afford afterschool rates. With our Future All Stars Program, we have some option for financial assistance. We have plans to provide full and partial scholarships for students in need.

Problem Statement 2 (Prioritized): Gentrification affects our campus enrollments and persistence **Root Cause:** Our recruitment strategies have made a shift to find students further South or further East.

Student Learning

Student Learning Summary

We have some low data in Math and Reading due to the large gaps in learning. We have learned that we have a large number of students that are 2-3 grade levels behind and making sure we have Response to Intervention strategies with those students and make sure they are placed in our Critical Reading Intervention program. This program ensures that our students will be served for their academic needs. We also support our SPED students and our Emergent Bilingual students to make sure their needs are met, since they occupy a large population on our campus.

Student Learning Strengths

We were successful with our HB4545 minutes and incorporating that time into our afterschool tutoring and during our elective times. We also utilized our Summit Program during the school day which led to some success for our Emergent Bilingual students and our Special Education students.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Low performance in Reading and Math in 3rd-5th grade. **Root Cause:** Our K-5 students come to us well below grade level in Reading and Math and we typically need to close some significant gaps.

Problem Statement 2: Turnover in 3rd-5th grade teachers due to STAAR standards and high expectations of STAAR tested grade levels. **Root Cause:** With 3rd-5th grade teachers not being able to meet the expectations of high level teaching, the teachers become burnt out and end up leaving education or they move to a different grade level.

School Processes & Programs

School Processes & Programs Summary

Our campus has weekly professional development meetings and we go over testing protocols, team building, content supports and rehearsals, celebrations and expectations. We also have implemented many instructional documents that support data related to our 3rd-5th grade contents. Our Family Engagement initiatives include things like Meet the Teacher Nights, Campus Tours, movie and game nights, Black History Jamboree and Hispanic Heritage Month events and Coffee with the Principals. We also have murals throughout our campus and we plan to add 2 more murals reflecting our diverse communities.

School Processes & Programs Strengths

We are very well connected to families and we have strong relationships with students and families! We are also really strong in our communication ladder which tells the families how to get their needs met. They do not ask to speak to the principal directly, they make sure to contact teachers and APIs first. We also do a great job in our community and campus events. We always get really great turnouts for our events and have created community partnerships like Sendero Health and Austin Police Department.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Late Pick Up for our students **Root Cause:** Students are often picked up late due to transportation for parents. A lot of families depend on Cap Metro and Ubers to pick up students. We have a hard time forcing staff to stay until 5:30 pm due to the budget.

Problem Statement 2: Lack of Grant Funding **Root Cause:** We started out campus in 2019 with multiple grants and ended up losing 2 big grants. These grants provided jobs and Before and After School supports, as well as more educational programs, like Project Lead the Way. We had to get rid of these program due to the loss of Grant Funds.

Perceptions

Perceptions Summary

Our campus consists of students and families that struggle financially and are subject to non-ideal home lives. Our student come to Health Professions with a lot of academic gaps, Special Education needs and high behavioral needs. Our students need a lot of support daily on Social and Emotional skills and specific academic Interventions to close those educational gaps.

Perceptions Strengths

Some of our strengths lie in our supports our Special Education students. We currently serve 39 Special Populations and 11 504 students and their supports are specialized by content and need. They make up almost 19% of our campus and we are to meet their needs and close those educational gaps.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Our families think that we do not incorporate enough fun during the school day. **Root Cause:** Our families are requesting more recess and more extracurriculars during the school day and less instruction. However, due to our low performance we have incorporated more instructional minutes

Problem Statement 2: Losing our Health Professions Class per grade level due to funding and student performance in Math and ELA. **Root Cause:** We have lost our Project Lead the Way classes, per grade level, due to funding. Parents who enrolled their students were expecting this class and we are no longer offering it.

Priority Problem Statements

Problem Statement 1: Gentrification affects our campus enrollments and persistence







Root Cause 1: Our recruitment strategies have made a shift to find students further South or further East.

Problem Statement 1 Areas: Demographics

Goals







Goal 1: 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 35% to 37% in Spring 2024 (HB3)

Strategy 1 Details	Reviews			
Strategy 1: All testing on computers Strategy's Expected Result/Impact: Students are proficient at computer skills Staff Responsible for Monitoring: API's	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%	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 1: 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 14% to 16% in Spring 2024. (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Math will be used in multiple contents including science Strategy's Expected Result/Impact: Students will know simple math including being able to multiply big numbers Staff Responsible for Monitoring: API's	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 1: 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			
Strategy 1: All students will get practice on how to take the new TELPAS assessment Strategy's Expected Result/Impact: Higher scores and students that are able to exit Staff Responsible for Monitoring: SSA/Counselor	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
<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 1: 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: After school tutoring and West Wing Tutoring Strategy's Expected Result/Impact: Completed minutes Staff Responsible for Monitoring: API's	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 1: IDEA achieves an A Rating







Performance Objective 5: IA & CP: X% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
<p>Strategy 1: Hyper focus on content support with all sped students Strategy's Expected Result/Impact: Sped students can out perform their previous years score Staff Responsible for Monitoring: Sped Teachers & ELA point person</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: IDEA achieves an A Rating


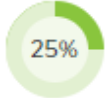




Performance Objective 6: IA & CP: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing

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			
<p>Strategy 1: Track each students performance in domain's 1-3 by using the locus dashboard and respond to data appropriately.</p> <p>Strategy's Expected Result/Impact: All students reach 90/60/30</p> <p>Staff Responsible for Monitoring: API's</p>	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: 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			
Strategy 1: Accountability for the adults in charge of campus safety. Meeting deadlines prior to the actual deadline Strategy's Expected Result/Impact: Attaining an A for the scorecard Staff Responsible for Monitoring: APO	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
<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: 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>Strategy 1: Timely communication to families regarding school events to promote family engagement and attendance. Translate all event communication for our Spanish speaking families.</p> <p>Strategy's Expected Result/Impact: Families feel the campus has strong communication</p> <p>Staff Responsible for Monitoring: SSA</p> <p>Title I: 2.4, 4.2</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools</p> <p>Problem Statements: Demographics 2</p> <p>Funding Sources: Translation Devices - Title I, Part A (4120) - \$400, Family Engagement PA System - Title I, Part A (4120) - \$400, 2 Ipad's - Title I, Part A (4120) - \$451.52</p>	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
 No Progress  Accomplished  Continue/Modify  Discontinue				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 2: Gentrification affects our campus enrollments and persistence Root Cause: Our recruitment strategies have made a shift to find students further South or further East.</p>







Goal 2: Increase student persistence

Performance Objective 3: IA & CP: 100% of schools will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
Strategy 1: Teachers complete this during culture camp Strategy's Expected Result/Impact: 100% complete by end of August Staff Responsible for Monitoring: SSA/Counselor	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
<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 3: Increase student daily attendance

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

Strategy 1 Details	Reviews			
Strategy 1: Students and Teachers will be able to track their MVPA minutes Strategy's Expected Result/Impact: 100% of students meet their goals Staff Responsible for Monitoring: Teachers	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
<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>				


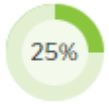




Goal 3: Increase student daily attendance

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

Strategy 1 Details	Reviews			
Strategy 1: Utilize ADA matrix and incentives and communicate often with absent students Strategy's Expected Result/Impact: We hit below our magic number of 8 on a daily basis Staff Responsible for Monitoring: SIS	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 4: Increase staff retention







Performance Objective 1: IA & CP: 100% of full-time staff members complete all tasks within IDEA's staff development cycle including: goal setting, 2x2 and annual performance reviews during the 2023-24 school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p>Strategy's Expected Result/Impact: 100% of staff complete tasks</p> <p>Staff Responsible for Monitoring: LT Members</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Increase staff retention







Performance Objective 2: IA & CP: IDEA 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			
Strategy 1: Recruit and hire high quality candidates per role by using high quality resume criteria Strategy's Expected Result/Impact: 100% of teachers stay with the campus Staff Responsible for Monitoring: Principal	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 5: Increase student enrollment (no required performance objectives/strategies)

Performance Objective 1: Our plan is to ensure all staff, leaders and teachers have a role in calling, persistence and enrollment numbers. This is a group effort and we will only have a fully enrolled campus if we have all stakeholders supporting.

Strategy 1 Details	Reviews			
Strategy 1: Ensuring all staff are in attendance at super recruitment days Strategy's Expected Result/Impact: All teachers Attend and have calendars preset Staff Responsible for Monitoring: APO	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: Increase student enrollment (no required performance objectives/strategies)

Performance Objective 2: Parent Communication. We will frequently communicate with family to support all student concerns

Strategy 1 Details	Reviews			
Strategy 1: All teachers will utilize parent communication tracker to ensure that teachers are making 10 calls per week Strategy's Expected Result/Impact: Parents have constant and effective communication Staff Responsible for Monitoring: Counselor	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 25%		
<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	2	1	2 Ipad's		\$451.52
2	2	1	Translation Devices		\$400.00
2	2	1	Family Engagement PA System		\$400.00
Sub-Total					\$1,251.52
Budgeted Fund Source Amount					\$1,251.52
+/- Difference					\$0.00
Grand Total Budgeted					\$1,251.52
Grand Total Spent					\$1,251.52
+/- Difference					\$0.00