

IDEA Public Schools

Health Professions College Prep

2023-2024 Improvement Plan



Public Presentation Date: September 27, 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**

We **IGNITE** students to be here to grow

We **EMPOWER** students in our ABC's

(Academic excellence & equity, Belonging, Commitment to dismantling racism & oppression)

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We **LEAD** students to be the best version of themselves so they can lead others. â€‹

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Comprehensive Needs Assessment

Demographics

Demographics Summary

IDEA Health Professions College Prep is a Title 1 campus that has a STEAM focus specifically geared towards Biomedical study. IDEA Health Professions CP currently serves 6th to 10th grade with expansion plans to 12th grade within the next two year. We have an extremely diverse group of students, staff, and families. Here at IDEA Health Professions, we believe in creating an environment where students and staff feels seen, heard, and appreciated throughout their entire experience here which is why our persistence and retention is so important within our school planning.

Demographics Strengths

- Strong morning advisory plans geared toward SEL & student identity
- High teacher retention
- Diverse group of staff, teachers, and leaders within the building

Problem Statements Identifying Demographics Needs

Problem Statement 1: Building an even more diverse student body **Root Cause:** Becoming more embedded within the community around our school

Student Learning

Student Learning Summary

Students have shown tremendous growth around math, science, and ELA historically via our STAAR exam with a very strong growth around TELPAS and SPED data.

Student Learning Strengths

- English 1 STAAR data
- Math historical data growth in STAAR
- TELPAS growth to 61%
- CSI growth to 64%

Problem Statements Identifying Student Learning Needs

Problem Statement 1: ELA data growth **Root Cause:** Independent reading levels

School Processes & Programs

School Processes & Programs Summary

Currently we lead weekly professional development sessions with all teachers with hands-on real-time coaching each and every day while simultaneously creating an extracurricular program for students to find joy within school each week.

School Processes & Programs Strengths

- Teacher & student joy
- Quick growth
- Clear expectations
- Clear growth structure

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Teacher collaboration **Root Cause:** Giving more ownership to teachers for growth opportunities

Perceptions

Perceptions Summary

Throughout the year we collect feedback from staff, students, and families through quarterly surveys and weekly staff surveys to make sure our staff, students, and families feel heard and seen.

Perceptions Strengths

- Parent Communication
- Feedback driven school
- Quick adjustments

Problem Statements Identifying Perceptions Needs






Problem Statement 1: Additional communication with families that are more difficult to get in contact with **Root Cause:** Additional family events and strategic face to face communication.

Priority Problem Statements

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 X% to X% in Spring 2024 (HB3)

Strategy 1 Details	Reviews			
<p>Strategy 1: Leverage "LOVE" acronym across content to support students with breaking down, internalizing, and grappling with reading within all levels.</p> <p>Strategy's Expected Result/Impact: Increase student STAAR level</p> <p>Staff Responsible for Monitoring: APIs</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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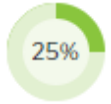




Goal 1: IDEA achieves an A Rating

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 X% to X% in Spring 2024. (HB3)

Strategy 1 Details	Reviews			
<p>Strategy 1: Leverage "LOVE" acronym across content to support students with breaking down, internalizing, and grappling with math within all levels.</p> <p>Strategy's Expected Result/Impact: Increase student STAAR level</p> <p>Staff Responsible for Monitoring: APIs</p>	Formative			Summative
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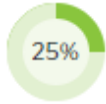




Goal 1: IDEA achieves an A Rating

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			
<p>Strategy 1: Implement desk scaffolds in all subjects including EB folders for practice to push student achievement within our EB community.</p> <p>Strategy's Expected Result/Impact: Increase Telpas level</p> <p>Staff Responsible for Monitoring: EB coordinator</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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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: Create built in HB4545 schedule within AR Hotspot & ACT Prep for tutoring students that are identified within HB4545. Strategy's Expected Result/Impact: Students complete HB4545 minutes and pass necessary test Staff Responsible for Monitoring: Principal	Formative			Summative
	Oct	Jan	Mar	June
				
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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			
Strategy 1: Teachers responsible for differentiating lesson plans and planning for scaffolds for SPED students. Strategy's Expected Result/Impact: Increase student achievement for SPED population Staff Responsible for Monitoring: Teachers	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: IDEA achieves an A Rating

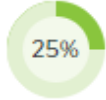




Performance Objective 6: IA & CP: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing

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: Create student goal tracking system aligned to celebration and rewards to educate and motivate students around their goals and gaining mastery.</p> <p>Strategy's Expected Result/Impact: Increase student achievement to be aligned with 90/60/30</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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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			
<p>Strategy 1: School holds monthly CCT meeting to align feedback to increase safety within the school.</p> <p>Strategy's Expected Result/Impact: Increase campus safety.</p> <p>Staff Responsible for Monitoring: APO & Principals</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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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			
Strategy 1: Complete yearly calendar planning within the first month of school to schedule out family engagement events ahead of time and provide spanish translation to increase attendance. Strategy's Expected Result/Impact: Clear communication and planning Staff Responsible for Monitoring: Counselor	Formative			Summative
	Oct	Jan	Mar	June
				
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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: Embed anti-bullying curriculum within advisory. Strategy's Expected Result/Impact: Curriculum rolled out within deadline Staff Responsible for Monitoring: Counselor	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 3: Increase student daily attendance

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Create tracking system within the gym for student MVPA minutes. Strategy's Expected Result/Impact: All students hit MVPA minutes goal Staff Responsible for Monitoring: PE teacher</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 3: Increase student daily attendance

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Create monthly incentives around attendance, monitor and follow attendance matrix to hold families accountable, and create clear plans for truancy.</p> <p>Strategy's Expected Result/Impact: Stronger student attendance and attendance systems</p> <p>Staff Responsible for Monitoring: Registrar</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 3: Increase student daily attendance

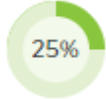




Performance Objective 3: CP: 100% of students from 6th-12th grade meet their MVPA minutes goal of X. (TEC 11.253(d)(10))

Strategy 1 Details	Reviews			
Strategy 1: Create tracking system within the gym for student MVPA minutes. Strategy's Expected Result/Impact: All students meet MVPA minutes Staff Responsible for Monitoring: PE Teacher	Formative			Summative
	Oct	Jan	Mar	June
				
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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.






Required Strategy: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.

Strategy 1 Details	Reviews			
<p>Strategy 1: Create professional development around staff development to prepare staff for goal setting and performance review.</p> <p>Strategy's Expected Result/Impact: Staff is clear around development and how to increase EOY score</p> <p>Staff Responsible for Monitoring: Managers</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 4: 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			
<p>Strategy 1: Create hiring schedules, process, and interview metrics while simultaneously having weekly celebration for staff to feel seen and appreciated.</p> <p>Strategy's Expected Result/Impact: Staff continues in their role</p> <p>Staff Responsible for Monitoring: Leadership Team</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 5: Increase student enrollment (no required performance objectives/strategies)

Performance Objective 1: Idea Health Professions College Prep hit 100% enrollment by the 11th day of the school year.

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Strategize around recruiting for academy and working towards strong persistence through strategy meetings, recruitment days, and registration incentives.</p> <p>Strategy's Expected Result/Impact: Whole school reaches 100% enrollment.</p> <p>Staff Responsible for Monitoring: APO</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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