

**IDEA Public Schools**  
**Kyle Academy**  
**2023-2024 Campus Improvement Plan**



**Public Presentation Date:** September 12, 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 3, 2023

## Demographics

### Demographics Summary

IDEA Kyle Academy is an open-enrollment tuition-free charter school. We offer kinder through 5th-grade instruction.

IDEA Kyle offers Special Education in all grade levels and Critical Student Intervention for scholars in 3-5th grade who are two or more years behind in reading.

### Demographics Strengths

IDEA offers a competitive salary for teachers with experience

IDEA is achieving its mission of college for all in serving a majority of economically disadvantaged students

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** Inconsistent ADA Matrix follows through. **Root Cause:** Inconsistent ADA Matrix follows through.

**Problem Statement 2:** Inconsistent communication between Teachers and Parents **Root Cause:** No accountability for teachers to communicate with parents.

# Perceptions

## Perceptions Summary

- Bi-weekly meeting with our PTO
- Monthly parent engagement events

## Perceptions Strengths

A strong relationship between PTO and principal.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Our families did not feel connected to our school. **Root Cause:** Lack of positive communication from teachers and leaders

**Problem Statement 2:** The same parents showed up to our events, and we lacked connecting with the parents who didn't attend our event. **Root Cause:** We did not track attendance at events.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

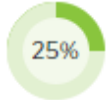

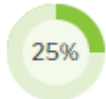







## **Improvement Planning Data**

- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

# Goals

**Goal 1:** IDEA achieves an A Rating





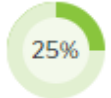





**Performance Objective 1: IA:** Third-grade students performing at or above grade level in reading as measured by the Meets Grade Level Standard on STAAR will increase from 55% to 57% in Spring 2024 (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Differentiated Instruction and Personalized Learning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Early Intervention and Small Group Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Family and Community Engagement	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				







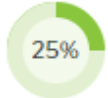





**Goal 1:** IDEA achieves an A Rating

**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 34% to 36% in Spring 2024. (HB3)

Strategy 1 Details	Reviews			
Strategy 1: Differentiated Instruction and Small Group Learning	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Tracking Progress	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Engage student in Real-World math Contexts	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>				





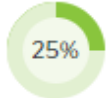





**Goal 1:** IDEA achieves an A Rating

**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: Help students practice similar task like the ones they would do in TELPAS.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Work with smaller groups of students to provide more individual attention	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Share feedback with students about what they are doing well and where they can do better	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				





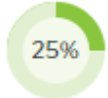





**Goal 1:** IDEA achieves an A Rating

**Performance Objective 4:** IA & CP: 100% of identified scholars meet required minutes per House Bill 4545 (HB4545)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Create individual schedules for each identified scholar that align with the required minutes.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Design lessons that captivate scholars' attention and encourage active participation	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Keep track of each scholar's progress in terms of meeting the required minutes	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 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			
<b>Strategy 1:</b> Create personalized learning plans for each SPED student based on their specific needs, strengths, and challenges	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Offer smaller group settings for instruction, allowing more focused attention on each SPED student.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Regularly assess the progress of SPED students using formative assessments, observations, and feedback	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

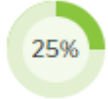









**Performance Objective 6:** IA & CP: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing

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			
<b>Strategy 1:</b> Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Regularly analyze assessment data from practice tests, quizzes, and classroom assignments to identify trends in student performance	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Offer advanced and enriching activities for high-performing students to help them attain the "Masters" level.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Increase student persistence

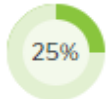









**Performance Objective 1:** IA & CP: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Role out IDEA's comprehensive safety plan that covers various aspects of campus safety	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement proactive programs and initiatives aimed at preventing safety incidents and promoting a positive and safe school environment	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Conduct regular safety drills to ensure that students and staff are familiar with emergency protocols and procedures	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 2:** IA & CP: 100% of schools will be in compliance with the Title 1 Family Engagement requirements through the following events: Meet the Teacher, Public Hearing, Spring Town Hall and Semester 1 Report Card Pick Up. (TEC 11.253(d)(9))

Required Strategy: timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Timely communication to families regarding school events to promote family engagement and attendance.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure that families are well-informed about the importance of the Title 1 Family Engagement requirements and the upcoming events	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Plan the events to be interactive, informative, and inclusive, catering to diverse family needs and schedules.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2:** Increase student persistence





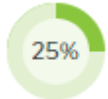





**Performance Objective 3:** IA & CP: 100% of schools will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Complete Anti-Bullying and Safer, Smarter Schools curriculum by end of culture camp.	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 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			
<b>Strategy 1:</b> Incorporate movement breaks during lessons, where students can stand up, stretch, or do simple exercises.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Offer a variety of activities that cater to different interests and skill levels.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Organize active recess periods where students can engage in games and activities that promote movement.	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 3:** Increase student daily attendance

**Performance Objective 2:** IA & CP: IDEA Kyle will achieve a 97.5% annual attendance rate for the 23-24 school year

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Foster a positive school culture that emphasizes the importance of attending school regularly.  <b>Strategy's Expected Result/Impact:</b> Inform all stakeholders and create a positive school environment.  <b>Staff Responsible for Monitoring:</b> Campus Lead Team</p> <p><b>Title I:</b> 2.4, 4.2  <b>Funding Sources:</b> - Title I, Part A (4120) - \$2,384.32</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Identify students at risk of chronic absenteeism and intervene early to address their specific needs.</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Design engaging and meaningful learning experiences that motivate students to attend school regularly.</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Increase student daily attendance











**Performance Objective 3:** Reduce Chronic absenteeism rate among the student population from 30% (2022-23 average) to 10% or less by the end of the 2023 - 24 academic year.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Leverage district-approved ADA Escalation Matrix at every school to ensure structured accountability for students missing multiple days of instruction.	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.







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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Ensure that managers are creating and sharing with teachers a timeline for when they have to complete these items.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Communication regarding each staff development cycle is sent a month in advance of each cycle's start date.	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 50%		
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Increase staff retention





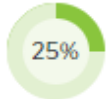





**Performance Objective 2:** IA & CP: IDEA XX is XX% staffed for all teacher positions throughout the 2023-24 school year.

Required Strategy: recruit and hire high quality candidates per role by using high quality resume criteria

Strategy 1 Details	Reviews			
Strategy 1: recruit and hire high quality candidates per role by using high quality resume criteria	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:** I will coach and develop our APO around recruitment

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Set clear expectations with APO regarding the specific requirements we need to meet	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Encourage her to participate in discussions actively, and ask questions when needed.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Provide regular feedback on their progress and performance	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





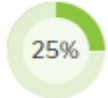





**Goal 5:** Increase student enrollment (no required performance objectives/strategies)

**Performance Objective 2:** Meet weekly with APO to go over enrollment numbers

Strategy 1 Details	Reviews			
Strategy 1: Set a time weekly with APO to have our check in	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Reschedule any time we cannot meet for our check in	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

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

**Performance Objective 3:** Ensure that teachers make phone calls to 100% of scholars before 1st day of school.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Set clear expectation around phone calls.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Implement a accountability system to ensure that all teachers have made their phone calls. Set up regular check-ins or reporting mechanisms where teachers can provide updates on their progress.	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Allocate time for teachers to make phone calls to their students during BOY PD.	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				



# Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1			\$2,384.32
<b>Sub-Total</b>					\$2,384.32
<b>Budgeted Fund Source Amount</b>					\$2,384.32
+/- Difference					\$0.00
<b>Grand Total Budgeted</b>					\$2,384.32
<b>Grand Total Spent</b>					\$2,384.32
+/- Difference					\$0.00