

**IDEA Public Schools**  
**Lake Houston 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.

## 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: September 14, 2023

## Demographics

### Demographics Summary

Lake Houston CP was founded in 2021-2022 and currently serves students in grades 6-8. For the 22-23 school year, we served 254 scholars in 6th and 7th grade, and 48% of our students are ELs. We are currently leading the region in ADA and district exams.

### Demographics Strengths

- IDEA offers a competitive salary for teachers with experience.
- IDEA is achieving it's mission of college for all in serving a majority of economically disadvantaged students.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1 (Prioritized):** There is a need to ensure equitable interventions and disciplinary consequences for all students. **Root Cause:** There has not been a clear system to train/develop staff members on intervention techniques. Staff must increase cultural competency and awareness to lead equitable interventions and disciplinary consequences. Families have not been onboarded correctly.

**Problem Statement 2 (Prioritized):** There is a need to expand mile-radius for transportation to get scholars to and from campus daily. **Root Cause:** Our campus is off a feeder road, and it is unsafe for scholars to get to and from campus. The set radius is 2 to 8 miles and stops are at a public business location.

# Student Learning

## Student Learning Summary

We are currently pending STAAR results; however, preliminary results show the following:

Key: # of students that LDNP- likely did not pass, ZOU- zone of uncertainty, LP- likely passed

See PDF in Addendum for more information.

## Student Learning Strengths

- Increase in all subjects compared to the 21-22 school year on all Mock and STAAR exams
- 100% of scholars took the ELA STAAR exam
- 99% of scholars took the Math STAAR exam
- EL and SpEd population tracking higher this year on Math exams 25%/56%

## Problem Statements Identifying Student Learning Needs

**Problem Statement 1 (Prioritized):** The percent of likely passed (6th ELA & Math, 7th Math) is less than 60%. **Root Cause:** Inconsistency with coaching and side by side planning with Regional, Leader, and Teacher. Instruction is often lacking in rigor since feedback is inconsistent.

**Problem Statement 2 (Prioritized):** To get an A, we must have most of our scholars meet their growth goal and our HB4545 scholars meet approaches on the STAAR exam. **Root Cause:** Growth goals were given to scholars late and inconsistent tracking from scholars. HB4545 interventions had minimal coaching and follow up to ensure scholars were mastering the TEKS.

# School Processes & Programs

## School Processes & Programs Summary

We develop our leaders through daily real time coaching, classroom management and culture walks, SPED ACC audits, and coaching academy. We also ensure roles and responsibilities are clear by ensuring calendars are informed by data based priorities and check-ins. We ensure our scholars have multiple opportunities to engage in extracurricular activities.

- 1 to 1 technology
- Robotics Club
- Flag football
- Volleyball
- Basketball
- Cross Country
- Soccer
- Cheer

## School Processes & Programs Strengths

- IDEA parents rate IDEA as 4.5|5 on the statement, "Based on your overall experience this year at IDEA, do you plan on returning in August of 2022."
- IDEA parents rate IDEA as 4.6|5 on the statement, "The school prepares my child to respond effectively during an emergency."
- IDEA Lake Houston has retained 96.55% of our scholars as of 5/26/23.
- 6<sup>th</sup> grade EOY assembly: 81 parents in attendance
- 7<sup>th</sup> grade EOY assembly: 79 parents in attendance

## Problem Statements Identifying School Processes & Programs Needs

**Problem Statement 1 (Prioritized):** Our staff retention is an area for improvement across the region and at our campus. **Root Cause:** Staff onboarding has been inconsistent and clear expectations have not been set for all staff members. Leadership has been inconsistent with accountability.

**Problem Statement 2 (Prioritized):** Our family engagement strategy is not comprehensive and cohesive across all schools. **Root Cause:** Our district has not worked cross-functionally to define the family experience from recruitment to graduation, which has produced a disjointed approach to family engagement work, and lack of prioritized time for training with principals and leadership.

# Perceptions

## Perceptions Summary

We conduct quarterly surveys to staff, have regular check-ins to set a clear priority for the upcoming week and to build connection. Our regional values are Competence, Care, Connection, and Clarity.

In addition, we have SEL/ Mental Health services provided by our School Counselor and Family Engagement Events.

## Perceptions Strengths

- Our GPTW survey in the first semester was at 89%, and our Employee Survey was at 79%.
- 100% of leader retention
- 2 CSTAG reports

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1 (Prioritized):** During the past year, we have seen an increase on bullying and cyberbullying which impacts our student mental health cases. **Root Cause:** There has been a lack of investment and prioritization of staff resources, training, curriculum, and programming specifically to build social emotional skills and build student mental health.

**Problem Statement 2 (Prioritized):** The number of student infractions have increased during the past year due to verbal or physical altercations. **Root Cause:** There has been a lack of investment on trainings for interventions and curriculum for our scholars to learn how to interact with one another.



# Priority Problem Statements

**Problem Statement 1:** There is a need to ensure equitable interventions and disciplinary consequences for all students.

**Root Cause 1:** There has not been a clear system to train/develop staff members on intervention techniques. Staff must increase cultural competency and awareness to lead equitable interventions and disciplinary consequences. Families have not been onboarded correctly.

**Problem Statement 1 Areas:** Demographics

**Problem Statement 2:** To get an A, we must have most of our scholars meet their growth goal and our HB4545 scholars meet approaches on the STAAR exam.

**Root Cause 2:** Growth goals were given to scholars late and inconsistent tracking from scholars. HB4545 interventions had minimal coaching and follow up to ensure scholars were mastering the TEKS.

**Problem Statement 2 Areas:** Student Learning

**Problem Statement 3:** Our staff retention is an area for improvement across the region and at our campus.

**Root Cause 3:** Staff onboarding has been inconsistent and clear expectations have not been set for all staff members. Leadership has been inconsistent with accountability.

**Problem Statement 3 Areas:** School Processes & Programs

**Problem Statement 4:** During the past year, we have seen an increase on bullying and cyberbullying which impacts our student mental health cases.

**Root Cause 4:** There has been a lack of investment and prioritization of staff resources, training, curriculum, and programming specifically to build social emotional skills and build student mental health.

**Problem Statement 4 Areas:** Perceptions

**Problem Statement 5:** There is a need to expand mile-radius for transportation to get scholars to and from campus daily.

**Root Cause 5:** Our campus is off a feeder road, and it is unsafe for scholars to get to and from campus. The set radius is 2 to 8 miles and stops are at a public business location.

**Problem Statement 5 Areas:** Demographics

**Problem Statement 6:** The percent of likely passed (6th ELA & Math, 7th Math) is less than 60%.

**Root Cause 6:** Inconsistency with coaching and side by side planning with Regional, Leader, and Teacher. Instruction is often lacking in rigor since feedback is inconsistent.

**Problem Statement 6 Areas:** Student Learning

**Problem Statement 7:** Our family engagement strategy is not comprehensive and cohesive across all schools.

**Root Cause 7:** Our district has not worked cross-functionally to define the family experience from recruitment to graduation, which has produced a disjointed approach to family engagement work, and lack of prioritized time for training with principals and leadership.

**Problem Statement 7 Areas:** School Processes & Programs

**Problem Statement 8:** The number of student infractions have increased during the past year due to verbal or physical altercations.

**Root Cause 8:** There has been a lack of investment on trainings for interventions and curriculum for our scholars to learn how to interact with one another.

**Problem Statement 8 Areas:** Perceptions

# 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)
- 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

- State and federally required assessment information
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local diagnostic reading assessment data
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, 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.
- Section 504 data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

## Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Enrollment trends

**Employee Data**

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

**Parent/Community Data**

- Parent engagement rate

**Support Systems and Other Data**

- Organizational structure data
- Communications data
- Study of best practices

# Goals

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

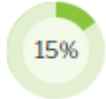
**Performance Objective 1:**


42% of EB students taking TELPAS assessments will maintain or increase a proficiency level by the end of the 23-24 school year. ((TEC 11.253(d)(2))


**High Priority**


**HB3 Goal**


**Evaluation Data Sources:** TELPAS benchmark  
 TELPAS assessment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Who: Teachers            What: Create effective LPs            How:            1. Use scaffolding questions            2. Ensure EB accommodations are in place            3. Give EB scholars multiple opportunities to listen, read, write, and discuss</p> <p><b>Strategy's Expected Result/Impact:</b> Increase EB scholars' performance on TELPAS  <b>Staff Responsible for Monitoring:</b> EL Point Person</p> <p><b>Title I:</b>            2.4, 2.5, 2.6  <b>- TEA Priorities:</b>            Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools  <b>- ESF Levers:</b>            Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 1 Problem Statements:**

## Student Learning

**Problem Statement 2:** To get an A, we must have most of our scholars meet their growth goal and our HB4545 scholars meet approaches on the STAAR exam. **Root Cause:** Growth goals were given to scholars late and inconsistent tracking from scholars. HB4545 interventions had minimal coaching and follow up to ensure scholars were mastering the TEKS.






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

**Performance Objective 2:** 100% of identified IDEA Lake Houston CP scholars will meet required minutes per House Bill 4545 (HB4545) before the 2024 STAAR assessment. (CCMR)

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** PowerSchool

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> What: Track accelerated learning scholars and progress How:</p> <ol style="list-style-type: none"> <li>1. Identify Accelerated Learning scholars</li> <li>2. Set goals</li> <li>3. Track daily progress</li> </ol> <p>Who: Teachers &amp; Manager</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of accelerated learning scholars will receive at least 15+ hours of intervention.</p> <p><b>Staff Responsible for Monitoring:</b> Who: Teachers &amp; Manager</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 1:** IDEA achieves an A Rating

**Performance Objective 3:** 60% of IDEA Lake Houston CP SpEd students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR Assessment

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Who: Instructional Coaches (Principal, API)                      What: Lesson plan feedback weekly                      How:                      1. Weekly LPs review with snapshots on hand                      2. Look-for individual accommodations                      3. Rehearse scaffolding questions with SpEd teachers/GenEd teachers  <b>Strategy's Expected Result/Impact:</b> Increase % of approaches each quarter by 15%.  <b>Staff Responsible for Monitoring:</b> Principal, API</p> <p><b>Title I:</b>                      2.4                      - <b>TEA Priorities:</b>                      Build a foundation of reading and math, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction  <b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Performance Objective 3 Problem Statements:**

Student Learning
<p><b>Problem Statement 2:</b> To get an A, we must have most of our scholars meet their growth goal and our HB4545 scholars meet approaches on the STAAR exam. <b>Root Cause:</b> Growth goals were given to scholars late and inconsistent tracking from scholars. HB4545 interventions had minimal coaching and follow up to ensure scholars were mastering the TEKS.</p>



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

**Performance Objective 4:** IDEA Lake Houston CP achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing for the 23-24 school year.

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))


**High Priority**


**HB3 Goal**

**Evaluation Data Sources:** STAAR Assessment

Daily ET

SE

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately (TEC 11.253(d)(3))</p> <p><b>Strategy's Expected Result/Impact:</b> Increase Domains 1,2, and 3</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>Title I:</b> 2.4, 2.5, 2.6, 4.2</p> <p>- <b>TEA Priorities:</b> 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>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2:</b> What: STAAR Night When: September <b>Strategy's Expected Result/Impact:</b> Parents will know their scholar's growth goal for each STAAR tested subject, number of questions, and what will be assessed. <b>Staff Responsible for Monitoring:</b> Principal, API, SC, Teachers  <b>Title I:</b> 2.4 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 3: Positive School Culture <b>Problem Statements:</b> Student Learning 2 <b>Funding Sources:</b> Trackers, Folders, Copies, and instructional resources - Title I, Part A (4120) - \$1,187.21	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress     
  Accomplished     
  Continue/Modify     
  Discontinue

**Performance Objective 4 Problem Statements:**


Student Learning
<b>Problem Statement 2:</b> To get an A, we must have most of our scholars meet their growth goal and our HB4545 scholars meet approaches on the STAAR exam. <b>Root Cause:</b> Growth goals were given to scholars late and inconsistent tracking from scholars. HB4545 interventions had minimal coaching and follow up to ensure scholars were mastering the TEKS.


**Goal 2:** Increase student persistence

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

**High Priority**

**Evaluation Data Sources:** Locus Dashboard

Strategy 1 Details	Reviews			
<p><b>Strategy 1: Who:</b> APO                      What: Ensures safety campus walkthroughs are conducted                      How:                      1. APO/FM will conduct safety campus walkthroughs 3x/day                      2. APO/FM will immediately address any safety breaches                      3. APO will train 100% of staff on how to avoid safety breaches  <b>Strategy's Expected Result/Impact:</b> Increase school safety  <b>Staff Responsible for Monitoring:</b> APO, CCT</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture  <b>Problem Statements:</b> Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 2 Details	Reviews			
<b>Strategy 2: Who:</b> CCT <b>What:</b> Adheres to CCT roles and responsibilities <b>How:</b> 1. Train 100% of staff 2. Conduct safety drills 3. Give immediate feedback 4. Meet monthly  <b>Strategy's Expected Result/Impact:</b> 100% on all safety audits <b>Staff Responsible for Monitoring:</b> Principals, CCT  <b>TEA Priorities:</b> Improve low-performing schools <b>- ESF Levers:</b> Lever 3: Positive School Culture <b>Problem Statements:</b> Perceptions 1	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress     
  Accomplished     
  Continue/Modify     
  Discontinue

**Performance Objective 1 Problem Statements:**

Perceptions
<p><b>Problem Statement 1:</b> During the past year, we have seen an increase on bullying and cyberbullying which impacts our student mental health cases. <b>Root Cause:</b> There has been a lack of investment and prioritization of staff resources, training, curriculum, and programming specifically to build social emotional skills and build student mental health.</p>


**Goal 2:** Increase student persistence





**Performance Objective 2:** IDEA Lake Houston will be in compliance with 100% of 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))

**High Priority**

**Evaluation Data Sources:** Sign in sheets  
Upload to Plan4Learning

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))</p> <p>Who: SC What: 1. Create message for the 4 events 2 weeks in advance 2. Send message daily for 2 weeks via Remind and FB 3. Include countdown. 4. Personal phone calls from staff members for highest priority scholars</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in family engagement <b>Staff Responsible for Monitoring:</b> SC</p> <p><b>Title I:</b> 4.1, 4.2 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
	 <p>30%</p>			






 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Goal 2:** Increase student persistence

**Performance Objective 3:** IDEA Lake Houston CP will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. (TEC 11.253(d)(8))

**High Priority**

**Evaluation Data Sources:** Locus  
SEL Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1: Who:</b> SC  <b>What:</b>                      1. Plan when to deliver trainings to stakeholders                      2. Track progress                      3. Report progress to create urgency                      4. Follow up with those not meeting expectation  <b>Strategy's Expected Result/Impact:</b> 100% of students will receive the anti-bullying, and safe, smarter curriculum by th deadline.  <b>Staff Responsible for Monitoring:</b> SC   <b>Title I:</b>                      2.5                      - <b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>Problem Statements:</b> Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

**Performance Objective 3 Problem Statements:**






Perceptions
<p><b>Problem Statement 1:</b> During the past year, we have seen an increase on bullying and cyberbullying which impacts our student mental health cases. <b>Root Cause:</b> There has been a lack of investment and prioritization of staff resources, training, curriculum, and programming specifically to build social emotional skills and build student mental health.</p>

**Goal 3:** Increase student daily attendance

**Performance Objective 1:** IDEA Lake Houston CP will achieve a 97% annual attendance rate for the 23-24 school year.

**High Priority**






**Evaluation Data Sources:** Locus Dashboard-Stream

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Who: APO                      What: Create and manage an ADA minute by minute plan                      How:                      1. Assign 1st/2nd round of calls to individuals                      2. Inspect ADA tracker for fidelity                      3. Identify scholars who are repeat offenders for ADA escalation                      4. Hold weekly ADA escalation meetings</p> <p><b>Strategy's Expected Result/Impact:</b> Increase ADA by 2% from previous year.  <b>Staff Responsible for Monitoring:</b> APO</p> <p><b>Title I:</b>                      2.5                      - <b>TEA Priorities:</b>                      Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture</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 2:** 100% of IDEA Lake Houston CP students from 6th-7th grade meet their MVPA minutes goal of 120 minutes per week. (TEC 11.253(d)(10))

**Evaluation Data Sources:** Locus

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Who: PE Coach                      What:                      1. Plan lessons that include different exercise levels                      2. Utilize time stamps                      3. Track student progress using tracker                      When: A/B days  <b>Strategy's Expected Result/Impact:</b> Increase MPVA minutes by 120 minutes per week  <b>Staff Responsible for Monitoring:</b> PE coach</p> <p><b>Title I:</b>                      2.5                      - <b>TEA Priorities:</b>                      Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				








**Goal 4:** Increase staff retention

**Performance Objective 1:** 100% of full-time staff members at IDEA Lake Houston 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.

**High Priority**

**Evaluation Data Sources:** Cornerstone

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Principal and API provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p><b>Strategy's Expected Result/Impact:</b> 100% of staff will meet deadlines set for completion</p> <p><b>Staff Responsible for Monitoring:</b> Principal and API</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 2: Strategic Staffing</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Performance Objective 1 Problem Statements:**

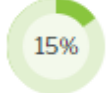




School Processes & Programs
<p><b>Problem Statement 1:</b> Our staff retention is an area for improvement across the region and at our campus. <b>Root Cause:</b> Staff onboarding has been inconsistent and clear expectations have not been set for all staff members. Leadership has been inconsistent with accountability.</p>

**Goal 4:** Increase staff retention

**Performance Objective 2:** IDEA Lake Houston 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

**High Priority**

**Evaluation Data Sources:** Employee Survey  
 Locus

Strategy 1 Details	Reviews			
<b>Strategy 1: Who:</b> Principal <b>What:</b> 1. Hold strengths interviews with 100% of instructional staff 2. Hold quarterly pulse checks 3. Create surveys for feedback 4. Follow up with next steps  <b>Strategy's Expected Result/Impact:</b> Increase in staff retention from year to year. <b>Staff Responsible for Monitoring:</b> Principal  <b>ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture <b>Problem Statements:</b> School Processes & Programs 1	Formative			Summative
	Oct	Jan	Mar	June
	 15%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Performance Objective 2 Problem Statements:**

School Processes & Programs
<b>Problem Statement 1:</b> Our staff retention is an area for improvement across the region and at our campus. <b>Root Cause:</b> Staff onboarding has been inconsistent and clear expectations have not been set for all staff members. Leadership has been inconsistent with accountability.






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

**Performance Objective 1:** IDEA Lake Houston CP SpEd scholars will reach 21% meets grade level or above on the 2023 Reading and Math STAAR exam and will be recognized by TEA as an A-rated campus.

**High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR Exam  
TEA Accountability






Strategy 1 Details	Reviews			
<p><b>Strategy 1: Who:</b> APO, EC  <b>What:</b>                      State key points on support offered to our special programs scholars  <b>Strategy's Expected Result/Impact:</b> 21% SpEd scholars will receive meets on Reading/Math STAAR Exam                      100% enrollment based on academic results  <b>Staff Responsible for Monitoring:</b> Principal, API, APO, Teachers</p> <p><b>Title I:</b>                      2.4                      - <b>TEA Priorities:</b>                      Build a foundation of reading and math, Connect high school to career and college                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments,                      Lever 5: Effective Instruction</p>	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:** IDEA Lake Houston will meet 100% enrollment for the 24-25 school year.

**High Priority**

**Evaluation Data Sources:** Power Bi

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Who: APO, Principal, EC            What: Recruit scholars and families            How: Strategic recruitment plan, Super Recruitment Day  <b>Strategy's Expected Result/Impact:</b> 100% grade levels are 2:1 applications  <b>Staff Responsible for Monitoring:</b> APO, EC, Principals</p> <p><b>Title I:</b>            2.4            - <b>TEA Priorities:</b>            Build a foundation of reading and math            - <b>ESF Levers:</b>            Lever 3: Positive School Culture</p>	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
1	4	2	Trackers, Folders, Copies, and instructional resources		\$1,187.21
<b>Sub-Total</b>					\$1,187.21
<b>Budgeted Fund Source Amount</b>					\$1,187.21
<b>+/- Difference</b>					\$0.00
<b>Grand Total Budgeted</b>					\$1,187.21
<b>Grand Total Spent</b>					\$1,187.21
<b>+/- Difference</b>					\$0.00