

IDEA Public Schools
Mesa Hills Academy
2023-2024 Campus 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

Needs Assessment Overview

Needs Assessment Overview Summary

Survey sent out on REMIND for 23-24 improvement

<https://forms.office.com/r/kXsGPUGEcj>

Goals

Goal 1: IDEA achieves an A Rating








Performance Objective 1: IA: Third-Fifth grade students performing at or above grade level in reading will increase 54% and math will increase 31% as measured by the Meets Grade Level Standard on STAAR in Spring 2024 (HB3)

High Priority

HB3 Goal

- Evaluation Data Sources:**
1. District exams, Mock exams, and STAAR
 2. ET after every lesson, intervention session, and tutoring
 3. Lesson rehearsals and purposeful LP feedback

Summative Evaluation: Some progress made toward meeting Objective

| Strategy 1 Details | Reviews | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------|
| <p>Strategy 1: Ensure 1st teach is at mastery by the end of October.</p> <p>Strategy's Expected Result/Impact: By October 31st</p> <p>Staff Responsible for Monitoring: Principal and API's managing their grade level</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| |  30% |  85% | |  |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |

Goal 2: Increase student persistence








Performance Objective 1: IA: 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))

High Priority

Evaluation Data Sources: Coffee with Principal, Monthly Surveys to families, Remind

Summative Evaluation: Some progress made toward meeting Objective











| Strategy 1 Details | Reviews | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------|
| <p>Strategy 1: Principal will continue connecting with our stakeholders/parents to ensure they are up to date with all that is going on at Mesa hills.</p> <p>Strategy's Expected Result/Impact: use of Social Media, Remind, Monthly TownHall's (Coffee w/the Principal sessions, Activities in the afternoon for parents learning.</p> <p>Staff Responsible for Monitoring: Principal, API's, Teachers, Counselor</p> <p>ESF Levers: 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 2: Increase student persistence

Performance Objective 2: IA: 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))

High Priority

Evaluation Data Sources: Move this world on a daily basis 7:45-8:00
 Monthly classes by the counselor regarding the topic.
 Constant communication with parents to address issue

| Strategy 1 Details | Reviews | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----|---------------------------------------------------------------------------------------|
| <p>Strategy 1: Move this World will be shown in HR classes on a daily basis 7:45-8 Counselor will have monthly check in with classes struggling with this topic. Strategy's Expected Result/Impact: 100% of our scholars will attend school every day, feeling safe and joyous. Staff Responsible for Monitoring: Counselor, Principal and API's</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| |  |  | |  |
| Strategy 2 Details | Reviews | | | |
| <p>Strategy 2: Counselor will have monthly check ins with grade levels struggling with this topic.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, 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 3: Increase staff retention








Performance Objective 1: IA : 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.

High Priority

Evaluation Data Sources: Ensure all teachers understand how to complete their goals (during a mini PD), have consistent check in's with direct reports to go over PTG, this will set them with success

Summative Evaluation: Some progress made toward meeting Objective

| Strategy 1 Details | Reviews | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------|
| <p>Strategy 1: 100% of IDEA Mesa Hills Staff will complete their staff development cycle ie: 2x2, APR's Strategy's Expected Result/Impact: 6/24 Staff Responsible for Monitoring: Principal, API's</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p> | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| |  |  | |  |
| <p>  No Progress  Accomplished  Continue/Modify  Discontinue </p> | | | | |

Goal 3: Increase staff retention

Performance Objective 2: IA 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

High Priority

Evaluation Data Sources: In order to meet 85% goal for staff retention, I need to do the following:

1. Listening sessions (monthly)
2. Celebrate wins and acknowledgement on social media, newsletters and remind.

Summative Evaluation: Met Objective

| Strategy 1 Details | Reviews | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------|
| <p>Strategy 1: Culture of Joy Campus by celebrating teachers growth and success. Strategy's Expected Result/Impact: Team & Family Staff Responsible for Monitoring: Principal , Counselor, and API's</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, 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 student enrollment (no required performance objectives/strategies)

Performance Objective 1: 100% enroll contracted seats by Oct. snapshot

High Priority

Evaluation Data Sources: Power BI Tracker, ADA huddles, GTL's and API's continue communication on daily basis, Principal communicates on REMIND and social media, and hosts monthly touchpoints w/parents IE Coffee w/Principals

Summative Evaluation: Met Objective

| Strategy 1 Details | Reviews | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------|
| Strategy 1: Recruitment Strategy's Expected Result/Impact: By having 100% contracted seats, Mesa Hills will not have to recruit as many scholars and are able to retain more scholars and teachers. Staff Responsible for Monitoring: APO- Jerry Valdez and Enrollment Counselor Nimsi TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools | Formative | | | Summative |
| | Oct | Jan | Mar | June |
| |  |  | |  |
|  No Progress  Accomplished  Continue/Modify  Discontinue | | | | |








Goal 5: 97.5% ADA

Performance Objective 1: 97.5% of Academy Scholars will attend school everyday

High Priority

Evaluation Data Sources: ADA Huddles, first initial call HR Teachers. Tiger team continues calls and inputs results on ADA tracker daily, API's will follow up with scholars who haven't been contacted, lastly counselor will follow up with excessive absences and schedule a 1:1 appointment with parents and Principal.

Summative Evaluation: Significant progress made toward meeting Objective

| Strategy 1 Details | Reviews | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------|
| <p>Strategy 1: ADA Huddles, Daily Communication</p> <p>Strategy's Expected Result/Impact: Scholars will attend everyday feeling safe and joyous.</p> <p>Staff Responsible for Monitoring: APO-Principal-API's</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, 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> | | | | |