

IDEA Public Schools
Mesa Hills College Prep
2023-2024 Improvement Plan



Public Presentation Date: September 12, 2023

Mission Statement

IDEA Public Schools prepare students from under-served 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**

Table of Contents

- Comprehensive Needs Assessment 4
 - Demographics 4
 - Student Learning 4
 - School Processes & Programs 5
 - Perceptions 6
- Priority Problem Statements 8
- Comprehensive Needs Assessment Data Documentation 9
- Goals 10
 - Goal 1: All IDEA students matriculate to college 11
 - Goal 2: IDEA achieves an A Rating 12
 - Goal 3: Increase student persistence 16
 - Goal 4: Increase student daily attendance 19
 - Goal 5: Increase staff retention 21
 - Goal 6: Increase student enrollment (no required performance objectives/strategies) 23

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Strength 1: IDEA Mesa Hills has significantly lower discipline incidents than campus with similar demographics.

Strength 2: Critical Student Intervention in reading is provided for Emergent Bilingual students, to facilitate language acquisition.

Strength 3: Teachers are organized in cohorts and track and monitor scholar achievement, growth and attendance data for their designated groups.

Problem Statements Identifying Demographics Needs

Problem Statement 1: campus enrollment at 75% of open seats. **Root Cause:** campus is located a block away from another K-8 school.

Student Learning

Student Learning Strengths

Strength 1: All scholars are given access to rigorous, college-preparatory curricula, including students of all special populations to include SpEd, Emergent Bilinguals and Economically Disadvantaged.

Strength 2: All scholars are provided with the opportunity to take 3-4 high school courses as 8th graders.

Strength 3: End of year STAAR data projects the campus at a rating of 86 (B).

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Special Education student achievement is below the district goal. **Root Cause:** Teachers need more professional development and coaching, on special education best practices.

Problem Statement 2: Problem Statement: Emergent Bilingual student achievement is lower than the campus and district averages. **Root Cause:** Campus not effectively onboarding Emergent Bilinguals students, to give access to advanced curricula.

School Processes & Programs

School Processes & Programs Strengths

Strength 1: Scope and Sequence and Curriculum

IDEA provides teachers with in-house created curriculum that is rigorous and engaging. The curriculum continues to provide a framework for critical thinking and is in alignment with IDEA's core values.

Strength 2: ADA Process

IDEA Mesa Hills makes a focused effort to increase ADA through a daily ADA huddle. Systems are in place to identify absent students and call home as soon as possible.

Strength 3: Grade Team Huddles

Daily Grade team huddles provide a forum for teacher collaboration that is highly effective in helping teachers recognize and address student needs. Huddles provide a space for problem solving and professional collegiality.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Lack of student development in the five Social Emotional Learning SEL competencies (self-awareness, self-management, responsible decision making, social awareness, and relationship skills). **Root Cause:** Social Emotional Learning program in place does not include: scheduled time, accountability for implementation or buy-in structures for teachers and students.

Problem Statement 2: Teacher coaching supports need to be differentiated to support developing teachers. **Root Cause:** content-based professional development opportunities are virtual and scheduled during instructional day.

Perceptions

Perceptions Strengths

Strength 1: Safety

90% of parents feel that their child is safe at school.

100% of parents feel that the school is adequately prepared for emergencies.

IDEA Mesa Hills continues to be a safe environment for scholars, faculty, staff, and visitors alike. Leadership and facilities management actively monitor campus operations to ensure school grounds remain enclosed, emergency drills are consistently exercised, and clear lines of communication are fostered amongst parents, first responders, and civic leaders.

Strength 2: Employee Friendships

Over 80% of employees have at least one close friendship with another team member at IDEA.

IDEA culture promotes collegiality, horizontal interdisciplinary penetration, and the cross-pollination of pedagogical practices that allow friendships and professional bonds to flourish. Our school looks to inject team-building and professional development opportunities for teachers to strengthen relationships and culture.

Strength 3: School Communication

91% of parents posit that the school communicates thoroughly with them.

Fostering clear lines of communication is a priority for all staff and faculty. To keep parents informed, we actively utilize a multifaceted, redundant communication platforms strategy such as Remind, organizational email, Google Voice, weekly newsletters, and intermittent cell phone follow-ups to promote effective communication, leading to scholar success.

Strength 4: Path to College

100% of parents believe that school holds their children to high academic standards.

92% feel their child is being prepared for college.

IDEA courses are deliberately rigorous to effectively prepare scholars for higher education. The concept of “path to and through college” is clearly demonstrated in IDEA’s safeguarding of 11 AP classes to assist scholars in pre-matriculating-successfully shaping for post-secondary educational challenges.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Prioritizing school clubs that align with emergent organizational academic culture. **Root Cause:** Competing interests related to developing organizational growth.

Problem Statement 2: Perceptions of interpersonal emotional/physical safety concerns. **Root Cause:** Staff not fully onboarded, to facilitate relationship building across teams.

Priority Problem Statements

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 CCMR goals
- Campus/District improvement plans (current and prior years)
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data

Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

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

Student Data: Behavior and Other Indicators

- Discipline records
- Student surveys and/or other feedback
- School safety data

Employee Data

- Staff surveys and/or other feedback
- State certified and high quality staff data
- Professional development needs assessment data

Parent/Community Data

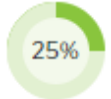




- Parent surveys and/or other feedback

Goals

Goal 1: All IDEA students matriculate to college


Performance Objective 1: College Prep Average ACT score of 21 or better by high school graduation (HB3)


Evaluation Data Sources: Power BI


Strategy 1 Details	Reviews			
<p>Strategy 1: ACT Prep course built into the master schedule. Strategy's Expected Result/Impact: Provide students with targeted time to complete ACT prep curriculum. Staff Responsible for Monitoring: Cynthia Conley - College Counselor</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				


Goal 1: All IDEA students matriculate to college


Performance Objective 2: 100% of graduates meet TSIA college readiness benchmark (HB3)

Strategy 1 Details	Reviews			
<p>Strategy 1: All scholars will take the TSIA by end of school year. We will conduct goal setting conversations for TSIA, schedule student testing and schedule regular tutoring for students behind PTG on TSIA.</p> <p>Strategy's Expected Result/Impact: Students will achieve the follow results, or higher:</p> <p>Reading - A score of 351 or higher in the multiple choice section. Mathematics - A score of 350 or higher in the multiple choice section. Writing - A score of 340 or higher in the multiple-choice section AND a score of 4 on the essay. OR, a score of 310-339 in the multiple-choice section, and a score of 4,5, or 6 on the ABE diagnostic section, and an essay score of 5.</p> <p>Staff Responsible for Monitoring: Cynthia Conley - College Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
				

 No Progress

 Accomplished






 Continue/Modify

 Discontinue

Goal 2: IDEA achieves an A Rating

Performance Objective 1: 38% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))






Evaluation Data Sources: TEA

Strategy 1 Details	Reviews			
<p>Strategy 1: Critical Student Intervention in Reading for grades 6-8. Strategy's Expected Result/Impact: Improve language acquisition through research based reading intervention. Staff Responsible for Monitoring: Joann Perales</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</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: IDEA achieves an A Rating

Performance Objective 2: 100% of identified scholars meet required minutes per House Bill 4545 (HB4545)






Evaluation Data Sources: Power BI Accelerated Learning

Strategy 1 Details	Reviews			
<p>Strategy 1: Before/After School tutoring, Catalyst built into master schedule for targeted intervention of HB4545 Scholars.</p> <p>Strategy's Expected Result/Impact: Improve performance of HB4545 scholars to approaches, or higher on STAAR/EOC.</p> <p>Staff Responsible for Monitoring: Arnsworth, Candelaria</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: 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: IDEA achieves an A Rating

Performance Objective 3: 60% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))






Evaluation Data Sources: TEA

Strategy 1 Details	Reviews			
<p>Strategy 1: Monthly professional development targeted at key best practices for improving teaching and learning for Special Education scholars.</p> <p>Strategy's Expected Result/Impact: Improve SpEd performance to 60% approaches or higher on STAAR/EOC.</p> <p>Staff Responsible for Monitoring: Arnsworth, Candelaria, Conley, Hernandez</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: 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: IDEA achieves an A Rating

Performance Objective 4: 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: Data Driven Instruction</p> <p>Strategy's Expected Result/Impact: Track Domain I-III performance in Locus and Analyze data to inform coaching and teaching/reteaching practices.</p> <p>Staff Responsible for Monitoring: Arnsworth, Candelaria.</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Increase student persistence

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

Evaluation Data Sources: TEA






Strategy 1 Details	Reviews			
Strategy 1: Monthly Campus Crisis Team Tactical, safety drills, sweeps and audits. Strategy's Expected Result/Impact: Maintain a physically and emotionally safe campus.	Formative			Summative
	Oct	Jan	Mar	June
	 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 persistence

Performance Objective 2: 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))

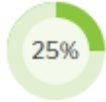




Required Strategy: timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))

Evaluation Data Sources: Sign in sheets and survey data.

Strategy 1 Details	Reviews			
<p>Strategy 1: Plan and communicate all Title 1 engagement touchpoints through Remind, Facebook and Stream. Strategy's Expected Result/Impact: Increase stakeholder participation and improve family engagement. Staff Responsible for Monitoring: Jula, Arnsworth</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, 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 persistence

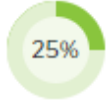




Performance Objective 3: IA & CP: 100% of schools will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors will teach Anti-Bullying and Safer, Smarter Schools lessons by the second week of school. We will also increase frequency of Move This World, Social-Emotional Learning curriculum.</p> <p>Strategy's Expected Result/Impact: Create a physically and emotionally safe campus.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Increase student daily attendance

Performance Objective 1: IDEA Mesa Hills College Prep will achieve a 97% annual attendance rate for the 23-24 school year






Evaluation Data Sources: Power BI

Strategy 1 Details	Reviews			
<p>Strategy 1: Utilize escalation matrix, ADA incentives, proactive communication with families. Strategy's Expected Result/Impact: Improve student achievement and persistence. Staff Responsible for Monitoring: Valdez, Arnsworth, Jula</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Increase student daily attendance

Performance Objective 2: CP: 100% of students from 6th-12th grade meet their MVPA minutes goal of X. (TEC 11.253(d)(10))

Evaluation Data Sources: CAMPUS IHT DASHBOARD

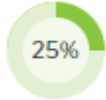




Strategy 1 Details	Reviews			
<p>Strategy 1: Plan for daily PE daily in master schedule, incentivize physical fitness goal attainment. Strategy's Expected Result/Impact: Improve student health and wellness.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Increase staff retention

Performance Objective 1: 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:






Evaluation Data Sources: Power BI. Teachboost. Cornerstone.

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: Recruit, support and retain high-quality teachers.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</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 5: Increase staff retention






Performance Objective 2: 100% staffed for all teacher positions throughout the 2023-24 school year.

Evaluation Data Sources: Power BI.

Strategy 1 Details	Reviews			
<p>Strategy 1: Recruit and hire high quality candidates per role by using high quality resume criteria</p> <p>Strategy's Expected Result/Impact: Improve the quality of teaching and learning. Maintain a positive adult culture.</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- 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 style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: Increase student enrollment (no required performance objectives/strategies)

Performance Objective 1: 90% of campus contracted seats will be filled by Snapshot date in October.

Strategy 1 Details	Reviews			
Strategy 1: Weekly recruiting events. Inviting leavers to touchpoints and campus events. Strategy's Expected Result/Impact: Maximize staffing funding.	Formative			Summative
	Oct	Jan	Mar	June
	 25%			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				