

IDEA Public Schools
Mission Academy
2023-2024 Campus Improvement Plan



Public Presentation Date: August 30, 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: June 15, 2023

Demographics

Demographics Summary

IDEA Academy Mission (IA Mission) is a Kindergarten to 5th Grade, Title I elementary school serving 826 students located in the Rio Grande Valley of Texas. IA Mission is located in the small, primarily Hispanic, low-income community of Mission, Texas, situated about three miles from the United States-Mexico border. More than 95% of students are Mexican-American or Mexican Nationals and 100% are eligible to participate in the National School Lunch Program.

IA Mission was founded in 2008 on the belief that, when the adults in the system get it right, each and every child, regardless of circumstance, should receive a high-quality education that prepares them for success in college and citizenship. To that end, IA Mission campus leaders hold each of its 50+ staff members accountable for meeting ambitious goals that drive student learning outcomes and boost academic achievement. With a relentless focus on college, the carefully curated elementary program moves students from teacher-led instruction to a student-driven program while enhancing the individualization of instruction with technology-assisted learning, character education, and extra- and co-curricular activities. The ultimate goal is to design and implement a model that gets students on-grade level in order to lead them to college preparedness.

Demographics Strengths

Although all students receive a free lunch and most are low-income, IDEA has admitted 100 percent of its students into college and all have matriculated. In fact, this past school year, IDEA Mission was one of three schools to get more than 50% of its student population to matriculate to a Tier 1/Tier 2 University. 15% matriculated into a Tier 1 University. Our focus on college continues to shine bright year after year.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Attendance (especially chronic absenteeism) was an area of concern. **Root Cause:** Parents did not fully understand the impact of their children's absences and admin did not have a tracking system to meet with families early on.

Problem Statement 2: Persistence was an area of concern--especially PK and our 5th graders going to 6th grade. **Root Cause:** We were unable to get our parents invested in keeping their students in PK and in 5th grade. This was rooted in both logistics and students wanting G/T classes and more extracurricular activities (such as band and tackle football). For PK, while many surrounding districts offer full day, PK, we offered half day.

Priority Problem Statements

Problem Statement 1: Attendance (especially chronic absenteeism) was an area of concern.

Root Cause 1: Parents did not fully understand the impact of their children's absences and admin did not have a tracking system to meet with families early on.

Problem Statement 1 Areas: Demographics

Problem Statement 2: Mastery scores on assessments (that were aligned to the STAAR test) were projected to be low all year long.

Root Cause 2: Teachers were mostly focused on prioritizing the lower-performing students at the expense of the higher-performing students. Teachers were not asked to differentiate instruction for the higher-performing kids until the latter part of the year.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: A significant number of students struggled with grade-level writing.

Root Cause 3: Teachers did not provide sufficient individualized feedback to students on their writing. Administrators were not norming with teachers to ensure they were following rubrics to grade student writing.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: As a school, we struggled with social-emotional intelligence and learning, as students struggled to express their emotions or deal with conflict in a healthy way.

Root Cause 4: Teachers were overwhelmed with various homeroom goals, so they neglected to follow the "Move this World" social-emotional intelligence curriculum. Additionally, the administration did not prioritize inspecting this block at the school.

Problem Statement 4 Areas: School Processes & Programs

Problem Statement 5: Very few parents participated in the quarterly report card meetings

Root Cause 5: Parents who showed up to the quarterly awards assemblies were provided a report card and this inadvertently disincentivized parents to show up to the report card meeting.

Problem Statement 5 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
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Other PreK - 2nd grade 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
- 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
- Section 504 data

- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Student surveys and/or other feedback
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data







- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data

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)







Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: ACT Prep beginning in high school -9th grade, during RTTC class.</p> <p>Strategy's Expected Result/Impact: At benchmark, 9th graders should average an 18, 10th graders a 19, 11th graders a 20, and 12th graders a 21.</p> <p>Staff Responsible for Monitoring: API's, College Counselors, DCC, and RTTC teachers</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Jan	Mar	June
	 10%	 30%		
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Goal 1: All IDEA students matriculate to college







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

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Intensive tracking begins in high school of TSIA status followed by a cycle of remediation on areas of need. Strategy's Expected Result/Impact: 25% are TSIA exempt at the end of freshman year, 50% at the end of sophomore year, 75% at the end of junior year, and 100% by the end of senior year. Staff Responsible for Monitoring: API's, College Counselors, DCC, and RTTC teachers</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 40%		
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Goal 2: 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 57% to 59% in Spring 2024 (HB3)







Strategy 1 Details	Reviews			
<p>Strategy 1: Weekly lesson plan feedback, dress rehearsals, data conversations/data calls, and tracking systems</p> <p>Strategy's Expected Result/Impact: Student data will show an increase from each exam. Students will grow at least 5% from 22-23 STAAR to 23-24 STAAR RLA.</p> <p>Staff Responsible for Monitoring: Principal, APIs, classroom teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	 25%	 60%		
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 1: Mastery scores on assessments (that were aligned to the STAAR test) were projected to be low all year long. Root Cause: Teachers were mostly focused on prioritizing the lower-performing students at the expense of the higher-performing students. Teachers were not asked to differentiate instruction for the higher-performing kids until the latter part of the year.</p>
<p>Problem Statement 2: A significant number of students struggled with grade-level writing. Root Cause: Teachers did not provide sufficient individualized feedback to students on their writing. Administrators were not norming with teachers to ensure they were following rubrics to grade student writing.</p>

Goal 2: 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 57% to 59% in Spring 2024. (HB3)







Strategy 1 Details	Reviews			
<p>Strategy 1: Weekly lesson plan feedback, dress rehearsals, data conversations/data calls, and tracking systems</p> <p>Strategy's Expected Result/Impact: Student data will show an increase from each exam. Students will grow at least 5% from 22-23 STAAR to 23-24 STAAR RLA.</p> <p>Staff Responsible for Monitoring: Principal, APIs, Classroom Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: Mastery scores on assessments (that were aligned to the STAAR test) were projected to be low all year long. Root Cause: Teachers were mostly focused on prioritizing the lower-performing students at the expense of the higher-performing students. Teachers were not asked to differentiate instruction for the higher-performing kids until the latter part of the year.</p>

Goal 2: IDEA achieves an A Rating

Performance Objective 3: IA & CP: X% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))







Strategy 1 Details	Reviews			
<p>Strategy 1: Academic Vocabulary focus in all content areas so that writing can be applied to TELPAS test taking</p> <p>Strategy's Expected Result/Impact: Students will gain academic language applicable to reading, writing, listening, and speaking portions of the TELPAS exam.</p> <p>Staff Responsible for Monitoring: APIs, classroom teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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Performance Objective 3 Problem Statements:

Student Learning
<p>Problem Statement 2: A significant number of students struggled with grade-level writing. Root Cause: Teachers did not provide sufficient individualized feedback to students on their writing. Administrators were not norming with teachers to ensure they were following rubrics to grade student writing.</p>







Goal 2: 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			
<p>Strategy 1: Early tracking and parent conferences about attendance</p> <p>Strategy's Expected Result/Impact: 100% of students will complete required HB4545 minutes.</p> <p>Staff Responsible for Monitoring: API, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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



Goal 2: 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			
<p>Strategy 1: Administrators and Special Education teachers will complete SPED rounds to ensure IEPs are being implemented with fidelity in general education classrooms.</p> <p>Strategy's Expected Result/Impact: Students will receive full supports to ensure growth and attain approaches on STAAR.</p> <p>Staff Responsible for Monitoring: Principal, APIs, general education teachers, special education teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Special education and general education teachers will participate in monthly meetings to discuss student progress and IEP efficacy.</p> <p>Strategy's Expected Result/Impact: Student plans will be individualized and collaboration will occur ensuring students have a learning community designed to develop appropriate plans to ensure maximum growth.</p> <p>Staff Responsible for Monitoring: APIs, special education teachers, general education teachers</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
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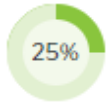





Goal 2: IDEA achieves an A Rating

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

Strategy 1 Details	Reviews			
<p>Strategy 1: 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>Strategy's Expected Result/Impact: Administrators and teachers will utilize data to make informed decisions for instruction.</p> <p>Staff Responsible for Monitoring: APIs, teachers</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 1: IA & CP: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
<p>Strategy 1: Monthly campus crisis team meetings and debriefs before and after drills Strategy's Expected Result/Impact: Campus will receive a proficient or higher on the campus safety scorecard. Staff Responsible for Monitoring: APO</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				









Goal 3: 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))

Strategy 1 Details	Reviews			
<p>Strategy 1: Timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9))</p> <p>Strategy's Expected Result/Impact: Families will better engage with the school community with advanced notice and strong promotion.</p> <p>Staff Responsible for Monitoring: Principal, APO, SSA, Counselor</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: Create the backwards plan/schedule and monitor fidelity to the plan</p> <p>Strategy's Expected Result/Impact: 100% of the Anti-Bullying and Safer, Smarter School curriculum will be completed by the district deadline.</p> <p>Staff Responsible for Monitoring: Principal, School counselor</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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



Goal 4: Increase student daily attendance

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Set short-term goals and a tracking sheet that is monitored with fidelity + targeted lesson plan on how to meet these goals</p> <p>Strategy's Expected Result/Impact: 100% of students in 2nd-5th grade will meet the MVPA goal.</p> <p>Staff Responsible for Monitoring: API, coaches</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Increase student daily attendance

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








Strategy 1 Details	Reviews			
<p>Strategy 1: Daily attendance huddles with admin and strict fidelity to attendance matrix</p> <p>Strategy's Expected Result/Impact: IDEA Mission will meet the ADA goal of 97% for the 23-24 school year.</p> <p>Staff Responsible for Monitoring: Principal, APO, APIs</p> <p>Problem Statements: Demographics 1</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: Attendance (especially chronic absenteeism) was an area of concern. Root Cause: Parents did not fully understand the impact of their children's absences and admin did not have a tracking system to meet with families early on.</p>

Goal 5: 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.

Strategy 1 Details	Reviews			
<p>Strategy 1: Train teachers on each part and admin will have fidelity to deadlines</p> <p>Strategy's Expected Result/Impact: 100% of teachers will submit the staff development cycle (goal setting, 2x2, and APRs) within the district deadline.</p> <p>Staff Responsible for Monitoring: Principal, APIs</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p>Strategy's Expected Result/Impact: Teachers will feel supported and staff retention will increase.</p> <p>Staff Responsible for Monitoring: Principal, APIs</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 2: IA & CP: IDEA XX is XX% staffed for all teacher positions throughout the 2023-24 school year.

Strategy 1 Details	Reviews			
<p>Strategy 1: Review resume and follow interview guide with additional probing questions being asked, as needed Strategy's Expected Result/Impact: IDEA Mission will be staffed for the 23-24 school year. Staff Responsible for Monitoring: Principal, Lead Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Recruit and hire high quality candidates per role by using high quality resume criteria Strategy's Expected Result/Impact: IDEA Mission will be staffed for the 23-24 school year and staff retention will increase. Staff Responsible for Monitoring: Principal, Lead Team</p>	Formative			Summative
	Oct	Jan	Mar	June
<p> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 6: All IDEA students matriculate to college

Goal 7: IDEA achieves an A Rating

Goal 8: Increase student persistence

Goal 9: Increase student daily attendance

Goal 10: Increase staff retention