

IDEA Public Schools
Pflugerville Academy
2023-2024 Campus Improvement Plan



Public Presentation Date: September 6, 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

Demographics

Demographics Summary

Demographics:

SPED: 9%

ELL: 45.41%

Eco Dis: 77.36%

Migrant: 0%

American-Indian-Alaska-Native: 0.14%

Asian: 5.17%

White-Hispanic: 57.39%

Multi: 2.66%

Black-African American: 20.11%

Native-Hawaiian-Pacific-Islander: 0.59%

White: 12.72%

Male: 52.21%

Female: 47.78%

Demographics Strengths

Highlights:

- YTD ADA increased from 91% (21-22 School Year) to 93.36% (22-23 School Year).
- Overall Student Persistence (76%) and New Family Persistence (64%) increased to 90% of Overall Student Persistence and 84.46% New Family Persistence.
- A-Rated Campus

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Academy ADA was 93.36% YTD (as of 5/30/23). The regional goal is 97.5% YTD. **Root Cause:** (1) Lack of operating mechanisms to track ADA data (2) Lack of follow through on Chronic Absenteeism ADA meetings

Problem Statement 2 (Prioritized): Less than 90% of scholars persisted to the 23-24 School Year. **Root Cause:** (1) Lack of operating mechanisms around school-to-home communication (2) Forms of communication utilized by school are not accessible by all families (i.e., technology illiterate).

Priority Problem Statements

Problem Statement 1: Academy ADA was 93.36% YTD (as of 5/30/23). The regional goal is 97.5% YTD.

Root Cause 1: (1) Lack of operating mechanisms to track ADA data (2) Lack of follow through on Chronic Absenteeism ADA meetings

Problem Statement 1 Areas: Demographics

Problem Statement 2: Less than 90% of scholars persisted to the 23-24 School Year.

Root Cause 2: (1) Lack of operating mechanisms around school-to-home communication (2) Forms of communication utilized by school are not accessible by all families (i.e., technology illiterate).

Problem Statement 2 Areas: Demographics

Problem Statement 3: Classroom instruction for emerging bilingual education lacked utilization of strategies, data tracking, and teacher investment.

Root Cause 3: (1) Lack of appropriate resources and training for educators in teaching emerging bilingual scholars. (2) Lack of operating mechanisms to track emerging bilingual scholar performance.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Weak intervention program.

Root Cause 4: (1) Lack of operating mechanisms to track data and student progress. (2) Lack of intervention curriculum. (3) Lack of operating mechanisms to hold teachers accountable.

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Less than 85% of staff in AC was retained for the 23-24 School Year.

Root Cause 5: (1) Lack of work/life balance. (2) High-stress environment.

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Increase in Level 2 and Level 3 Student Code of Conduct infractions.

Root Cause 6: (1) SEL curriculum lacked in-depth instruction on bullying, harassment, and racial misconduct. (2) Lack of resources (i.e., Parenting Classes) for families.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Families desire greater opportunities for feedback and engagement.

Root Cause 7: (1) Family engagement is limited to bi-monthly events, PTO meetings, conferences, and 1:1 communication.

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Implementation of behavior hierarchy did not yield a decrease in Level 2 or Level 3 Behaviors.

Root Cause 8: (1) Lack of data-tracking surrounding student behavior. (2) Lack of accountability for teachers with poor classroom culture.

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
- Campus/District improvement plans (current and prior years)
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card and accountability data

Student Data: Assessments

- State and federally required assessment information
- 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
- Observation Survey results
- Texas approved PreK - 2nd grade assessment data

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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

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

- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data

Parent/Community Data

- Parent surveys and/or other feedback
- Parent engagement rate

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Study of best practices

Goals

Revised/Approved: September 5, 2023







Goal 1: IDEA achieves an A Rating

Performance Objective 1: Third-grade students performing at or above grade level in reading as measured by the Meets Grade Level Standard on STAAR will increase from 44% to 46% in Spring 2024 (HB3)

High Priority

HB3 Goal

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 3-5 classes will provide 25 minutes of daily, small-group intervention to scholars who have not mastered the daily objective.</p> <p>Staff Responsible for Monitoring: APIs</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 2: Weak intervention program. Root Cause: (1) Lack of operating mechanisms to track data and student progress. (2) Lack of intervention curriculum. (3) Lack of operating mechanisms to hold teachers accountable.</p>







Goal 1: IDEA achieves an A Rating

Performance Objective 2: IA: Third-grade students performing at or above grade level in math as measured by the Meets Grade Level Standard on STAAR will increase from 35% to 37% in Spring 2024. (HB3)

High Priority

HB3 Goal

Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 3-5 classes will provide 25 minutes of daily, small-group intervention to scholars who have not mastered the daily objective.</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools Problem Statements: Student Learning 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Student Learning
<p>Problem Statement 1: Classroom instruction for emerging bilingual education lacked utilization of strategies, data tracking, and teacher investment. Root Cause: (1) Lack of appropriate resources and training for educators in teaching emerging bilingual scholars. (2) Lack of operating mechanisms to track emerging bilingual scholar performance.</p> <p>Problem Statement 2: Weak intervention program. Root Cause: (1) Lack of operating mechanisms to track data and student progress. (2) Lack of intervention curriculum. (3) Lack of operating mechanisms to hold teachers accountable.</p>








Goal 1: IDEA achieves an A Rating

Performance Objective 3: IA & CP: 90% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

High Priority

HB3 Goal










Summative Evaluation: No progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide quarterly professional development on Emerging Bilingual strategies. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - 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 1: IDEA achieves an A Rating

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

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 3-5 classes will provide 25 minutes of daily, small-group intervention to scholars who have not mastered the daily objective.</p> <p>Title I: 2.4, 2.5, 2.6</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> <p>Problem Statements: Student Learning 1, 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Lead Team and OPs Team will follow ADA minute-by-minute with fidelity to improve attendance for HB454 scholars.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1</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>				

Performance Objective 4 Problem Statements:

Demographics

Problem Statement 1: Academy ADA was 93.36% YTD (as of 5/30/23). The regional goal is 97.5% YTD. **Root Cause:** (1) Lack of operating mechanisms to track ADA data (2) Lack of follow through on Chronic Absenteeism ADA meetings

Student Learning

Problem Statement 1: Classroom instruction for emerging bilingual education lacked utilization of strategies, data tracking, and teacher investment. **Root Cause:** (1) Lack of appropriate resources and training for educators in teaching emerging bilingual scholars. (2) Lack of operating mechanisms to track emerging bilingual scholar performance.

Problem Statement 2: Weak intervention program. **Root Cause:** (1) Lack of operating mechanisms to track data and student progress. (2) Lack of intervention curriculum. (3) Lack of operating mechanisms to hold teachers accountable.






Goal 1: IDEA achieves an A Rating

Performance Objective 5: IA & CP: 60% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

High Priority

HB3 Goal

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Inclusion SPED teachers will attend monthly content professional development report out on their scholar data.</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 2</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 5 Problem Statements:

Student Learning
<p>Problem Statement 2: Weak intervention program. Root Cause: (1) Lack of operating mechanisms to track data and student progress. (2) Lack of intervention curriculum. (3) Lack of operating mechanisms to hold teachers accountable.</p>








Goal 1: IDEA achieves an A Rating

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

High Priority

HB3 Goal

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 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))</p> <p>Staff Responsible for Monitoring: APIs</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</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: 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))

High Priority

HB3 Goal







Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 100% of Safety Drills will be executed by due date. Staff Responsible for Monitoring: APO/FM</p> <p>Title I: 2.6 - TEA Priorities: Improve low-performing schools - 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 2: Increase student persistence

Performance Objective 2: IA & CP: 100% of schools will be in compliance with the Title 1 Family Engagement requirements through the following events: Meet the Teacher, Public Hearing, Spring Town Hall and Semester 1 Report Card Pick Up. (TEC 11.253(d)(9))

Summative Evaluation: Significant progress made toward meeting Objective

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>Staff Responsible for Monitoring: School Counselor</p> <p>Title I: 4.1</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 2</p> <p>Funding Sources: - Title I, Part A (4120) - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				








Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 2: Less than 90% of scholars persisted to the 23-24 School Year. Root Cause: (1) Lack of operating mechanisms around school-to-home communication (2) Forms of communication utilized by school are not accessible by all families (i.e., technology illiterate).</p>

Goal 2: Increase student persistence

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

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: School Counselor and Social Worker will provide Anti-Bullying and Safer, Smarter School curriculum during electives by end of first semester.</p> <p>Staff Responsible for Monitoring: School Counselor and Social Worker</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: School Processes & Programs 1</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

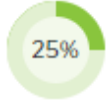






Performance Objective 3 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Increase in Level 2 and Level 3 Student Code of Conduct infractions. Root Cause: (1) SEL curriculum lacked in-depth instruction on bullying, harassment, and racial misconduct. (2) Lack of resources (i.e., Parenting Classes) for families.</p>

Goal 3: Increase student daily attendance

Performance Objective 1: IA: 100% of students from 2nd thru 5th Grade meet their MVPA minutes goal of 120 minutes weekly. (TEC 11.253(d)(10))

Summative Evaluation: Significant progress made toward meeting Objective

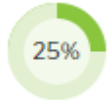





Strategy 1 Details	Reviews			
<p>Strategy 1: Increase data visibility by sending quarterly updates on progress towards goal in School Newsletter.</p> <p>Strategy's Expected Result/Impact: Communicate with key stakeholders (students and families) on progress towards goal and cultivate investment.</p> <p>Staff Responsible for Monitoring: PE Coaches</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Improve low-performing schools</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 3: Increase student daily attendance

Performance Objective 2: IDEA Pflugerville Academy will achieve a 97.5% annual attendance rate for the 23-24 school year.

High Priority

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Lead Team and OPs Team will follow ADA minute-by-minute with fidelity to improve attendance for HB454 scholars.</p> <p>Staff Responsible for Monitoring: APO</p> <p>Title I: 2.4, 2.6</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1</p> <p>Funding Sources: ADA Incentive - Title I, Part A (4120) - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				








Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: Academy ADA was 93.36% YTD (as of 5/30/23). The regional goal is 97.5% YTD. Root Cause: (1) Lack of operating mechanisms to track ADA data (2) Lack of follow through on Chronic Absenteeism ADA meetings</p>

Goal 4: 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.








Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 4.2</p> <p>- TEA Priorities: Improve low-performing schools</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 4: Increase staff retention

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

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Recruit and hire high quality candidates per role by using high quality resume criteria. Staff Responsible for Monitoring: Talent Team/ Principal</p> <p>Title I: 2.6 - TEA Priorities: Recruit, support, retain teachers and principals - 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 5: Academy is at 100% of student enrollment by FWOS (696 students).

Performance Objective 1: Tight-loop coach APO and EC on enrollment by creating a week-at-a-glance enrollment plan with weekly goals and having them report out weekly on progress towards goal.

High Priority

Evaluation Data Sources: PowerSchool

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Create a week-at-a-glance enrollment plan with weekly goals and have APO/EC report out on progress towards goal daily.</p> <p>Strategy's Expected Result/Impact: Meet 100% of enrollment.</p> <p>Staff Responsible for Monitoring: EC/APO</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p> <p>Funding Sources: - Title I, Part A (4120) - \$500</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$1,000.00
3	2	1	ADA Incentive		\$1,000.00
5	1	1			\$500.00
Sub-Total					\$2,500.00
Budgeted Fund Source Amount					\$2,572.29
+/- Difference					\$72.29
Grand Total Budgeted					\$2,572.29
Grand Total Spent					\$2,500.00
+/- Difference					\$72.29