

IDEA Public Schools
Round Rock Tech College Prep
2023-2024 Improvement Plan



Public Presentation Date: August 4, 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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Priority Problem Statements






Goals

Goal 1: IDEA achieves an A Rating

Performance Objective 1: CP: 85% of scholars will meet or exceed their growth goal on STAAR in Spring 2024 (HB3)



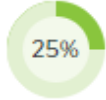




Evaluation Data Sources: STAAR Data

Strategy 1 Details	Reviews			
Strategy 1: Coach & Deveop Teachers and Leaders Strategy's Expected Result/Impact: 75-100% of teachers observed implement 1 action stesp per week 75-100% of teachers show consistent gainsin student exit ticket mastery an/or above 80% Staff Responsible for Monitoring: APIs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Engage in data-driven decision making Strategy's Expected Result/Impact: 100% of teachrs have an MSR and ambitious growth goals for every students they teach 100% of students have an updated daily tracker and know their goals and if they are on/offtrack to meet their goals Staff Responsible for Monitoring: APIs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				

Strategy 3 Details		Reviews			
Strategy 3: Celebrate growth & academic excellence Strategy's Expected Result/Impact: 100% of GTLs host a semester and quarterly awards ceremony Staff Responsible for Monitoring: GTLs TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture		Formative			Summative
		Oct	Jan	Mar	June
					
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Goal 1: IDEA achieves an A Rating

Performance Objective 2: CP: 80% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
Strategy 1: Ensure ELLs Engage in Summit K-12 curriculum Strategy's Expected Result/Impact: 100% of ELA teachers roll-out Summit K-12 curriculum 100% of EL scholars complete 30 minutes per day on Summit K-12 curriculum Staff Responsible for Monitoring: APIs; TC; ELA CTL, ELA teachers TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Engage in data-driven decision making Strategy's Expected Result/Impact: 100% of teachers have an MSR and ambitious growth goals for every students they teach 100% of students have an updated daily tracker and know their goals and if they are on/offtrack to meet their goals Staff Responsible for Monitoring: APIs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Writing in all courses Strategy's Expected Result/Impact: 100% of teachers are proficient in GET 1B and add writing into daily lessons Staff Responsible for Monitoring: APIs; CTLs TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
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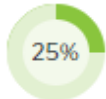




Goal 1: IDEA achieves an A Rating

Performance Objective 3: CP: 100% of identified scholars meet required minutes per House Bill 4545 (HB4545)

Strategy 1 Details	Reviews			
Strategy 1: Scholars engage in minutes weekly during elective, ela, and math courses Strategy's Expected Result/Impact: 100% of students engage in minutes weekly Staff Responsible for Monitoring: APIs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: IDEA achieves an A Rating

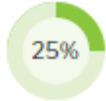
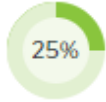
Performance Objective 4: CP: 75% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
Strategy 1: Coach & Deveop Teachers and Leaders Strategy's Expected Result/Impact: 75-100% of teachers observed implement 1 action stesp per week 75-100% of teachers show consistent gainsin student exit ticket mastery an/or above 80% Staff Responsible for Monitoring: APIs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
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	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Celebrate growth & academic excellence Strategy's Expected Result/Impact: 100% of GTLs host a semester and quarterly awards ceremony Staff Responsible for Monitoring: GTLs TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 1: IDEA achieves an A Rating

Performance Objective 5: CP: School achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing


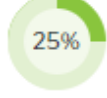




Required Strategy: Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately (TEC 11.253(d)(3))

Strategy 1 Details	Reviews			
Strategy 1: Coach & Deveop Teachers and Leaders Strategy's Expected Result/Impact: 75-100% of teachers observed implement 1 action stesp per week 75-100% of teachers show consistent gainsin student exit ticket mastery an/or above 80% Staff Responsible for Monitoring: APIs TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	June
				
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	Oct	Jan	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Celebrate growth & academic excellence Strategy's Expected Result/Impact: 100% of GTLs host a semester and quarterly awards ceremony Staff Responsible for Monitoring: GTLs	Formative			Summative
	Oct	Jan	Mar	June

<p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	<div><div></div><div>25%</div></div>			
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✖</div><div>Discontinue</div></div></div>				

Goal 2: Increase student persistence

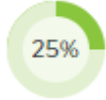





Performance Objective 1: CP: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253(d)(8))

Strategy 1 Details	Reviews			
Strategy 1: Ensure we hold monthly CCT meetings Strategy's Expected Result/Impact: 100% teachers and leaders present in CCT meetings Staff Responsible for Monitoring: APO ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure monthly drills are held and students and adults are pre-taught procedures Strategy's Expected Result/Impact: 100% of monthly drills are held Staff Responsible for Monitoring: APO ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Increase student persistence






Performance Objective 2: 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))

Required Strategy: timely communication to families regarding school events to promote family engagement and attendance. (TEC 11.253(d)(9)); we will also use funds for these events

Strategy 1 Details	Reviews			
Strategy 1: Ensure school hosts monthly parent engagement events Strategy's Expected Result/Impact: 90% of parents attend at least 1 event per quarter Staff Responsible for Monitoring: SSA ESF Levers: Lever 3: Positive School Culture Funding Sources: Items for event - flyers, data folders, booth setup, - Title I, Part A (4120) - PAR - \$1,197.11	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure teachers attend events Strategy's Expected Result/Impact: 100% of staff attend all academic events 100% of staff attend at least 2 team & family events Staff Responsible for Monitoring: SSA ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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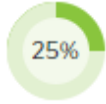




Goal 2: Increase student persistence

Performance Objective 3: 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			
Strategy 1: 100% of teachers will execute lessons during culture camp and monthly culture days Strategy's Expected Result/Impact: 100% of teachers will execute lessons during culture camp and monthly culture days Staff Responsible for Monitoring: SSA	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				







Goal 2: Increase student persistence

Performance Objective 4: CP: 100% of teachers send home 5 positive messages and week and ensure students & families receive weekly DeanList report
Required Strategy: Proactice Parent Communication using Deans List

Strategy 1 Details	Reviews			
Strategy 1: Proactive Parent Communication Strategy's Expected Result/Impact: 100% of teachers send home 5 positive messages and week and ensure students & families receive weekly DeanList report Required Strategy: Proactice Parent Communication using Deans List Staff Responsible for Monitoring: SSA	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				






Goal 3: Increase student daily attendance

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

Strategy 1 Details	Reviews			
Strategy 1: Students will be celebrated that are on track to meet attendance Strategy's Expected Result/Impact: 100% of students on track for attendance (no more than 1 absence per quarter) will receive recognition and free dress band monthly Staff Responsible for Monitoring: APO & GTLs	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Students and Family Accountability Strategy's Expected Result/Impact: 100% of scholars and families are held accountable to escalation matrix Staff Responsible for Monitoring: APO & Escalation Stakeholders ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Increase student daily attendance






Performance Objective 2: CP: 100% of students from 6th-12th grade meet their MVPA minutes goal of 900 (TEC 11.253(d)(10))

Strategy 1 Details	Reviews			
Strategy 1: Weekly data trackers Strategy's Expected Result/Impact: 100% of students from 6th-12th grade meet their goal Staff Responsible for Monitoring: PE teachers	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 3: Increase student daily attendance

Performance Objective 3: CP: 100% of families receive daily communication and escalation warnings
Required Strategy: DeansList messaging and escalation matrix calls, and meeting

Evaluation Data Sources: DeansList communication
Escalation Meeting tracker

Strategy 1 Details	Reviews			
Strategy 1: Teacher enter in 5 messages weekly - 1 per day for first 5 minutes of conference Strategy's Expected Result/Impact: 5 message per week Staff Responsible for Monitoring: Amie Peters - SSA	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				






Goal 4: Increase staff retention

Performance Objective 1: 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.
Required Strategy: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.

Strategy 1 Details	Reviews			
Strategy 1: Required Strategy: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle. Strategy's Expected Result/Impact: 100% of direct managers hold SDC convos by the deadline Staff Responsible for Monitoring: Principal & AA	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>				

Goal 4: Increase staff retention

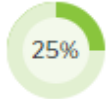





Performance Objective 2: CP: IDEA RRTCP is 100% staffed for all teacher positions throughout the 2023-24 school year.
Required Strategy: recruit and hire high quality candidates per role by using high quality resume criteria

Strategy 1 Details	Reviews			
Strategy 1: Required Strategy: recruit and hire high quality candidates per role by using high quality resume criteria Strategy's Expected Result/Impact: 100% of staff are fully hired by May and fully onboarded by July Staff Responsible for Monitoring: Principal ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Goal 4: Increase staff retention

Performance Objective 3: CP: IDEA RRTCP will have 90% of staff say on org wide survey that IDEA RRTCP is a Great Place to Work and recommended to another teacher






Required Strategy: relationships, structure for 2 way feedback, quarterly staff surveys, and appreciation plan

Strategy 1 Details	Reviews			
Strategy 1: Build trust and team Strategy's Expected Result/Impact: 100% of staff complete a quarterly staff trust survey and results average 3.75-5.00 and increase.25% each survey round Staff Responsible for Monitoring: Principals and managers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Appreciate & Celebrate Staff Strategy's Expected Result/Impact: 100% of appreciation dates on calendar happen Staff Responsible for Monitoring: Principal and AA ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: CP: IDEA Round Rock Tech has a 2:1 application to seat ratio by Lottery in February
Required Strategy: all staff attends 2 super recruitment days per semester

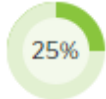




High Priority
Evaluation Data Sources: Application data
Teacher recruitment attendance day

Strategy 1 Details	Reviews			
Strategy 1: Required Strategy: all staff attends 2 super recruitment days per semester Strategy's Expected Result/Impact: Each Super Recruitment Day yields 1 app per person Staff Responsible for Monitoring: APO ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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

Performance Objective 2: CP: IDEA Round Rock Tech OPS team ensures we stay at 480 students throughout the year
Required Strategy: mid-year enroll schoalrs to offset open seats and add more scholars to grades with more interest

Evaluation Data Sources: Enrollment Data
Waitlist in other grades

Strategy 1 Details	Reviews			
Strategy 1: Required Strategy: mid-year enroll schoalrs to offset open seats and add more scholars to grades with more interest Strategy's Expected Result/Impact: We ensure total count is kept at 480 students throughout theschool year Staff Responsible for Monitoring: APO ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 5: Increase student enrollment (no required performance objectives/strategies)

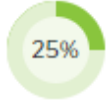





Performance Objective 3: CP: IDEA Round Rock Tech ensure 90% of current families attend parent events thorough the school year

Required Strategy: engage our current familes to prevent having to bring in new families

Evaluation Data Sources: Event RSVP data

Event Attendance data

Persistence Data

Strategy 1 Details	Reviews			
Strategy 1: Ensure school hosts monthly parent engagement events Strategy's Expected Result/Impact: 90% of parents attend at least 1 event per quarter Staff Responsible for Monitoring: SSA ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Ensure teachers attend events Strategy's Expected Result/Impact: 100% of staff attend all academic events 100% of staff attend at least 2 team & family events Staff Responsible for Monitoring: SSA ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1	Items for event - flyers, data folders, booth setup,	PAR	\$1,197.11
Sub-Total					\$1,197.11
Budgeted Fund Source Amount					\$1,197.11
+/- Difference					\$0.00
Grand Total Budgeted					\$1,197.11
Grand Total Spent					\$1,197.11
+/- Difference					\$0.00