

IDEA Public Schools
Rundberg College Prep
2023-2024 Improvement Plan



Public Presentation Date: August 2, 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.

IRCP Specific Vision:

IDEA Rundberg College Prep exists to be the best school for preparing and matriculating all students to college. Rattlers will be engaged in authentic, rigorous learning experiences, held to high expectations, and cared for through intentional and joyful partnerships between students, staff, and families. This allows IDEA Rundberg College Prep to cultivate gritty, resilient, and self-driven learners who believe they have the power and responsibility to create change in their communities and society at large. IDEA Rundberg College prep will ensure each scholar reaches their true, boundless potential of becoming bold critical thinkers, passionate lifelong learners, and overall good people.

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

IDEA Rundberg sets high expectations for every student and goes the extra mile to ensure they realize their potential. Personalized learning, critical thinking skills, and mastery of core subjects is our recipe for success.

- **Total enrollment:** 711
- **Grades:** 6-12
- **Admission:** Open Enrollment Charter School
- **Location:** 9504 N Interstate 35 Frontage Rd, Austin, TX 78753
- **Special Programs**
- **CTE:** Computer Science and Photography emphasis
- **Athletics:** Flag Football, Soccer, Basketball, Cross Country, Volleyball, Track
- **AP for All:** Students take 9+ AP Courses before graduation

Demographics Strengths

- Our high expectations and student accountability lead to results such as 100% college matriculation.
- By ensuring equity, students have access to free standardized exams such as the ACT and AP exams.
- We value the development of the whole child, as we strive to balance mental health, physical health, and academia.

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is a need for 100% of students and parents to be invested in our college-going mission. **Root Cause:** 1. Lack of family education around the different college pathways and the benefits of each option before senior year.

Problem Statement 2: There is a need for new teacher development that contributes to varying classroom experiences in terms of behavior and academic expectations. **Root Cause:** 1. Lack of consistent Lead Team culture checks to ensure all classrooms are operating in a similar fashion.

Student Learning

Student Learning Summary

2021 – 2022 State Accountability

Domain 1 - Student Achievement: A-Rated

	% of students approaching grade level	% of students meeting grade level	% of students mastering grade level
English Language Arts	88%	66%	28%
Math	88%	54%	29%
Science	93%	69%	30%
Social Studies	81%	60%	40%

Domain 2 - School Progress: A -Rated

Domain 3 - Closing the Gaps: A-Rated

We earned 100% of distinctions which means we are performing in the top 25% of the state for similar schools our size and demographic.

All sub pops met their Domain 3 indicators. During the 2021 - 2022 school year we improved from the previous year by hitting our TELPAS goal (51% of students increased their TELPAS rating) and increasing our meets and masters in math.

100% of the Class of 2023 is on track to graduate. 100% of the Class of 2023 was accepted into a 4 year university. 97% of the Class of 2023 is on track to matriculate to college in the fall. The other 3% have enlisted in the military. 33% of the Class of 2023 is on track to matriculate to a Tier 1 or Tier 2 university on the fall. 17% of the Class of 2023 is on track to matriculate to a 2 year college in the fall.

100% of high school students are enrolled in 1 or more AP courses each year. 19% of the Class of 2023 are AP Scholars (Earned a 3 or higher on 3 or more AP Exams)

Percent of Students Who Have Passed 1+ AP Exams

- **Class of 2023:** 70%
 - Students have taken six – seven AP Exams
- **Class of 2024:** 18%
 - Students have only taken two - three AP Exams
- **Class of 2025:** 5%
 - Students have only taken one AP Exam

Student Learning Strengths

1. IDEA Rundberg College Prep has a strong culture that allows our SPED population to grow at least one performance band.
2. IDEA Rundberg College Prep special education program supports students intensively and exceeds the minimum required minutes in an individualized education plan.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: There is a need to increase AP scores in 9th and 10th grade. **Root Cause:** 1. Lack of prioritizing history content in elementary and middle school. 2. Lack of exposure to reading non-fiction and writing across contents other than English.

Problem Statement 2: There is a need to increase student support for emergent bilingual students specially in high school. **Root Cause:** 1. Low attendance among emergent bilingual students due to lack of confidence and low academic success 2. Student receive reading and writing intervention aligned to TEKs but they do not receive foundational language interventionist.

School Processes & Programs

School Processes & Programs Summary

Teacher Programs and Opportunities:

At IRCP, we are proud of the hard-working and talented team we work with. We know our teachers are some of the best because we have eight Level 5 teachers, ten Level 4 teachers and nine Level 3 teachers. Additionally, we have 5 TIA Designated teachers.

The best way we recruit high performing teachers is by referrals. By creating a school culture where high performing teachers are valued, it makes those teachers want to bring in others to work with them. We take teacher feedback throughout the year to improve our systems and procedures in order to make the work more sustainable. Teacher placement in contents and grade levels is determined by high quality teacher strengths, teacher coachability and student needs.

Our campus develops instructional leaders by weekly meetings to co-observe teachers to best find instructional & cultural strengths and areas of growth and collaboratively give lesson plan feedback. Each instructional leader manages content groups and each manages 2 grade levels at our school to maintain consistent rewards and consequences for those students in their grade level. During our instructional and culture rounds, instructional leaders collect data and determine professional development for teachers based on our observations. We usually differentiate PD so that teachers at different levels get support tailored to their strengths and needs. Our students also give teachers feedback in the form of Teacher Career Pathway surveys that help evaluate our staff members from their perspective.

Student Programs & Opportunities:

All 8th and 9th grade students completed CTE classes this year on Touch Systems and Data Entry and Professional Communications. In the next years, the classes will become Audio Visual Communications classes in order to prepare students for careers in the digital world.

Here is our persistence per each grade level. Our overall persistence is 92.94%.

Here are some questions that students answer in order to give our teachers and our school feedback:

Procedures:

Each student at IRCP has a Chromebook or laptop for them to use in class and at home to complete their homework. Teachers are encouraged to give students work on their laptops in class during the day in order to teach them skills they will need to be successful in college and beyond as well as get them prepared to take assessments online. All students and staff also have Microsoft TEAMS accounts in order to have a platform to organize class assignments and open communication between all members of our organization.

Our middle school classes are 90 minute class rotations that include 4 core classes and 2 electives daily. Our high school classes are 60 minute class rotations that also include core classes and electives based on student graduation plans. All high school students are enrolled in at least 1 AP class starting their freshman year and all our students will take at least 10 AP classes by the time they graduate. Middle school teachers get one planning period and high school teachers get 2 each day. Each content team has a common planning period so that they can collaborate in PLCs. Our school day starts at 7:30 and ends at 3:45. Fridays we host an afterschool homework tutoring for students that didn't complete homework during the week until 5:00. Summer school is an option for students that need credit recovery or to gain seat time for students with excessive absences.

On our campus, we have grades kindergarten through 12th grade which allows us to help with transitions from key milestones. Our 5th graders get to come over to our middle school one day to experience our school before joining on the first day, our 8th graders and their families attend a transition night to prep them for high school and our 11th graders do the same but in preparation for their senior year.

Our classroom management hierarchy is the same from 6th grade to 12th grade which allows for students and staff to have more consistency and know what to expect from room to room in our building. In order to keep students in the classrooms, teachers call for Admin Swaps that allow an administrator to come to the room to help intervene with the necessary next steps, usually resulting in the student returning to class reset and ready to learn.

School Processes & Programs Strengths

At IDEA Rundberg, our teachers feel supported in the way that they have the ability to work one on one with their coaches through 2x2 conversations, differentiated personal development, and shadowing high performing teachers. To begin a successful career at IDEA, our first-year teachers are invited to participate in a New To IDEA training course to make sure they become accustomed to the culture of our school.

At IDEA Rundberg, our students are given the opportunity to take electives that prepare them for the real world such as the CTE courses that teach them to use office skills and learn more about the digital world and how it can lead to a career. The use of computers throughout their course work also allows them to become accustomed with skills that will carry them through college.

At IDEA Rundberg, we strive to have strong culture to ensure our scholars are thriving academically. We do this by having consistency in behavior, discipline, and support. We also ensure that families are prepared for the next step in their students' academic career by having Transition Nights where we restamp the expectations.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: There is a need to increase teacher retention because it has consistently decreased throughout the years. **Root Cause:** What is expected of teachers changes several times throughout the year due to responding to our school's areas of growth, which is especially difficult for new teachers to manage with all the other responsibilities they are learning about handling.

Problem Statement 2: There is a need to get more resources that give students access to the curriculum. **Root Cause:** ESL students are not getting the support needed because there is a lack of training for teachers because that knowledge is not easily transferable, which then creates a gap.

Problem Statement 3: There is a need to invest teachers, students and families in our behavior consequences because currently they are not always effective. **Root Cause:** The whole team does not carry out consequences consistently or effectively because they are properly not trained to hold students accountable or are not bought into the systems we currently have.

Perceptions

Perceptions Summary

2022-2023
IDEA Rundberg College Prep has 100% seniors meeting graduation requirements and college matriculation
IDEA Rundberg College Prep has a contracted Social Worker through Austin Public Health.
Currently IDEA Rundberg College Prep's has a 84% teacher retention which has increased from last year's 76.39% retention rate.
92% of families attended the Fall Festival
96% of 8th grade families attended the 8 th grade transition night
IDEA Rundberg College Prep uses programs such as Cardstock and Language Line to close language barrier gaps.
Some gaps barriers taht prevent participation from parents/ guardians/ community are parents intensive work schedules, transportation barriers, and technology access / knowing how to use it.

Perceptions Strengths

- IDEA Rundberg College Prep has consistent high engagement in our “Meet the Teacher Night”
- IDEA Rundberg College Prep has a consistent ladder in place for bullying reports
- IDEA Rundberg College Prep has a high quantity of parent outreach
- IDEA Rundberg College Prep hosts 8th to 9th and 11th to 12th Transition nights where we show parents what their student should expect next year

Problem Statements Identifying Perceptions Needs

Problem Statement 1: There is a need for increased security at dismissal and after school. **Root Cause:** 1. Lack of communication between Academy and College Prep. 2. Lack of accountability for staff members being in the correct dismissal duty spots.






Problem Statement 2: There is a need for student and parent investment around consequences seriously. For example, lunch reflection and west wing. **Root Cause:** 1. Students and families are not bought into the why behind these systems 2. Low teacher retention causes inconsisten use of the systems

Priority Problem Statements

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)

Strategy 1 Details	Reviews			
<p>Strategy 1: Consistent use of Mastery Prep Materials in grades 10 and 11 Strategy's Expected Result/Impact: Increase ACT Average Staff Responsible for Monitoring: Ms. Sanchez</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Create a culture of celebration around ACT scores Strategy's Expected Result/Impact: Increase ACT Average Staff Responsible for Monitoring: Ms. Sanchez</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<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>				


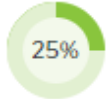




Goal 1: All IDEA students matriculate to college

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

Strategy 1 Details	Reviews			
<p>Strategy 1: 60% of juniors are exempt by end of year</p> <p>Strategy's Expected Result/Impact: Lower the number of seniors who need TSIA remediation</p> <p>Staff Responsible for Monitoring: Ms. Benavides</p> <p>TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- 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 2: IDEA achieves an A Rating

Performance Objective 1: 60% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
<p>Strategy 1: Incorporate disciplinary literacy on all classrooms Strategy's Expected Result/Impact: Increase TELPAS scores specifically in Writing and Speaking Staff Responsible for Monitoring: Ms. Summers</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Emergent Bilingual Strategy Professional Development offered at least once a semester Strategy's Expected Result/Impact: Increase TELPAS scores specifically in Writing and Speaking Staff Responsible for Monitoring: Ms. Gutierrez</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				






Goal 2: IDEA achieves an A Rating

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Educate all staff members on HB4545 and ensure they know who their HB4545 students are Strategy's Expected Result/Impact: Move HB4545 students to approaches Staff Responsible for Monitoring: Ms. Meeks</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
Strategy 2 Details	Reviews			
<p>Strategy 2: Weekly data huddle around HB4545 students Strategy's Expected Result/Impact: Move HB4545 students to approaches Staff Responsible for Monitoring: Ms. Meeks</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
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Goal 2: IDEA achieves an A Rating

Performance Objective 3: 70% of SPED Students attain approaches in STAAR by June 2024 (TEC 11.253(d)(2))

Strategy 1 Details	Reviews			
<p>Strategy 1: 100% of SPED students receive required minutes Strategy's Expected Result/Impact: 70% of SPED Students attain approaches in STAAR by June 2024 Staff Responsible for Monitoring: Ms. Anderson</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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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

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: Increase meets by 5%</p> <p>Staff Responsible for Monitoring: Ms. Summers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, 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
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase disciplinary literacy in all contents</p> <p>Strategy's Expected Result/Impact: 5% increase in Meets</p> <p>Staff Responsible for Monitoring: Ms. summers</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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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))

Strategy 1 Details	Reviews			
Strategy 1: Weekly door audits Strategy's Expected Result/Impact: Proficient safety score card rating Staff Responsible for Monitoring: Ms. Daniels ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Monthly Campus Crisis Team Meetings Strategy's Expected Result/Impact: Proficient safety score card rating Staff Responsible for Monitoring: Ms. Daniels ESF Levers: Lever 3: Positive School Culture	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 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))

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: Increase attendance at parent events</p> <p>Staff Responsible for Monitoring: Ms. Varise</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 persistence

Performance Objective 3: 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: PE / RTTC teacher conduct lessons in place of class. Strategy's Expected Result/Impact: Increase persistence Staff Responsible for Monitoring: Ms. Varise ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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Goal 4: Increase student daily attendance

Performance Objective 1: IDEA Rundberg Colleg Prep will achieve a 96% annual attendance rate for the 23-24 school year

Strategy 1 Details	Reviews			
Strategy 1: Daily homeroom calls Strategy's Expected Result/Impact: Increase ADA Staff Responsible for Monitoring: Ms. Daniels	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Implement Attendance Matrix Strategy's Expected Result/Impact: Increase ADA Staff Responsible for Monitoring: Ms. Daniels ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	June
				
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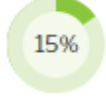




Goal 4: Increase student daily attendance

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Bi-weekly data meetings with PE coaches around MVPA Strategy's Expected Result/Impact: 900 MVPA Mins for all students Staff Responsible for Monitoring: Ms. Summers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				







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.

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: Increase in staff retention</p> <p>Staff Responsible for Monitoring: APIs</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</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: IDEA Rundberg College Prep is 90% staffed for all teacher positions throughout the 2023-24 school year.

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: Teacher Retention</p> <p>Staff Responsible for Monitoring: Ms. Summers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Oct	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Once a semester staff pulse points</p> <p>Strategy's Expected Result/Impact: Increase staff retention</p> <p>Staff Responsible for Monitoring: Ms. Summers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p>	Formative			Summative
	Oct	Jan	Mar	June
				
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