

IDEA Public Schools
Spears Academy
2023-2024 Campus Improvement Plan



Public Presentation Date: August 14, 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: August 31, 2023

Demographics

Demographics Summary

IDEA Spears Academy is a Title I campus that offers quality educational programs and extracurricular activities to students in the grades Kindergarten through 5th grade.

IDEA Spears Academy is a part of one of the fastest growing charter school networks in the Houston Region. Currently, IDEA Academy has a large student enrollment in the the IDEA Public School districts. Our increase in enrollment is attributed to recruitment efforts. New students have enrolled from several different school districts in the Houston Region.

The school's demographics include approximately 98% of the student population is economically disadvantaged, 85% Hispanic, 12% of students with disabilities, and 20% of English Language Learners.

Demographics Strengths

Spears Academy demographic strengths involves our ELs performing at a higher rate than general pop students.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): our 85% hispanic students and 12% of our students with disabiities did not meet goals for district assessments **Root Cause:** SIOP training was not provided until the end of the year

Problem Statement 2 (Prioritized): Low sped on STAAR **Root Cause:** SpEd compliance was not monitored with sped audits or trainings.

Student Learning

Student Learning Summary

We have not received the official data yet

Student Learning Strengths

see pdf

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Student approaches in Math in 4th grade math was low (50%) **Root Cause:** We did not have a consistent teacher in the classroom, interventionist were pulled in to help gaps in teacher attrition

Problem Statement 2 (Prioritized): Student Masters for Math and ELA did not hit the 30% mark (11%) **Root Cause:** Teachers and leaders were more focused on the students that were at the bubble for APR and Meets

School Processes & Programs

School Processes & Programs Summary

See PDF in Addendum for more information

Additionally we have added further training for teachers and new leaders. Principal is implementing and utilizing systems to ensure accountability teachers and leaders.

School Processes & Programs Strengths

Curriculum & Instruction:

- IDEA provides students access to accelerated instruction through the 1:1 technology device, including adaptive software for mathematics and literacy and access to hundreds of thousands of books in the district's digital library.
- IDEA curricular resources include high-quality instructional materials that earn the highest ratings on national evaluation measures.
- IDEA curriculum is regularly evaluated using a quality evaluation tool, ensuring alignment to the Texas Essential Knowledge and Skills and AP course standards, as well as the STAAR/EOC and AP exams.
- IDEA implements a variety of training opportunities for teachers and leadership staff with the goal of developing teachers' pedagogical content knowledge and leaders' coaching skills.
- For 15 years in a row, 100% of IDEA students have been accepted into college, demonstrating that IDEA academic programming is adequately preparing students for post-secondary education.
- In 2022, four IDEA schools were ranked in the top 10 Most Challenging Schools in the Nation and 13 were ranked in the top 1% of schools nationwide, by the Jay Mathews Challenge Index High School Rankings.

Special Programs

- IDEA exceeded the expected growth target for EL student performance on TELPAS in 2021 with 48% of ELs meeting that target.
- IDEA provide targeted research based instruction to students who have a 2.0 year gap in Reading and/or Math with the goal of closing that gap by 2.0 years during the school year with our initiative called Critical Student Intervention (CSI). During the 21-22 school year, 2,562 out of 6,632 students meet that goal for Reading and 703 out of 1,268 students met the goal for Math.

IDEA's individualized coaching and development of its employees is a contributing factor in getting new employees to proficiency quickly and providing an internal pool for promotions.

Ongoing feedback, effective accountability mechanisms,

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Teachers not upholding school-wide classroom expectations **Root Cause:** Leaders were not consistent in instructional rounds to close the coaching cycle.

Problem Statement 2 (Prioritized): Feedback was not provided daily to teachers after classroom observations with consistency **Root Cause:** Leaders did not follow up with the feedback that was given to teachers.

Perceptions

Perceptions Summary

Campus surveys were provided to teachers and parents and results are linked.

Perceptions Strengths

Perceptions Strengths for Spears Academy

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Overall culture for spears increased significantly with faculty, parent culture decreased. **Root Cause:** Systems that were in place, were not consistent with follow through.

Problem Statement 2 (Prioritized): Student persistence fell well below the regional goal. **Root Cause:** Student expectations were not consistently upheld by teachers. The school did not have good collaboration with parents

Priority Problem Statements

Problem Statement 1: our 85% hispanic students and 12% of our students with disabilities did not meet goals for district assessments

Root Cause 1: SIOP training was not provided until the end of the year

Problem Statement 1 Areas: Demographics

Problem Statement 2: Student approaches in Math in 4th grade math was low (50%)

Root Cause 2: We did not have a consistent teacher in the classroom, interventionist were pulled in to help gaps in teacher attrition

Problem Statement 2 Areas: Student Learning

Problem Statement 3: Student Masters for Math and ELA did not hit the 30% mark (11%)

Root Cause 3: Teachers and leaders were more focused on the students that were at the bubble for APR and Meets

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Low sped on STAAR

Root Cause 4: SpEd compliance was not monitored with sped audits or trainings.

Problem Statement 4 Areas: Demographics

Problem Statement 5: Teachers not upholding school-wide classroom expectations

Root Cause 5: Leaders were not consistent in instructional rounds to close the coaching cycle.

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Feedback was not provided daily to teachers after classroom observations with consistency

Root Cause 6: Leaders did not follow up with the feedback that was given to teachers.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Overall culture for spears increased significantly with faculty, parent culture decreased.

Root Cause 7: Systems that were in place, were not consistent with follow through.

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Student persistence fell well below the regional goal.

Root Cause 8: Student expectations were not consistently upheld by teachers. The school did not have good collaboration with parents

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
- Performance Objectives with summative review (prior year)

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

Student Data: Assessments

- State and federally required assessment information
- STAAR 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
- Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Student failure and/or retention rates
- Local benchmark or common assessments 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
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Section 504 data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

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

Employee Data

- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

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

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation

Goals

Revised/Approved: August 8, 2023








Goal 1: IDEA Spears Academy achieves an A Rating by the end of the 23-24 school year

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 38% to 40% in Spring 2024 (HB3)

High Priority

HB3 Goal

Evaluation Data Sources: Student Renstar and district assessment proficiency will be tracked consistently utilizing edcite and the classroom teacher tracker. Students will track their own data weekly. Teachers will utilize the weekly testing, exit ticket data, and MOY RENSTAR to track students' progress.








Strategy 1 Details	Reviews			
<p>Strategy 1: Students who need math and reading intervention will be identified for CSI. The AR and hotspot teacher will monitor students progress and goals in conjunction with math and ELA teachers. Reading and Math tutorials will also be implemented early on for those priority students.</p> <p>Strategy's Expected Result/Impact: The expected impact is to meet the performance objective for students</p> <p>Staff Responsible for Monitoring: Math & ELA teachers, AR, CSI teachers</p> <p>Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: IDEA Spears Academy achieves an A Rating by the end of the 23-24 school year

Performance Objective 2: IA 90% of students taking TELPAS assessments will maintain or increase a proficiency level.

High Priority

Evaluation Data Sources: Summitk12 will be utilized daily during HR time for consistent practice for ELLs


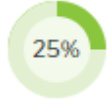
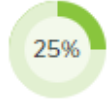




Strategy 1 Details	Reviews			
Strategy 1: The use of Summit K12 will be part of Homeroom time daily. Strategy's Expected Result/Impact: Increase the number of students that meet their TELPAS goals	Formative			Summative
	Oct	Jan	Mar	June
	 15%	 20%	 35%	
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Goal 1: IDEA Spears Academy achieves an A Rating by the end of the 23-24 school year

Performance Objective 3: IA 100% of SPED Students attain approaches in STAAR by June 2024

High Priority

Evaluation Data Sources: Principal and leaders will conduct sped audits at the end of each week to ensure documentation from teachers is being inputted and that the sped teachers are providing the proper services for sped students.

Strategy 1 Details	Reviews			
Strategy 1: Sped point person and principal will conduct weekly observations and audits to ensure IEP's are being followed.	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				








Goal 1: IDEA Spears Academy achieves an A Rating by the end of the 23-24 school year

Performance Objective 4: IA ;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

High Priority

Evaluation Data Sources: Leaders will conduct daily instructional rounds, data conversations after every district assessment and ET sorts. Teachers will track their priority students daily with aggressive monitoring tool and communicate with parents on any academic concerns

Strategy 1 Details	Reviews			
Strategy 1: Priority students are tracked and provided small group pullout and targeted tutorials.	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

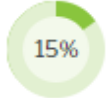






Goal 1: IDEA Spears Academy achieves an A Rating by the end of the 23-24 school year

Performance Objective 5: Third-grade students performing at or above grade level in math as measured by the Meets Grade Level Standard on STAAR will increase from 20% to 22% in Spring 2024 (HB3)

High Priority

HB3 Goal







Evaluation Data Sources: Student Renstar and district assessment proficiency will be tracked consistently utilizing edcite and the classroom teacher tracker. Students will track their own data weekly. Teachers will utilize the weekly testing, exit ticket data, and MOY RENSTAR to track students' progress.

Strategy 1 Details	Reviews			
Strategy 1: We will utilize Renstar tests to regroup and target students based on results and track them through testing during Saturday school, additional daily tutorials	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Increase student persistence

Performance Objective 1: IA: Campus receive a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year

Evaluation Data Sources: Evidenced by persistence and daily ADA

Strategy 1 Details	Reviews			
<p>Strategy 1: ADA matrix will be consistently monitored. School leaders will work together to implement interventions early on. We will also utilize our counselor and APO collaboration for anti-bullying seminars, and calendared persistence events. We will conduct routine campus safety audits monthly</p> <p>Strategy's Expected Result/Impact: The expected impact is to increase student persistence and meet the performance objective.</p> <p>Staff Responsible for Monitoring: APO, counselor and principals</p> <p>Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				








Goal 2: Increase student persistence

Performance Objective 2: IA 100% of schools will be in compliance with the Title 1 Family Engagement requirements through the following events: Meet the Teacher, Spring Town Hall and Semester 1 Report Card Pick Up.

Required Strategy: timely communication to families regarding school events to promote family engagement and attendance.








High Priority

Evaluation Data Sources: quarterly parent surveys given out.

Strategy 1 Details	Reviews			
Strategy 1: timely communication to families regarding school events to promote family engagement and attendance. Strategy's Expected Result/Impact: expected result is for panorama survey data to increase parent satisfaction data Staff Responsible for Monitoring: all campus leaders Targeted Support Strategy - Additional Targeted Support Strategy Funding Sources: - Title I, Part A (4120) - 4.2 - \$1,200	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: 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			
Strategy 1: Counselors will deliver anti-bullying presentations at least once a semester Strategy's Expected Result/Impact: bullying incidents and complaints reduce by 50%	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Increase student persistence

Performance Objective 4: Spears AC will have a 100% of students meeting the pacer goal

Evaluation Data Sources: PE teacher will report out quarterly deadlines for this goal.








Strategy 1 Details	Reviews			
Strategy 1: Principal will have check-ins with PE teachers to check goal completion weekly	Formative			Summative
	Oct	Jan	Mar	June
	 20%	 20%	 70%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Increase student daily attendance to 97% daily

Performance Objective 1: IA Spears Kinder will achieve a 97% annual attendance rate for the 23-24 school year

High Priority







Evaluation Data Sources: daily ADA is at least 95% daily in all grade levels

Strategy 1 Details	Reviews			
<p>Strategy 1: APO will assign specific duties and roles when it comes to the ADA escalation matrix. APO and Principals will tightly manage the matrix. Students who have attendance issues will have a meeting scheduled along with an attendance contract assigned</p> <p>Strategy's Expected Result/Impact: Expected result is to increase ADA, mitigate turancy issues</p> <p>Staff Responsible for Monitoring: All lead team</p> <p>Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Increase staff retention to 80% by may 2024

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.

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

Strategy 1 Details	Reviews			
Strategy 1: Direct managers will input observation feedback at LEAST once a week into teachboost and follow the coaching cycle in order to effectively complete the 2x2'S	Formative			Summative
	Oct	Jan	Mar	June
	N/A	 35%	 70%	
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				








Goal 4: Increase staff retention to 80% by may 2024

Performance Objective 2: IA Spears will be 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

High Priority

Evaluation Data Sources: 0% of teachers quit







Strategy 1 Details	Reviews			
<p>Strategy 1: Campus staff persistence events calendared early on. Pulse check surveys sent out monthly. Hiring processes are stringent, targeted and intentional. Onboarding processes are well thought and implemented effectively. Lead Team will calendar weekly check-ins</p> <p>Strategy's Expected Result/Impact: expected result is to hire highly motivated and effective teachers</p> <p>Staff Responsible for Monitoring: Principal, APIs, staffing dept</p> <p>Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Spears Academy suspensions will decrease by 75% by the end of the 23-24 school year.

Performance Objective 1: Spears academy will utilize new restorative discipline systems in order to reduce the number of students displaced because of behavior

High Priority

Evaluation Data Sources: Less students with suspensions each quarter

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement ISS and restorative discipline practices. Implement a strong culture start, with clear behavior expectations.</p> <p>Strategy's Expected Result/Impact: Significantly reduce the numbers of suspensions in grades 3-5</p> <p>Targeted Support Strategy - Additional Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<p>  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		4.2	\$1,200.00
Sub-Total					\$1,200.00
Budgeted Fund Source Amount					\$3,413.23
+/- Difference					\$2,213.23
Grand Total Budgeted					\$3,413.23
Grand Total Spent					\$1,200.00
+/- Difference					\$2,213.23