

IDEA Public Schools
Yukon Academy
2023-2024 Campus Improvement Plan



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:

- Number of students by grade level
 1. KG: 117
 2. 1st: 123
 3. 2nd: 115
 4. 3rd: 120
- Ethnic Distribution
 1. Hispanic – Latino: 328
 2. American Indian – Alaskan Native: 1
 3. Asian: 12
 4. Black – African American: 37
 5. Native Hawaiian – Pacific Islander: 2
 6. White: 94
 7. Two – or – More: 1
- Sex
 1. Female: 237
 2. Male: 238
- Socioeconomic Status
 1. Economic Disadvantage: 271
 2. Free Meals: 163
 3. Reduced – Price Meals: 23
 4. Other Economic Disadvantage: 85
- 504: 1
- Foster Care: 0
- Homeless: 0
- Immigrants: 6
- Migrant: 0
- Title 1: 475
- Dyslexia: 4
- Military Connected: 0

Demographics Strengths

Our At-Risk student population currently is 40% which gives us the opportunity to support scholars that more likely would not graduate from HS.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Currently 57% of our population is economically disadvantaged, which is below the district average **Root Cause:** Geographically, economically disadvantaged families live in the west side of town which is far from our campus. Families do not have transportation to bring scholars to this side of town.

Problem Statement 2: 2nd grade had the lowest enrollment out of all grade levels. **Root Cause:** The transition from team teaching to departmentalized can cause communication problems.

Student Learning

Student Learning Summary

Math Mock	March 2023		
	Overall	Sped	EB
90%	84%	70%	100%
60%	46%	40%	63%
30%	16%	10%	50%

ELAR Mock	Feb 2023		
	Overall	Sped	EB
90%	49%	33%	45%
60%	14%	11%	29%
30%	5%	0%	0%

DI Data as of May 18, 2023			
Kinder	First	Second	Overall
72%	64%	64%	67%

AR Data	Word Masters	Royal Readers
First	100%	
Second	100%	
Third	47%	10%
Overall	82%	10%

CSI

32 scholars in CSI in 3rd grade, at the last benchmark 14 met their goal on RenStar.

Student Learning Strengths

Increase in Math score from Semester Exam (December 2022) data to Mock STARR (March 2023) data.

Emergent Bilinguals are hitting the 90/60/30 in Math Mock STAAR (March 2023) data.

Strong internal data tracking and progress monitoring happening in 3rd grade.

100% of First and Second scholars were Word Masters.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Students struggle with reading, writing and thinking skills that enable them to perform at or above grade level in Reading. **Root Cause:** The campus needs to build a love of reading culture across campus to help build the skills to increase reading, writing and thinking.

Problem Statement 2 (Prioritized): Sped, CSI or struggling scholars are not meeting the benchmark 90/60/30 on any of the major assessments. **Root Cause:** Rolling out differentiated strategies to work with struggling scholar did not happen until March.

School Processes & Programs

School Processes & Programs Summary

IDEA Yukon Academy is focused on teachers receiving coaching frequently so that all scholars receive a highly rigorous education. All leaders have weekly check-in with teachers aligned with weekly coaching conversations. Currently, our teachers use the teacher career pathway to determine what level teacher they are which is linked to performance pay. 50% of teachers that work at IDEA Yukon Academy are a level 3 or 4 teacher which is considered high performing or advanced teacher. Teachers are rated frequently on our GET (guideposts for excellent teaching) rubric. Our school is averaging at least proficient, a rating of 3, on all guideposts.

School Processes & Programs Strengths

A majority of our second year teachers are high performing teachers. All teachers scored, on average, higher than 3 on the guideposts for excellent teacher (GET) rubric.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Teacher development lacks differentiation amongst staff. **Root Cause:** Limited leaders were available to present deliberate practice and there was not a set scope and sequence.

Problem Statement 2: Coaching to mastery was not implemented across the school. **Root Cause:** There was a lack of tracking of teacher skills to hold teachers accountable.

Perceptions

Perceptions Summary

Conflict is reduced by scheduling peer mediations with scholars who have displayed peer conflict with others. Peer mediation is an optional intervention facilitated by the counselor for scholars to practice interpersonal communication skills to discussing the issue. Counselor will teach and model effective listening and communication skills for scholars. School climate is scoring at a 3.2/5 on our spring panorama survey from a total of 99 survey takers. The item that scored the lowest was the question, "At your school, how much does the behavior of other students hurt or help your learning", with 21% indicating others' behavior hurts their learning a tremendous amount. Parent/guardian/community participation is measured by taking attendance at family events, looking at views on social media posts and newsletters, responses on Remind. Barriers include Remind being synced from Powerschool and being difficult at times to navigate through several classes.

Perceptions Strengths

I definitely feel pride in my work and that I am making a difference when I see scholar celebrations and joy. I also appreciate hearing scholars talking about their own goals and investing in their own tracking. My leadership team is one that I can count on for support in big and small tasks; our principal models support of big and small tasks and that trickles down to all of us. I feel connected to some staff which keeps me energetic about coming to work. Working at IDEA has caused me to develop new skills and leadership practice.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Scholar behavior impunes the classroom environment, which hurts our staff retention and scholar learning. **Root Cause:** There is a lack of investment in proactive measures to build and strengthen social-emotional skills in order to movtivate positive scholar behavior.

Problem Statement 2: Teachers are easily frustrated by behaviors in the classroom. **Root Cause:** Staff use available resources as a reactive measure, then become discouraged when it doesn't fix, rather than building the skills from the beginning.

Problem Statement 3: There is a lack of fidelity to our social emotional curriculum. **Root Cause:** Our social-emotional curriculum use often competes with morning duties such as breakfast, checking planners, arrival, etc. Teachers have gotten much better at showing content but do not actively engage with the program; perhaps from lack of investment and doubt that the curriculum is effective.

Priority Problem Statements

Problem Statement 1: Teacher development lacks differentiation amongst staff.

Root Cause 1: Limited leaders were available to present deliberate practice and there was not a set scope and sequence.

Problem Statement 1 Areas: School Processes & Programs

Problem Statement 2: Currently 57% of our population is economically disadvantaged, which is below the district average

Root Cause 2: Geographically, economically disadvantaged families live on the west side of town which is far from our campus. Families do not have transportation to bring scholars to this side of town.

Problem Statement 2 Areas: Demographics

Problem Statement 3: Sped, CSI or struggling scholars are not meeting the benchmark 90/60/30 on any of the major assessments.

Root Cause 3: Rolling out differentiated strategies to work with struggling scholar did not happen until March.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: Scholar behavior impunes the classroom environment, which hurts our staff retention and scholar learning.

Root Cause 4: There is a lack of investment in proactive measures to build and strengthen social-emotional skills in order to motivate positive scholar behavior.

Problem Statement 4 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Local Accountability Systems (LAS) data

Student Data: Assessments

- Texas approved PreK - 2nd grade assessment data
- State-developed online interim assessments

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
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records

Employee Data

- Staff surveys and/or other feedback
- Campus leadership data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

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

Goals

Goal 1: All IDEA students matriculate to college

Performance Objective 1: By May 2023, all scholars K-4 will grow an average of 1.5 years in both reading and math using RenStar data results

High Priority

Evaluation Data Sources: RenStar

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct a bi-monthly OCS for RenStar results and implement new strategies for the following two months</p> <p>Strategy's Expected Result/Impact: increase on or above grade level performance</p> <p>Staff Responsible for Monitoring: API</p> <p>Problem Statements: Student Learning 2</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 1 Problem Statements:

Student Learning
<p>Problem Statement 2: Sped, CSI or struggling scholars are not meeting the benchmark 90/60/30 on any of the major assessments. Root Cause: Rolling out differentiated strategies to work with struggling scholar did not happen until March.</p>



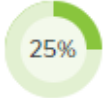




Goal 2: IDEA achieves an A Rating

Performance Objective 1: IA: Third-grade students performing at or above grade level in reading as measured by the Meets Grade Level Standard on STAAR will increase from 46% to 48% in Spring 2024 (HB3)

High Priority

HB3 Goal

Evaluation Data Sources: Semester Exam, Mock STAAR Exam, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: 3rd grade ELA teacher will begin lesson rehearsals in semester 1</p> <p>Strategy's Expected Result/Impact: increase ELA student achievement scores</p> <p>Staff Responsible for Monitoring: API</p> <p>Title I: 2.5</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>Problem Statements: School Processes & Programs 1</p> <p>Funding Sources: Library Books - Title I, Part A (4120) - \$1,000</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 1 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: Teacher development lacks differentiation amongst staff. Root Cause: Limited leaders were available to present deliberate practice and there was not a set scope and sequence.</p>


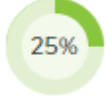




Goal 2: IDEA achieves an A Rating

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

High Priority

HB3 Goal






Evaluation Data Sources: Semester Exams, Mock STAAR, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Use revised GET rubric to provide systematic feedback to develop strong lesson planning</p> <p>Strategy's Expected Result/Impact: increase STAAR math scores</p> <p>Staff Responsible for Monitoring: API</p> <p>Title I: 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</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>				

Goal 2: IDEA achieves an A Rating

Performance Objective 3: 42% of students taking TELPAS assessments will maintain or increase a proficiency level. ((TEC 11.253(d)(2))







Evaluation Data Sources: Mock TELPAS, TELPAS

Strategy 1 Details	Reviews			
<p>Strategy 1: Begin TELPAS/EB tutorials in November after Mock TELPAS results</p> <p>Strategy's Expected Result/Impact: increase TELPAS scores</p> <p>Staff Responsible for Monitoring: API</p> <p>Title I: 2.6</p> <p>Funding Sources: Tutorial Materials - Title I, Part A (4120) - \$340.56</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A		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 2: IDEA achieves an A Rating

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







Evaluation Data Sources: HB4545 Tracking, Powerschool

Strategy 1 Details	Reviews			
<p>Strategy 1: Data minutes are updated monthly by testing coordinator Strategy's Expected Result/Impact: increase STAAR scores Staff Responsible for Monitoring: Testing Coordinator</p> <p>TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: IDEA achieves an A Rating

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








Evaluation Data Sources: Mock STAAR, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement daily accommodation walkthroughs for all SpEd scholars Strategy's Expected Result/Impact: increase SpEd scores on STAAR Staff Responsible for Monitoring: SpEd Content Lead</p> <p>Title I: 2.6 - TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
			N/A	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: IDEA achieves an A Rating

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



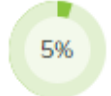




Evaluation Data Sources: Mock STAAR, Semester Exam, STAAR

Strategy 1 Details	Reviews			
<p>Strategy 1: Track each student's performance in domains 1-3 using the Locus dashboard and respond to data appropriately.</p> <p>Strategy's Expected Result/Impact: Improve 90/60/30 score</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4</p> <p>- TEA Priorities: Build a foundation of reading and math</p>	Formative			Summative
	Oct	Jan	Mar	June
	 5%	 25%	 10%	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Increase student persistence

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

Evaluation Data Sources: Scorecard data, safety walkthrough data


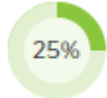




Strategy 1 Details	Reviews			
Strategy 1: Implement monthly CCT (campus crisis team) meetings Strategy's Expected Result/Impact: increase scholar persistence Staff Responsible for Monitoring: APO	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: 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 3: Increase student persistence

Performance Objective 2: IDEA Yukon Academy 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))

High Priority








Evaluation Data Sources: School counselor data, parent survey data

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 scholar persistence</p> <p>Staff Responsible for Monitoring: School Counselor</p>	Formative			Summative
	Oct	Jan	Mar	June
			N/A	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Increase student persistence

Performance Objective 3: IDEA Yukon will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar. (TEC 11.253(d)(8))








Evaluation Data Sources: school counselor data

Strategy 1 Details	Reviews			
<p>Strategy 1: Partner with school counselor to create a schedule for all lessons to be completed</p> <p>Strategy's Expected Result/Impact: increase scholar persistence</p> <p>Staff Responsible for Monitoring: school counselor</p> <p>Title I: 2.5</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Increase student daily attendance

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

Evaluation Data Sources: MVPA tracker







Strategy 1 Details	Reviews			
Strategy 1: Review minutes during weekly check-in Strategy's Expected Result/Impact: increase attendance Staff Responsible for Monitoring: API Title I: 2.5	Formative			Summative
	Oct	Jan	Mar	June
	 20%	 30%	 20%	
<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 4: Increase student daily attendance

Performance Objective 2: IDEA Yukon Academy will achieve a 96% annual attendance rate for the 23-24 school year

High Priority

Evaluation Data Sources: Daily attendance tracker








Strategy 1 Details	Reviews			
Strategy 1: Fidelity to ADA plan (matrix and celebrations) Strategy's Expected Result/Impact: increase student attendance Staff Responsible for Monitoring: APO	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 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.

High Priority







Evaluation Data Sources: progress tracking spreadsheets

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 staff retention</p> <p>Staff Responsible for Monitoring: Administrative Assistant</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Jan	Mar	June
	 <p>20%</p>	 <p>40%</p>	 <p>15%</p>	
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Increase staff retention

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

Evaluation Data Sources: Staff retention tracker

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: increase staff retention</p> <p>Staff Responsible for Monitoring: principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: Increase student enrollment (no required performance objectives/strategies)

Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	1	Library Books		\$1,000.00
2	3	1	Tutorial Materials		\$340.56
Sub-Total					\$1,340.56
Budgeted Fund Source Amount					\$1,340.56
+/- Difference					\$0.00
Grand Total Budgeted					\$1,340.56
Grand Total Spent					\$1,340.56
+/- Difference					\$0.00