Fort Worth Independent School District

045 Leadership Academy at Forest Oak 7th And 8th Grade

2021-2022 Campus Improvement Plan

Mission Statement

*Preparing **ALL** students for success in college, career, and community leadership.*

Vision

Igniting in Every Child a Passion for Learning.

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Comprehensive Needs Assessment

Revised/Approved: October 15, 2021

Demographics

Demographics Summary

We are the LAFO Lions!

Our campus has 891 students enrolled. We are 65% Hispanic, 33% AA, 1% White, 1% other. Over 50% of our students are ELL and 98% of our students are ED. Finally, 60% of our teachers have 3-5 years of experience.

Demographics Strengths

Morning Star Church provides food, school supplies, household items and personal goods to families in the community 3-4 times a year.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Over 50% of our students are ELL and are not performing on grade level. **Root Cause:** Teachers lack the skills and resources to meet the needs of the students in this population.

Student Learning

Student Learning Summary

Three of 7th grade ELL met standard on the 2020-2021Math STAAR and 19% of 8the grade students met standard on the 2020-2021 Math STAAR. Thierty percent of 7th grade ELL met standard on the 2020-2021 Reading STAAR, and 21% of 8th grade ELL met standard on the 2020-2021 Reading STARR

Student Learning Strengths

Fifty-eight percent of 7th grade ELL scored at approaches on the 2020-2021 Reading STAAR and 46% of 8th grade ELL scored at approached on the 2020-2021 Reading STAAR.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Low number of ELL students improved on TELPAS **Root Cause:** 17% of ELL students progressed at least 1 level on TELPAS

School Processes & Programs

School Processes & Programs Summary

We have an Instructional Coach and Master Teacher for each content to provide support and immediate feedback to teachers in the areas of Classroom Enviornment, Planning and Instruction.

School Processes & Programs Strengths

Instructional Coaches and Master Teachers collaborate with teachers weekly to observe and share best practice for teacher and student growth.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Lack of teacher capaicty **Root Cause:** Large number of new teahers to the campus or to the teaching profession

Perceptions

Perceptions Summary

Due to COVID 19 40% of our students were virtual. This hindered their abiltiy to receive social and emotional support from out Student Support Team.

Perceptions Strengths

60% of out students were in person to recieve social and emotional support from out Student Support Team during the pandemic.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Student discipline has increased in both grade levels **Root Cause:** 40% of students were virtual due to COVID 19 which hindered social and emotional development

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Performance Objectives with summative review (prior year)
- Covid-19 Factors and/or waivers

Accountability Data

- Student Achievement Domain
- Domain 1 - Student Achievement
- Student Progress Domain
- Domain 2 - Student Progress
- Closing the Gaps Domain
- Domain 3 - Closing the Gaps

Student Data: Assessments

- (STAAR) current and longitudinal results, including all versions
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.

Student Data: Behavior and Other Indicators

- Attendance data
- Discipline records
- Enrollment trends

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Study of best practices
- Other additional data

Goals

Goal 1: Early Literacy

Increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Reading from 34% to 47% by August 2024.

Performance Objective 1: By June of 2021, 60% of students in grades 7th and 8th will meet or exceed growth target as measured by MAP Growth Adaptive Assessment from EOY to BOY.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: All teacher lesson plans submitted, will include instructional practices, activities, and assessments that will be aligned to the rigor of the standard. In addition the campus leadership team will review and provide feedback weekly to ensure alignment is present.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: The established monitoring practices will lead to 90% of teachers demonstrating alignment from the lesson objective to the activities to the assessment. **Staff Responsible for Monitoring:** Admin and Leadership Team **Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction **Funding Sources:** - Title I (211) - 211-11-6119-04N-045-30-510-000000-22F10 - $58,483, - Title I (211) - 211-13-6119-04N-045-30-510-000000-22F10 - $72,001, - Title I (211) - 211-13-6119-04N-045-30-510-000000-22F10 - $75,448				
Strategy 2 Details	Reviews			
Strategy 2: Teachers will engage in PD on providing students with exemplars to establish clear expectations of student mastery.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: The established practice will lead to 90% of teachers demonstrating alignment from curriculum, activites and assessments. **Staff Responsible for Monitoring:** Admin and Leadership Teams **Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction **Funding Sources:** - Title I (211) - 211-11-6129-04N-045-30-510-000000-22F10 - $27,734, General Supplies - Title I (211) - 211-11-6399-04N-045-30-510-000000-22F10 - $24,949				

Strategy 3 Details		Reviews			
Strategy 3: Campus growth walks to gather data on evidence of established best practices identified by the campous.		**Formative**			**Summative**
Strategy's Expected Result/Impact: The established monitoring practices will lead to 90% of teachers demonstrating alignment from objectives to lesson plans,		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and Leadership Teams					
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction					
Funding Sources: TA Salary - $27,000					

Strategy 4 Details		Reviews			
Strategy 4: The campus will utilize the Master Teacher model to serve as the lead teacher with exemplar lessons to build capacity among colleagues.		**Formative**			**Summative**
Strategy's Expected Result/Impact: The practice will lead to 90% of teachers utilizing exemplar lessons from master teachers		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and Leadership Teams					
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction					
Funding Sources: General Supplies - $32,516					

Strategy 5 Details		Reviews			
Strategy 5: Teachers will participate in data meetings by instructional coaches to help lead the data meetings utilizing the DDI framework.		**Formative**			**Summative**
Strategy's Expected Result/Impact: 90% of teachers will begin using the data practices while planning for assessments during the backwards planning process.		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Admin and Leadership Teams					
Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction					
Funding Sources: General Supplies - $20,000					

0% No Progress   100% Accomplished   → Continue/Modify   ✕ Discontinue

Goal 2: Early Math

Increase the percentage of 3rd grade students who score at meets grade level or above on STAAR Mathematics from 34% to 45% by August 2024.

Performance Objective 1: By June of 2021, 60% of students in grades 7th-8th will meet or exceed growth target as measured by MAP Growth Adaptive Assessment from BOY to EOY.

    Targeted or ESF High Priority

    HB3 Goal

    Evaluation Data Sources: STAAR

Strategy 1 Details	Reviews			
Strategy 1: All teacher lesson plans submitted, will include instructional practices, activities, and assessments that will be aligned to the rigor of the standard. In addition the campus leadership team will review and provide feedback weekly to ensure alignment is present.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Establish monitoring practices will lead to 90% of techers demonstrating alignment from the lesson objective to the activities to the assessment.
    Staff Responsible for Monitoring: Admin and Leadership Team
    Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Campus growth walks conducted to gather data on evidence of established best practices as identified by the campus.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Establish monitoring practices will lead to 90% of teachers demonstrating alignment from objective to lesson plan
    Staff Responsible for Monitoring: Admin and Leadership Team
    Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction
    Funding Sources: Math Manipulatives - $32,516				

Strategy 3 Details	Reviews			
Strategy 3: Teachers will engage in PD on lesson alignment to ensure daily alignment with the curriculum, activities, and assessments.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: The established practice will lead to 90% of teachers demonstrating alignment from curriculum, activities and assessments
    Staff Responsible for Monitoring: Admin and Leadership Team
    Title I Schoolwide Elements: 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 4 Details				Reviews			
Strategy 4: Teachers will participate in data meetings led by instructional coaches who were trained by Bambrick on DDI model to help lead the data meetings utilizing the DDI framework.				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: 90% of teachers will begin using data practices while planning for assessments during the backwards planning process.							
Staff Responsible for Monitoring: Admin and Leadership Team							
Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction							
Funding Sources: Salary for Data Analyst - $75,448							

Strategy 5 Details				Reviews			
Strategy 5: The campus will be utilizing the Master Teacher model to be serving as the lead teacher with exemplar lessons for the grade levels. Also campus instructional coaches will provide support to master teachers and novice teachers as well. capacity among colleagues				**Formative**			**Summative**
				Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: This practice will lead to 90% of teachers utilizing exemplar lesson from Master Teachers.							
Staff Responsible for Monitoring: Admin and Leadership Team							
Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.2 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction							

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 3: CCMR

Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by June 2024.

Performance Objective 1: By June of 2021, 10% of students will be at the Masters Level in Reading as measured by end of year STAAR.

> **Targeted or ESF High Priority**
>
> **HB3 Goal**
>
> **Evaluation Data Sources:** STAAR

Strategy 1 Details	Reviews			
Strategy 1: All teacher lesson plans submitted, will include instructional practices, activities, and assessments that will be aligned to the rigor of the standard. In addition the campus leadership team will review and provide feedback weekly to ensure alignment is present.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Establish monitoring will lead to 90% of teachers will demonstrate alignment from objectives to lesson plans. **Staff Responsible for Monitoring:** Admin and leadership team **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers				

Strategy 2 Details	Reviews			
Strategy 2: Teachers will engae in PD on providing students with exemplars to establish clear expectations of student mastery.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Monitoring practices will lead to 90% of teachers utilizing exemplars during instruction. **Staff Responsible for Monitoring:** Admin and leadership team **Title I Schoolwide Elements:** 2.4, 2.5, 2.6 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: All students will be provided daily enrichment opportunities utilizing project based learning.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Establish monitoring practices that lead to 10% of student performing at the masters level on STAAR **Staff Responsible for Monitoring:** Admin and Leadership teams. **Title I Schoolwide Elements:** 2.4, 2.5, 2.6, 3.2 - **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction **Funding Sources:** Materials for PBL - $26,133				

Strategy 4 Details		Reviews			
Strategy 4: The campus will be utilizing the Master Teacher model to be serving as the lead teachers with exemplar lessons to build capacity among colleagues.		**Formative**			**Summative**
		Nov	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: This practice will lead to 90% of teachers utilizingi exemplars during instruction.
    Staff Responsible for Monitoring: Admin and Leadership Team
    Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.2 - **TEA Priorities:** Build a foundation of reading and math -
    ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction
    Funding Sources: Instructional Coach - $65,000					

0% No Progress	100% Accomplished	→ Continue/Modify		✖ Discontinue	

Goal 4: Learning Environment (based on the BOE constraints)

Ensure all students have access to a safe, supportive and culturally responsive learning environment.

Performance Objective 1: By June 2021 the number of social media followers will increase by 10% as measured by the number of school facebook and instagram page followers.

    Targeted or ESF High Priority

    HB3 Goal

    Evaluation Data Sources: Facebook and Instagram

Strategy 1 Details			Reviews		
Strategy 1: Remind families to follow us on Facebook during call outs.			**Formative**		**Summative**
Strategy's Expected Result/Impact: Increase facebook followers		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administration					
Title I Schoolwide Elements: 3.1, 3.2 - **ESF Levers:** Lever 3: Positive School Culture					
Funding Sources: - Title I (211) - 211-61-6399-04L-045-30-510-000000-22F10 - $4,415					
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue					

Campus Funding Summary

				Title I (211)		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Description**	**Account Code**	**Amount**
1	1	1		Title I Teacher	211-11-6119-04N-045-30-510-000000-22F10	$58,483.00
1	1	1		Instructional Coach	211-13-6119-04N-045-30-510-000000-22F10	$72,001.00
1	1	1		Data Analyst	211-13-6119-04N-045-30-510-000000-22F10	$75,448.00
1	1	2		Teacher Assistant	211-11-6129-04N-045-30-510-000000-22F10	$27,734.00
1	1	2	General Supplies	Supplies and materials for instructional use	211-11-6399-04N-045-30-510-000000-22F10	$24,949.00
4	1	1		Supplies and materials for parental involvement	211-61-6399-04L-045-30-510-000000-22F10	$4,415.00
					Sub-Total	$263,030.00
					Budgeted Fund Source Amount	$258,615.00
					+/- Difference	-$4,415.00
				SCE (199 PIC 24)		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Description**	**Account Code**	**Amount**
						$0.00
					Sub-Total	$0.00
					Budgeted Fund Source Amount	$9,421.00
					+/- Difference	$9,421.00
					Grand Total	$263,030.00

Addendums