

Fort Worth Independent School District
144 Leadership Academy at Mitchell Boulevard Elementary
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.

Table of Contents

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	4
School Processes & Programs	5
Perceptions	6
Priority Problem Statements	7
Goals	8
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.	9
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.	12
Goal 3: CCMR Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by June 2024.	13
Goal 4: Learning Environment (based on the BOE constraints) Ensure all students have access to a safe, supportive and culturally responsive learning environment.	14
Campus Funding Summary	15
Addendums	16

Comprehensive Needs Assessment

Demographics

Demographics Strengths

All identified Bil/ESL students are placed with Highly qualified teachers.

All identified GT students are placed with GT certified teachers.

All identified dyslexia students receive services with dyslexia teacher. 13 students are currently receiving dyslexia services

Student Learning

Student Learning Strengths

Most recent data from the January, 2020 benchmarks shows 3rd and 5th grade Math and reading as an area of strength. 76% of the 5th grade students are at the approaches level for math. 71% of the 5th grade students are at the approaches level for reading.

School Processes & Programs

School Processes & Programs Strengths

Instructional Coaches with the collaboration with master teachers and classroom teachers utilized TRS (Texas Resource System) during planning days and data meetings to create a cohesive plan for instruction, data practices and assessment based on standards.

Retention at the Leadership Academy at Mitchell Blvd has been strong. Minimal staff turnover occurred and those who did leave their positions were to promotions. Strong mentor/mentee relationships followed by continuous growth and development of all teachers ensures staff quality is high and retention is high as well.

The school staff maintains positive relationships with families and with the community to support student learning. Parental involvement has increased since last year. The school highlights academic and school culture related successes via social media.

The Leadership Team, teachers and students use monitoring tools to track student progress. The Leadership Team and Master Teachers monitor quality of instruction and provide schedules and procedures to ensure that instructional time is maximized and to ensure the safety of the students and staff and to maintain order at all times.

All teachers and staff have a great understanding and ability to apply and utilize technology and respective software to increase student interest

Perceptions

Perceptions Strengths

School culture and climate has been a strength for the campus. Committees have been created and implemented to ensure recognition and support are being provided often. Morning arrival, hall transitions and afternoon dismissal procedures are effective and always have more teachers to support than needed. Administrators collaborate with the staff, parents and community members to reflect on current practices and make adjustments for continuous improvement. Outside resources have been added to support student behavior issues along with social/emotional and academics.

Priority Problem Statements





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 2022, 60% of students in grades 1-5 will meet or exceed growth target as measured by MAP Growth Adaptive Assessment from EOY to BOY.





Strategy 1 Details	Reviews			
<p>Strategy 1: Instructional Coaches and Master Teachers review lesson plans for alignment every week and provide targeted feedback to teachers. The alignment focuses on the alignment from the objective, activities, and DOL which will identify student mastery and standards to re-teach.</p> <p>Strategy's Expected Result/Impact: highly level, tier 1 instruction</p> <p>Staff Responsible for Monitoring: Instructional coaches, master teachers, and administration</p> <p>Funding Sources: - Title I (211) - 211-13-6119-04E-144-30-510-000000-22F10 - \$85,183, After School Tutoring and Saturday School - Title I (211) - 211-11-6116-04E-144-30-510-000000-22F10 - \$4,000, - Title I (211) - 211-11-6499-04E-144-30-510-000000-22F10 - \$1,000, - Title I (211) - 211-11-6399-04E-144-30-510-000000-22F10 - \$8,210, - Title I (211) - 211-23-6499-04E-144-30-510-000000-22F10 - \$4,217</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All teachers will engage in professional development for backwards planning. There will be a focus on alignment with TEKS and Teacher Exemplars.</p> <p>Strategy's Expected Result/Impact: Lesson planning will be effective, on-level, and rigorous</p> <p>Staff Responsible for Monitoring: Master teachers, Instructional Coaches, and Administration</p> <p>Funding Sources: Classroom Reading Materials - \$3,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Through disaggregation of data done by the data analyst then provided to the teachers, data Meetings following the DDI (data-driven instruction) model to review bi-monthly quick checks, reteach opportunities, and effective teaching practices</p> <p>Strategy's Expected Result/Impact: Targeted instruction at grade level yielding high results</p> <p>Staff Responsible for Monitoring: Data Analyst, Instructional leadership team</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Leadership team will build out instructional monitoring system for student growth for PK-5 students. All students will have a target to hit. Effective systems will be established for students tracking their own targets, teachers tracking student targets, and admin tracking teacher targets.</p> <p>Strategy's Expected Result/Impact: Highly engaging, tier one instruction yielding improving data</p> <p>Staff Responsible for Monitoring: Leadership team, data analyst, and teachers</p> <p>Funding Sources: Library Materials - \$5,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 2: By June of 2022, 80% of students in Pre-K will meet or exceed growth target as measured by CLI Engage from EOY to BOY

Strategy 1 Details	Reviews			
<p>Strategy 1: Instructional Coaches and Master Teachers review lesson plans for alignment every week and provide targeted feedback to pre-K teachers. The alignment focuses on the alignment from the objective, activities, and DOL which will identify student mastery and standards to re-teach.</p> <p>Strategy's Expected Result/Impact: highly level, tier 1 instruction</p> <p>Staff Responsible for Monitoring: Instructional coaches, master teachers, and administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All pre-K teachers will engage in professional development for backwards planning. There will be a focus on alignment with TEKS and Teacher Exemplars.</p> <p>Strategy's Expected Result/Impact: Lesson planning will be effective, on-level, and rigorous</p> <p>Staff Responsible for Monitoring: Master teachers, Instructional Coaches, and Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Through disaggregation of data done by the data analyst then provided to the teachers, data Meetings following the DDI (data-driven instruction) model to review bi-monthly quick checks, reteach opportunities, and effective pre-K teaching practices</p> <p>Strategy's Expected Result/Impact: Targeted instruction at grade level yielding high results</p> <p>Staff Responsible for Monitoring: Data Analyst, Instructional leadership team</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Leadership team will build out instructional monitoring system for student growth for pre-K students. All students will have a target to hit. Effective systems will be established for students tracking their own targets, teachers tracking student targets, and admin tracking teacher targets.</p> <p>Strategy's Expected Result/Impact: Highly engaging, tier one instruction yielding improving data</p> <p>Staff Responsible for Monitoring: Leadership team, data analyst, and teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 3: By June of 2022, 80% of students in Kinder will meet or exceed growth target as measured by TX-KEA from EOY to BOY





Strategy 1 Details	Reviews			
<p>Strategy 1: Instructional Coaches and Master Teachers review kindergarten lesson plans for alignment every week and provide targeted feedback to teachers. The alignment focuses on the alignment from the objective, activities, and DOL which will identify student mastery and standards to re-teach.</p> <p>Strategy's Expected Result/Impact: highly level, tier 1 instruction</p> <p>Staff Responsible for Monitoring: Instructional coaches, master teachers, and administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: All kindergarten teachers will engage in professional development for backwards planning. There will be a focus on alignment with TEKS and Teacher Exemplars.</p> <p>Strategy's Expected Result/Impact: Lesson planning will be effective, on-level, and rigorous</p> <p>Staff Responsible for Monitoring: Master teachers, Instructional Coaches, and Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Through disaggregation of data done by the data analyst then provided to the teachers, data Meetings following the DDI (data-driven instruction) model to review bi-monthly quick checks, reteach opportunities, and effective teaching practices at the kindergarten level</p> <p>Strategy's Expected Result/Impact: Targeted instruction at grade level yielding high results</p> <p>Staff Responsible for Monitoring: Data Analyst, Instructional leadership team</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Leadership team will build out instructional monitoring system for student growth for kindergarten students. All students will have a target to hit. Effective systems will be established for students tracking their own targets, Kindergarten teachers tracking student targets, and admin tracking Kindergarten teacher targets.</p> <p>Strategy's Expected Result/Impact: Highly engaging, tier one instruction yielding improving data</p> <p>Staff Responsible for Monitoring: Leadership team, data analyst, and teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 2022, 60% of students in grades K-5th will meet or exceed growth target as measured by MAP Growth Adaptive Assessment from EOY to BOY.

Evaluation Data Sources: MAP DATA





Strategy 1 Details	Reviews			
<p>Strategy 1: Math lesson plan review will occur weekly by Math Instructional Coach and Master Teachers to ensure alignment before it goes live to teachers. They will review Instructional Planning Calendars Math, DOL creations for Math, and alignment for Mathematics' lessons. This will be done in sync with the 6 week assessments over the course of the academic school year.</p> <p>Strategy's Expected Result/Impact: Effective lessons, rigorous instruction, and Tier 1 teaching</p> <p>Staff Responsible for Monitoring: Mathematics instructional coaches, Master Teachers, Data Analyst</p> <p>Funding Sources: Subs for Pull In and Pull Out - \$1,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continual Growth Walks will be conducted on campus to gather data on evidence of established best math practices identified by the campus</p> <p>Strategy's Expected Result/Impact: Consistent instructional delivery at a high rate providing on-level instruction</p> <p>Staff Responsible for Monitoring: Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All Math teachers will provide weekly tutorial support over the course of the school year in order to provide reteach opportunities, one-on-one support, and small group instruction when and where needed</p> <p>Strategy's Expected Result/Impact: Students will receive tailored one-on-one support based on deficiencies and be able to work with teacher to increase level of understanding and application</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coaches, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: All Teachers of all contents will utilize an exemplar specific to their content and lesson being delivered which will be visibly posted in all classrooms. Teachers will utilize tools such as aggressive monitoring to ensure student mastery.</p> <p>Strategy's Expected Result/Impact: Increased student performance due to addressing multiple modalities</p> <p>Staff Responsible for Monitoring: Instructional Coaches, Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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 2022, 12% of students will be at the Masters Level in Reading as measured by end of year STAAR.

Evaluation Data Sources: STAAR





Strategy 1 Details	Reviews			
<p>Strategy 1: Campus Leadership will go over expectations for lesson for PLC and lesson planning, schedules, student data tracking system, and classroom evidence chart.</p> <p>Strategy's Expected Result/Impact: There will be 75% of teachers where lesson plans provide evidence of more accuracy in lesson alignment in classrooms from objective to DOL (Demonstration of Learning)</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Instructional Planning</p> <p>Funding Sources: Computer Lab Assistant - \$28,000, Instructional Supplies for Classroom - \$8,837</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: The data analyst will ensure all assessments have been taken by 100% of required student population and disaggregate and present student data findings to pinpoint deficiencies and strengths for campus administration, instructional team and teachers to help with planning for student weaknesses</p> <p>Strategy's Expected Result/Impact: Improve student performance and related data on assessments</p> <p>Staff Responsible for Monitoring: Instructional Team</p> <p>Funding Sources: Employee Travel - \$5,000, Data Analyst - \$58,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All teachers will engage in professional development for backwards planning. There will be a focus on alignment with TEKS, teacher exemplars, and cross-curricular support to ensure rigorous, Tier 1 instruction is provided in contents.</p> <p>Strategy's Expected Result/Impact: Tier 1 instruction will be consistently provided and ELA TEKS will be supported in all content areas at all grade levels.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional coaches</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Lesson plan review will occur weekly by Instructional Coaches and Master Teachers to ensure alignment before it goes live to teachers. They will review Instructional Planning Calendars, DOL creation, and alignment. This will be done in sync with the 6 week assessments over the course of the academic school year.</p> <p>Strategy's Expected Result/Impact: Effective lessons, rigorous instruction, and Tier 1 teaching</p> <p>Staff Responsible for Monitoring: Instructional coaches, Master Teachers, Data Analyst</p> <p>Funding Sources: Technology Needs - \$1,000, Administrative Travel - \$6,000</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

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: Increase the number of members belonging to the campus PTO by greater than 10%.

Evaluation Data Sources: PTO membership log

Strategy 1 Details	Reviews			
<p>Strategy 1: PTO and administration will host Chat with the Campus Principal and/or Chat with Campus Administration to develop communication and rapport with the Mitchell families.</p> <p>Strategy's Expected Result/Impact: Increase the enrollment of PTO.</p> <p>Staff Responsible for Monitoring: Parental Liaison, Campus Administration</p> <p>Funding Sources: Snacks and Incentives - Title I (211) - 211-61-6399-04L-144-30-510-000000-22F10 - \$1,790</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Campus Funding Summary

Title I (211)						
Goal	Objective	Strategy	Resources Needed	Description	Account Code	Amount
1	1	1		Data Analyst	211-13-6119-04E-144-30-510-000000-22F10	\$85,183.00
1	1	1	After School Tutoring and Saturday School	Extra duty pay for tutoring after hours (Teacher)	211-11-6116-04E-144-30-510-000000-22F10	\$4,000.00
1	1	1		Snacks or incentives for students	211-11-6499-04E-144-30-510-000000-22F10	\$1,000.00
1	1	1		Supplies and materials for instructional use	211-11-6399-04E-144-30-510-000000-22F10	\$8,210.00
1	1	1		Virtual registration for Principal and Assistant Principal (PD)	211-23-6499-04E-144-30-510-000000-22F10	\$4,217.00
4	1	1	Snacks and Incentives	Supplies and materials for parental involvement	211-61-6399-04L-144-30-510-000000-22F10	\$1,790.00
Sub-Total						\$104,400.00
Budgeted Fund Source Amount						\$104,400.00
+/- Difference						\$0.00
SCE (199 PIC 24)						
Goal	Objective	Strategy	Resources Needed	Description	Account Code	Amount
						\$0.00
Sub-Total						\$0.00
Budgeted Fund Source Amount						\$2,676.00
+/- Difference						\$2,676.00
Grand Total						\$104,400.00

Addendums