

**Leadership Academy Network-TXWES**  
**Leadership Academy at Forest Oak 7th And 8th Grade**  
**Campus Improvement Plan**  
**2020-2021**



# **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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# Priority Problem Statements

# Goals

**Goal 1: COLLEGE AND CAREER READINESS** - Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by August 2024.



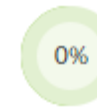





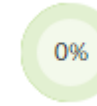
**Performance Objective 1:** By June of 2021, 10% of students will be at the Masters Level in Reading as measured by end of year STAAR.








**Targeted or ESF High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR

**Summative Evaluation:** None

|  |   |   |   |                  |
|--|---|---|---|------------------|
| <p><b>Strategy 1:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 80%-90% of teachers will demonstrate alignment from objective to lesson plans.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership teams</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>   | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Nov</b><br>   | <b>Jan</b><br>   | <b>Mar</b><br>   | <b>June</b>      |
| <p><b>Strategy 2:</b> Teachers will engage in PD on providing students with exemplars to establish clear expectations of student mastery.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 90% of teachers utilizing exemplars during instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Materials for PD - Title I</p> | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Nov</b><br> | <b>Jan</b><br> | <b>Mar</b><br> | <b>June</b>      |
| <p><b>Strategy 3:</b> All students will be provided daily enrichment opportunities utilizing project based learning.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 10% of students performing at the masters level on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>   | <b>Reviews</b>  |   |   |                  |
|  | <b>Formative</b>  |   |   | <b>Summative</b> |
|  | <b>Nov</b><br> | <b>Jan</b><br> | <b>Mar</b><br> | <b>June</b>      |

|   |   |   |   |                  |
|---|---|---|---|------------------|
| <p><b>Strategy 4:</b> The campus will be utilizing the Master Teacher model to be serving as the lead teachers with exemplar lessons to build capacity among colleagues.</p> <p><b>Strategy's Expected Result/Impact:</b> This practice will lead to 90% of teachers utilizing exemplars during instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levels:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Nov</b><br> | <b>Jan</b><br>   | <b>Mar</b><br> | <b>June</b>      |
|  No Progress   |  Accomplished    |  Continue/Modify |  Discontinue   |                  |

**Goal 2: MIDDLE YEARS 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.


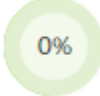
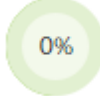
**Performance Objective 1:** By June of 2021, 60% of students in grades 6th-8th will meet or exceed growth target as measured by MAP Growth Adaptive Assessment from BOY to EOY.





**Targeted or ESF High Priority**

**HB3 Goal**

**Evaluation Data Sources:** STAAR

**Summative Evaluation:** None

|   |   |   |   |                  |
|---|---|---|---|------------------|
| <p><b>Strategy 1:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> This established monitoring practices will lead to 90% of teachers demonstrating alignment from the lesson objective to the activities to the assessment.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Nov</b>  | <b>Jan</b>  | <b>Mar</b>  | <b>June</b>      |
|   |  |  |  |                  |
| <p><b>Strategy 2:</b> Campus growth walks conducted to gather data on evidence of established best practices as identified by the campus.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 90% of teachers will demonstrate alignment form objective to lesson plans.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership teams</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>  | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Nov</b>  | <b>Jan</b>  | <b>Mar</b>  | <b>June</b>      |
| <p><b>Strategy 3:</b> Teachers will engage in PD on lesson alignment to ensure daily alignment with the curriculum, activities, and assessments.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 90% of teachers will demonstrate alignment form objective to lesson plans.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Materials for PD - Title I - \$10,738</p>   | <b>Reviews</b>  |   |   |                  |
|   | <b>Formative</b>  |   |   | <b>Summative</b> |
|   | <b>Nov</b>  | <b>Jan</b>  | <b>Mar</b>  | <b>June</b>      |

|  |                  |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 4:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> 90% of teachers will begin using data practices while planning for assessments during the backwards planning process.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> Data Analyst - Title I - \$65,000</p> | <b>Reviews</b>   |            |            |                  |
|  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
| <p><b>Strategy 5:</b> 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</p> <p><b>Strategy's Expected Result/Impact:</b> This practice will lead to 90% of teachers utilizing exemplar lessons from master teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>                                     | <b>Reviews</b>   |            |            |                  |
|  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
|  No Progress  Accomplished  Continue/Modify  Discontinue   |                  |            |            |                  |




**Goal 3: 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 6th-8th will meet or exceed growth target as measured by MAP Growth Adaptive Assessment from EOY to BOY.

|  |                  |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> 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.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 90% of teachers demonstrating alignment from the lesson objective, to the activities, to the assessment.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Reviews</b>   |            |            |                  |
|  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
| <p><b>Strategy 2:</b> Teachers will engage in PD on providing students with exemplars to establish clear expectations of student mastery..</p> <p><b>Strategy's Expected Result/Impact:</b> The established practice will lead to 90% of teachers will demonstrate alignment from curriculum, activities, and assessments.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>   | <b>Reviews</b>   |            |            |                  |
|  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
| <p><b>Strategy 3:</b> All students will be provided daily enrichment opportunities utilizing project based learning.</p> <p><b>Strategy's Expected Result/Impact:</b> The established monitoring practices will lead to 10% of students performing at the masters level on STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>   | <b>Reviews</b>   |            |            |                  |
|  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
| <p><b>Strategy 4:</b> The campus will be utilizing the Master Teacher model to be serving as the lead teachers with exemplar lessons to build capacity among colleagues.</p> <p><b>Strategy's Expected Result/Impact:</b> This practice will lead to 90% of teachers utilizing exemplar from master teachers.</p> <p><b>Staff Responsible for Monitoring:</b> Administrative and Leadership Teams</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.2 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>   | <b>Reviews</b>   |            |            |                  |
|  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Goal 4:** To increase parental involvement by 10%.





**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

**Summative Evaluation:** None

|   |                  |            |            |                  |
|---|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> Remind to families to follow us on Facebook and Instagram during call outs.<br><b>Strategy's Expected Result/Impact:</b> Increase Facebook and Instagram followers.<br><b>Staff Responsible for Monitoring:</b> Administration<br><b>Title I Schoolwide Elements:</b> 3.1 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture<br><b>Funding Sources:</b> Parent Liaison - Title I - \$35,000 | <b>Reviews</b>   |            |            |                  |
|   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
| <b>Strategy 2:</b> Add reminder for families to follow Facebook and Instagram pagers on report cards<br><b>Strategy's Expected Result/Impact:</b> Increase Facebook and Instagram followers.<br><b>Staff Responsible for Monitoring:</b> Administration<br><b>Title I Schoolwide Elements:</b> 3.1 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture  | <b>Reviews</b>   |            |            |                  |
|   | <b>Formative</b> |            |            | <b>Summative</b> |
|   | <b>Nov</b>       | <b>Jan</b> | <b>Mar</b> | <b>June</b>      |
|  No Progress  Accomplished  Continue/Modify  Discontinue  |                  |            |            |                  |

# State Compensatory

## Budget for Leadership Academy at Forest Oak 7th And 8th Grade

| <u>Account Code</u>        | <u>Account Title</u>   | <u>Budget</u>       |
|----------------------------|--|---------------------|
| 6100 Payroll Costs         |  |                     |
| 11                         | 6119 Salaries or Wages - Teachers and Other Professional Personnel | \$100,000.00        |
| <b>6100 Subtotal:</b>      |  | <b>\$100,000.00</b> |
| 6300 Supplies and Services |  |                     |
| 11                         | 6399 General Supplies  | \$10,738.00         |
| <b>6300 Subtotal:</b>      |  | <b>\$10,738.00</b>  |
| 6400 Other Operating Costs |  |                     |
| 13                         | 6411 Employee Travel   | \$945.00            |
| <b>6400 Subtotal:</b>      |  | <b>\$945.00</b>     |

# Campus Funding Summary

| Title I            |           |          |                  |              |              |
|--------------------|-----------|----------|------------------|--------------|--------------|
| Goal               | Objective | Strategy | Resources Needed | Account Code | Amount       |
| 1                  | 1         | 2        | Materials for PD |              | \$0.00       |
| 2                  | 1         | 3        | Materials for PD |              | \$10,738.00  |
| 2                  | 1         | 4        | Data Analyst     |              | \$65,000.00  |
| 4                  | 1         | 1        | Parent Liaision  |              | \$35,000.00  |
| <b>Sub-Total</b>   |           |          |                  |              | \$110,738.00 |
| <b>Grand Total</b> |           |          |                  |              | \$110,738.00 |

# Addendums