

Fort Worth Independent School District 2020-2021 Campus Improvement Plan

Principal: Albury, Tamara

Campus Name: 081 - Young Womens Leadership Academy
Fort Worth ISD Mission Statement

Executive Director: Arista Owens-McGowan

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

Vision

Igniting in Every Child a Passion for Learning

Student Outcome Goals

Early Literacy - Percent of students in Grade 3 reading on or above grade level, as measured by the STAAR on level standard for reading, will increase from 30% to 43% by 2021.

Middle Grade Math - Percent of students who meet or exceed standard on STAAR Algebra I EOC exam by the end of grade 9 will increase from 77% to 87% by 2021.

College and Career Readiness - Percent of graduates who have met the criteria for Post-Secondary Readiness, as measured by a college-ready qualifying score on AP, SAT, ACT, TSI or industry preparation, will increase from 53% to 66% by 2021.

School Profile

Student Enrollment by Program

Attendance Rate: 100

Special Education: 0.5

Dual Language/ESL: 7.2

Gifted and Talented: 48.6

Career and Technology: 95.9

Percentage of at-risk students: 20.9

Percentage of English Language (EL) students: 7.2

Percentage of economically disadvantage students: 77.6

2020-2021 Campus Site-Based Committee

Name	Role
Tamara Albury	Principal
Kenyail Carr	District Level Staff
Gaynell Bellizan	Teacher
Freda Calabrese	Campus Non-Teacher Professional
Alexandra Channell	Campus Non-Teacher Professional
Jennifer Brooks	Community Representative
Louis Carr	Parent
Carrie Naylor	Parent
Lauren Moses	Parent
Jenifer White	Teacher
Hsiang Chen	Teacher
Courtney Radcliffe	Community Representative
Clara Cantu	District Level Staff
Sue Barato	Community Representative
Lisa Inzar	Parent
Becky Fetty	Business Representative
Olga Hickman	Community Representative
Alexandra Thurston	Community Representative
Elizabeth Westbye	Parent
Stephanie Vasquez	Parent

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for Young Womens Leadership Academy. The 85th Texas Legislation passed House Bill (HB) 22, establishing three domains for measuring performance of campuses: Beginning with 2021-2022, campuses will receive a rating of **A-F** for overall performance, as well as performance in each domain.

[Click here for the TEA Accountability Resource Page](#)

State Accountability Ratings by Domain	Overall Performance Accountability Rating
Domain 1: Student Achievement 96	97 - A
Domain 2: School Progress 95	
Domain 3: Closing The Gaps 100	

Campus Distinction Designations

Academic Achievement in Mathematics: 0

Academic Achievement in Science: 1

Academic Achievement in English Language Arts/Reading: 1

Top 25 Percent: Comparative Academic Growth: 0

Postsecondary Readiness: 1

Top 25 Percent: Comparative Closing the Gaps: 1

Campus Assurances and Certification for the 2020-2021 School Year

I certify acceptance and compliance with all provisions set forth by:

Yes the Fort Worth ISD School Board;

Yes the Texas Education Code;

Yes Title I, Part A; and

Turnaround Plans

[Click here to see the full Guide to Campus Assurances](#)

When you select "Yes," you are certifying that you have access to or have received the document that outlines all of the requirements discussed above. Additionally, you are indicating your assurance that these requirements will be implemented on your campus by yourself, your designee, or your leadership team.

Comprehensive Needs Assessment Summary for 2020-2021

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified areas needing improvement or areas of weaknesses?	Priorities Three to five needs that require intervention. Needs should be prioritized to create the greatest impact.
Demographics	<ol style="list-style-type: none"> 100% Female- Instructional strategies geared to a homogenous population 90% Students of Color- 66% Hispanic, 23% African American 80% of senior class are first generation college students 	<ol style="list-style-type: none"> 74% Free and Reduced Lunch- Majority of student body live at or below the national poverty level Faculty percentage not reflective of Hispanic student population. 99% of students live in areas outside the neighborhood of the school 	<ol style="list-style-type: none"> Students meet the national Benchmark on all college readiness exams Increase teacher capacity for ensuring all students are successful on all college readiness exams Creating a connected and culturally competent community amongst all stakeholders Increasing capacity of teachers to work with diverse population
Student Achievement	<ol style="list-style-type: none"> 90% of seniors met the national SAT benchmark in English Reading and Writing 96% of graduating seniors received qualifying scores on one or more AP exam 100% all students meet Texas graduation standards for five consecutive years. 100% acceptance into 4-year colleges and institutions 	<ol style="list-style-type: none"> 55% of seniors met the national benchmark in math 53% of all AP exams were passed in 2020 53% of all AP exams received a qualifying score of 3 or higher We have one or less National Merit Semi Finalist annually 	<ol style="list-style-type: none">
School Culture and Climate	<ol style="list-style-type: none"> Teachers are committed to student achievement. Low teacher turn over. Teachers great at building relationships overall Strong college going and college readiness culture 	<ol style="list-style-type: none"> 90% of students are of color, there are opportunities for addressing meeting the needs of student population 	
Staff Quality/ Professional Development	<ol style="list-style-type: none"> 90% of staff has been teaching 3 or more years. 70% of staff has been teaching at YWLA for 3 or more years. Strong vertical alignment in ELA, from 6-12 grades. HS core teachers trained in SAT/PSAT strategies and AP vertical alignment 	<ol style="list-style-type: none"> Equity training- Ensure all staff understand how to focus on and ensure diversity in their classrooms Pre-AP teachers need training in PSAT/SAT strategies to vertically align preparation of students on college readiness exams Math and ELA teachers need additional support in addressing the PSAT/SAT/TSI 	
Curriculum, Instruction, and Assessment	<ol style="list-style-type: none"> ELA Department is trained in Jane Schaeffer All high school courses not tested are aligned with an accountable measure, On Ramps, College Board Pre-AP College Board Pre-AP aligns core high school classes to AP exams 	<ol style="list-style-type: none"> Baseline data is needed for grades 6-9 in PSAT. This will help with alignment. Middle school courses need to be aligned to high school courses in areas of Core Content With increase of SEL students, teachers need additional training geared toward SEL students 	

Family and Community Involvement	1.	There is one and a half people dedicated to improving the engagement of parents	1.	School is not a neighborhood school, it is difficult to create a sense of community
	2.	Families are committed to student success	2.	Families speak several other languages than English, communicating with all parents and ensuring all information is effectively communicated to all parents is challenging
	3.	Families represent the diverse landscape of the entire city of Fort Worth.		
			3.	70% of our students are first generation college, it is challenging creating a college going mindset with all parents
School Context and Organization	1.	Vertical alignment in core classes in grades 9-12	1.	Build capacity of teachers to ensure culturally responsive instruction
	2.	Strong college going culture from grades 6-12	2.	Create opportunities to support college readiness initiative during school day
	3.		3.	Lack of extracurricular opportunities, outside the school day

Academic Excellence Goals

Fort Worth Independent School District 2020-2021 Academic Excellence Goals Action Plan

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SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	LITERACY: Percent of students in reading on or above grade level as measured by NWEA MAP Growth will increase from beginning-of-year to end-of-year (baseline)	--	--	--		
	MATH: Percent of students in math on or above grade level as measured by NWEA MAP Growth will increase from beginning-of-year to end-of-year (baseline)	94.81	64.07	23.38		
	CCMR - Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by August 2024. Provide students with opportunities with enrichment opportunities.	--	94.40	--		

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1	Utilize resources for instructional support	Purchase supplies to support classroom research	Principal	2/28/2021	Title I	3,000	On Target	Purchase online programs and supplies to support teacher instruction.
2	Provide varied reading materials for classroom library usage	Create reading library for ELA department	Principal	2/28/2021	Title I	2,000	On Target	Allot each ELA teacher a sum to purchase diverse reading materials that are reflective of student demographics.
3	Build capacity of counseling team	Ensure counselors attend Counselor Professional Trainings	Student Support Services	12/31/2020	Title I	3,000		Build capacity of counselors in meeting social emotional needs of students both virtually and in-person
4	The DBQ project for Middle school teachers		Teacher(s)	1/31/2021	Title I	2,000	On Target	Build capacity of social studies teachers in supporting AP writing.
5	Library books for circulation		Student Support Services	2/28/2021	Title I	4,500	On Target	Build library to meet the diverse needs of student demographics.
6	Counseling TV for social emotional		Principal	1/6/2021	Title I	2,000	On Target	Provide sensory materials to support social emotional learning.
7	Diversity Training for teachers and students		Teacher(s)	12/31/2020	Title I	15,000	On Target	Provide students and faculty with tools and training to build campus equity mind set.
8	Provide students classified as GT with enrichment opportunities, such as chess, Whiz Quiz, National Art Honor Society, National Spanish Honor Society, Science Fair and History Fair.		Instructional Leadership	10/30/2020	Gifted & Talented	1,817		Support enrichment opportunities for high achieving students.
9	SPED	Provide students with supports and resources to achieve masters on state standardized exams, and qualifying scores on the AP exam			Special Education	368		Build capacity of new Special Education teacher in meeting needs of identified students.

10	TV to promote college awareness and college going culture		Principal	10/30/2020	Local (Basic Allotment)	2,000		Place TV in hallway to familiarize students with various types of colleges
11	Purchase supplies				Local (Basic Allotment)	10,444		Support non academic programs which address social emotional student needs.
12	Purchase materials to support Bilingual learners		Assistant Principal	10/30/2020	Bilingual	311		Purchase materials to support ELL
13	Tutoring for failing students	Hire a tutor	Instructional Leadership	10/30/2020	SCE	1,514		Provide supports for students with trauma related experiences

Progress Monitoring Schedule: **BOY** (August 19 - November 1) **MOY** (November 4 - February 14) **EOY** (February 18 - May 28)

BOY Status:

Principal Evidence:

Leadership Feedback:

MOY Status:

Principal Evidence:

Leadership Feedback:

EOY Status:

Principal Evidence:

Leadership Feedback:

Mission Goals

Fort Worth Independent School District 2020-2021 Mission Goals Action Plan

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SMART Goals	Campus Level - Student Outcome Goal and Progress Measures (Baseline-X, Target-Y, Deadline-Z)	Baseline (BOY)	to Target	by Deadline
	Percent of students on or above level in CCMR will increase from	97	100	EOY
	Percent of students meeting national benchmarks on the SAT/ACT will increase	55	80	EOY
	Percentage of students receiving qualifying scores on AP exams will increase	53	70	EOY

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1	Attend College Board Forum to learn strategies to improve test scores.		Principal	11/20/2020	Title I	2,000	On Target	Gain strategies to improve the college readiness program for high school students.
2	Attend Blue Ribbon Schools of Excellence Conference to gain strategies and evidence to move school forward.		Principal	12/31/2020	Local (Basic Allotment)	1,000	On Target	Gain a structure for the application for the Blue Ribbon program.
3	Purchase books for professional development for teachers and administration including but not limited to Strength Finders 2.0, Distance Learning, and Leading Diverse Communities.		Principal	10/31/2020	Title I	2,000	On Target	Build the capacity for my leadership team to grow and impact instruction for our diverse student population.
4	Title I Purchase TSI Review materials		Principal		Title I	2,000	On Target	15 out of 40 students met the TSI benchmark on the SAT. This resource will assist students in meeting the standard in Math or ELA on the TSI. This will ensure students meet the CCMR measure and YWLA definition of college ready.
5	Attend College Board A Dream Deferred to better prepare for college readiness.		Principal	1/31/2021	Title I	2,500	On Target	Gain strategies to increase achievement of black students on college readiness assessments. This will provide teachers with the opportunity to exchange ideas and fill the opportunity gap for all students.
6	Title I Purchase PSAT for grades 6-9		Principal	1/31/2021	Title I	4,000	On Target	Obtain baseline data to monitor student achievement on the PSA. This supports our vertical alignment plan for the SAT and PSAT exams. Supports the plan for college readiness.

7	College Board Prepare for College Readiness		Instructional Leadership	2/28/2021	Title I	2,000	On Target	Gain strategies to increase achievement of Hispanic students on college readiness assessments. This will provide teachers with the opportunity to exchange ideas and fill the opportunity gap for all students.
8	SAT Prep books		Principal	12/1/2020	Title I	1,500	On Target	Provide resources for students to practice test taking strategies on college readiness exam.
9	SAT Training for MS ELA/Math		Teacher(s)	12/1/2020	Title I	6,000	On Target	Provide middle school ELA and math teachers with training on incorporating SAT/ PSAT strategies into daily lessons. This will support vertical alignment plan for SAT preparedness and National Merit Award Ceremony.
10	Jane Schaffer Writing Technique		Teacher(s)	12/31/2020	Title I	1,000	On Target	Provide new ELA teacher with support in campus adopted writing program.
11	Region XI Coaching		Teacher(s)	2/28/2021	Title I	2,500	On Target	Provide teachers with a year of less experience of teaching with support to ensure student achievement and lesson planning.
12	Support growth of CTE program for all students. Ensure each program has resources to foster real world learning and student innovation.		Teacher(s)		CTE	5,410		Allot each CTE teacher funds to purchase resources to promote class instruction and innovation.

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BOY Status:

Principal Evidence:

Leadership Feedback:

MOY Status:

Principal Evidence:

Leadership Feedback:

EOY Status:

Principal Evidence:

Leadership Feedback:

Learning Environment Goals

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	Campus will increase number of classes/workshops for families (parenting skills, family support, child development, etc.) as measured by the School Profile from	6	10	EOY
	Increase parent participation in parent organizations	40	60	EOY
	Increase percentage of family engagement, connection points and interaction with the campus	3	10	

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1	Hire a part time Parent Liaison devoted to only communicating with parents		Principal	9/8/2020	Title I	9,000	On Target	Increased connection of parents to the school community Parent needs will be the sole focus of this position
2	Create a robust parent university program	Provide a variety of events to meet the needs of families	Student Support Services		Title I	34,926	On Target	Build capacity of parent Provide students with better support for achievement
3	Family Science Night		Principal	4/7/2021	Title I	1,000	On Target	Hold a virtual science night to encourage connectedness and family bonding.
4	Purchase items to increase productivity of parent liaisons.		Principal	10/23/2020	Title I	1,000	On Target	Increase opportunities for interaction and communication by parent liaisons. Provide for a resource budget to hold virtual events and other needs.
5	Hire a full time Parent Communication Specialist	Hire family communication specialist	Principal		Title I	36,000		Provide opportunities for parental engagement and increase pool of stakeholder involvement

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Principal Evidence:

Leadership Feedback:

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