

Fort Worth Independent School District 2020-2021 Campus Improvement Plan

Principal: Brown, Baldwin

Campus Name: 087 - I.M. Terrell Academy for STEM and VPA

Executive Director: Benjamin Leos

Fort Worth ISD Mission Statement

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: 2

Dual Language/ESL: 5.9

Gifted and Talented: 39.5

Career and Technology: 44.7

Percentage of at-risk students: 26.3

Percentage of English Language (EL) students: 5.9

Percentage of economically disadvantage students: 61.8

2020-2021 Campus Site-Based Committee

Name	Role
Baldwin Brown	Principal
Kathy Scherler	Campus Non-Teacher Professional
Lynsey Charels	Campus Non-Teacher Professional
Claudia Coronado	Campus Non-Teacher Professional
Eboni Johnson	Teacher
Casey Woods	Teacher
Katherine Lugo	Teacher
Dev'n Goodman	Teacher
Hunter Lewis	Teacher
Jesse Borries	Business Representative
Caroline Robbins	Parent
Rose Adams	Parent
Scottie Jones	Parent
Kris DeVries	Parent
Wade Rosenburg	Parent
Jeimie Rodriguez	District Level Staff
Jared Williams	Community Representative

Accountability Summary

Visit Txschools.org for an overview of the State Accountability Systems and school profile for I.M. Terrell Academy for STEM and VPA. 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 93	95 - A
Domain 2: School Progress 93	
Domain 3: Closing The Gaps 100	

Campus Distinction Designations

Academic Achievement in Mathematics: 1

Academic Achievement in Science:

Academic Achievement in English Language Arts/Reading: 1

Top 25 Percent: Comparative Academic Growth: 1

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	1. 4.6% Asian, 17.3% AA, 27.6% W, 46.2% Hisp, 4.1% Two/More (Diversity on Campus)	1. Remain intentional in our recruiting for diversity among student body and faculty as we add classes	1. PPE & Technology Equipment to keep staff, and student equipped and safe for our learning environment.
	2. 52% of our student population is at-risk	2. Make sure that we continue to provide our students opportunities to excel in their academic studies and while getting SEL support	2. Targeted PD for teachers that will enhance their instruction and support student academic growth and SEL
	3. Over 63% of our current student body is Eco-Dis	3. Continued awareness through diversity training for our staff so that they can meet the needs of all our students.	3. Adequate funding to sustain the program growth of the campus and continue to bring in highly qualified staff and curricular support in and out of the district.
			4. Marketing & recruiting support so that we can advertise to more families across Tarrant County.
Student Achievement	1. PSAT Result for our campus 9th Grade Score 987 compared to 890 for district and 859 State. National score avg was 862. 10th - 989 Score district 825 State 896 national 925	1. Need resources to facilitate prep courses. Purchase books for students to practice Money to pay teachers for facilitation and tutoring. Resources to facilitate a summer bridge program for students and teachers.	5. Highly developed bridge program that will enhance the unique instructional programs that we are offering on our campus.
	2. 100% Pass or at Approaches grade-level standard for the Alg.1 EOC taken in December.	2. Money to pay teachers for review sessions on Saturdays to prepare students.	
	3. 30% of the students that took an AP course scored a 2 and above across our campus	3. Provide additional training for teachers to go to the AP institutes through the year to better support students' needs. More practice and opportunity for students to improve their scores.	
School Culture and Climate	1. Unique learning opportunities that get our students exposed to real world experiences with our community & business partners.	1. Setting procedures/guidelines for connecting capstone students with partners/mentors for their project	
	2. Specialized programs are geared toward student's interests and future plans. ALL STEM students are on a coherent CTE sequence.	2. Continue to build relationships throughout the business community and colleges/universities to meet the needs of our students.	
	3. Our campus average for attendance was 98% which indicates that we have very few absences on our campus.	3. Continue to put resources into building out the campus culture and climate to meet the needs of our staff and students. Resources Incentivise those students and teachers that have perfect attendance.	
Staff Quality/ Professional Development	1. The majority of our staff carries advanced degrees in their field of studies or content areas.	1. Continue to seek and hire highly qualified staff that comes with unique backgrounds and real world experiences.	
	2. Over 90% of our teaching staff meets the district's requirement to teach advanced-level courses. 50% of our core content staff carries their ESL certification	2. Training to continue growing those teachers and budget to get those not having the certification certified.	
	3. Uniquely designed training that is tailored to our campus staff needs. Cowan Humanities & Engineering Your World.	3. Need to continue supporting those programs and ensuring that the teachers are staying up to date with the information.	

Curriculum, Instruction, and Assessment	1.	Cowan Humanities, EYW curriculum, PLTW, Teacher designed VPA curriculum, OnRamps, AP	1.	Cross-curricular collaboration across our academies to ensure integration of distinct disciplines.
	2.	All core classes are Tier I or Tier II on our campus. (4.5-5.0 GPA Scales)	2.	More content specific training and/or support for our advanced VPA and STEM instructors
	3.	Digital portfolios and juries across VPA content areas supported by campus instructors, community partners, and college/university faculty members.	3.	Data assessment tools to gather, analyze, store, and guide the teaching and learning on our campus. Technology equipment to help facilitate in-person and virtual teaching.
Family and Community Involvement	1.	High parental involvement and systems to involve all stakeholders. (SBDM, PTA, Boosters, Community Partnerships, IMT Foundation)	1.	Planned calendar activities for the entire year that will engage parents in the campus building process.
	2.	Flexible meeting times for our families so that we are meeting their needs and schedules.	2.	Bring in bilingual parent liaison to make sure we are effectively communicating with all our parents.
	3.		3.	Panther Family classes to help educate our parents on what is going on in our classes and how they can effectively support their child as we prepare them for college, post-secondary and military readiness.
School Context and Organization	1.	Teachers, students and stakeholders have a common learning management system to facilitate, organize and deliver and check classroom instruction. (Google Classroom, google meets, zoom meetings)	1.	School Calendaring Program to keep track of all the events on our campus
	2.	College prep opportunities for our apprentices.(Xello, Raise.me) CCMR Coach Post - Secondary Readiness Coordinator.	2.	College & Industry partnership development and organization for academic and enrichment programs.
	3.	Instructors are still ensuring high-quality instruction is taking place by ensuring that all students have access to every and any materials, supplies, or equipment regardless of virtual or in-person learning. This allows students to continue receiving hands-on learning that promotes continuity between classroom and home.	3.	Funding to purchase, deliver, and maintain materials and supply stock and distribution.

Academic Excellence Goals

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

Campus Name: 087 - I.M. Terrell Academy for STEM and VPA

Principal: Brown, Baldwin

Executive Director: Benjamin Leos

SMART Goals	Campus Level - Student Outcome Goal and Progress Measures	Approaches	Meets	Masters	to Target	by Deadline
	CCMR - Increase the percentage of students graduating with a CCMR indicator from 43% to 48% by August 2024.	--	999.99	--	100	
	We are going to increase our overall TEA ratings from 95% - 98% by the end of the 2020-2021 school year. This will be done by monitoring and supporting our key indicators such as student growth, academic performances in math & English as well as CCR areas. This we feel will give us the 3% increase we will need to meet our campus goal.	98	90	28	100	EOY
	Percent of students in lowest performing student group for all subjects performing at or above Meets Grade Level as measured by STAAR will increase from 89% - 95%	89			95	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 Title I	Professional Development for teachers, data analyst, APs, and principal for training and professional growth.	Each person will give a detailed outline of their professional growth plan for the year along with areas they would like to grow in.	Principal,Assistant Principal,Instructional Leadership,Teacher(s),Student Support Services,Data Analyst	6/18/2021	Title I	10,500	On Target	An increased capacity to build on and acquire new skills and practices to best serve our students.
2 Title I	The campus will provide additional learning opportunities for individuals and small group learning in all Academies. STEM Students will participate in various competitions and capstone projects to enhance and build on their portfolios and engineering skills. VPA students will have the opportunity to participate in individual coaching from outside experts as needed to continue their personal and academic growth in their respective areas. These include educational field trips and college visits. Students will also have access to transportation for after-school events or Saturday camps so that they can have access to all support being provided.	We will need after school transportation to assist with this implementation if and when we have are able to have all students on campus. Teachers will develop and submit their after school practice schedules to administration for monitoring	Principal,Assistant Principal,Instructional Leadership,Teacher(s)	9/8/2020	Title I	7,500	On Target	Students will get exposure to current issues through our industry partners by doing hands-on activities and projects throughout the learning community.
3 CTE	Teachers in STEM will incorporate student defined problems that apply to the real world scenarios that are relevant to our students		Principal,Assistant Principal,Teacher(s)	5/31/2021	CTE	4,461	On Target	Students will get exposure to current issues through our industry partners by doing hands-on activities and projects, and competitions.
4	AP teachers will provide study/review sessions after school or on Saturdays for students regarding AP courses.	Teachers to lead review sessions. Teachers to create study sessions. Security and Custodians on campus during review/study sessions on Saturdays as needed. sessions	Assistant Principal,Instructional Leadership,Teacher(s)	5/31/2021	Title I	5,000		Increased AP scores for our students across all tested AP classes. The major goal is to have our students scoring 3-5 on all their AP exams.

5		Increase student growth measures for mastery level in the tested content areas.	Send teachers to GT training to enhance and add new instructional strategies and appropriately differentiate lessons for instruction.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)	5/31/2021	Gifted & Talented	1,151		Increase the percentage of students at the masters grade-level standard for Eng 1 &.II and Alg. I
6	Title I	To provide safety and equitable access to resources, supplies, and materials for our students and staff during virtual and in-person learning.		Principal,Assistant Principal,Instructional Leadership,Teacher(s)	5/31/2021	Title I	39,461		All students will have access to any material or equipment they will need for their classes regardless of being in-person or virtual. This will ensure there are equity and safety for the students.
7	Title I	Tutoring for students in and out of class for small group instruction.			5/31/2021	Title I	2,000	On Target	Increased instructional support for students to gain and better understand content materials.
8	Title I	Increase PD opportunities for teachers in and out of the classroom for training opportunities. This will require subs to cover the teachers' classes.	Through TPESS, teachers will share PD opportunities they want to participate in throughout the school year.	Principal,Assistant Principal,Teacher(s)		Title I	2,000		Increase content pedagogy to better serve our students especially during COVID.
9	Title I	Extra duty pay to cover planning for tutorials or Saturday camps for students' instructional needs.	Content teachers will plan out when they will be providing these services to our students so that we can be prepared to meet their needs.	Principal,Assistant Principal,Teacher(s)		Title I	4,000		Increased support for students in their academic classes or AP or OnRamps preparation.
10	Title I	Increased participation in after-school tutoring and or Saturday camps by providing healthy snacks and Incentives for students.	Identify students that will need additional Tier2 support. Notify students and parents of the support in place. Get them to participate in those enrichment activities throughout the year.	Principal,Assistant Principal,Teacher (s),Student Support Services		Title I	3,000		Removing barriers for students to want to stay after-school or on Saturdays to get additional instructional support or enrichment.
11		Increased instructional support for our teachers by bringing in outside consulting services.	Admin would identify consulting services that would best align with teacher needs and bring those services in for the teachers.	Principal,Assistant Principal	3/22/2021	Title I	1,000		An increased or better understanding of their content area and how to best serve their students to increase academic performance.
12		Increased Parent Participation in the school community.	Better marketing and promoting to increase PTA support from all parents.	Principal,Assistant Principal,Instructional Leadership,Teacher (s),Student Support Services,External Stakeholder,Other,Data Analyst	5/31/2021	Title I	1,156	On Target	Increased parent involvement will result in increased student accountability and partnership for student success.
13				Principal,Assistant Principal,Other	8/28/2020	Local (Basic Allotment)	16,686	On Target	All students will have access to any material or equipment they will need for their classes regardless of being in-person or virtual. This will ensure there are equity and safety for the students.

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

Campus Name: 087 - I.M. Terrell Academy for STEM and VPA

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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 in lowest performing student group for all subjects performing at or above Meets Grade Level as measured by STAAR will increase from	89	93	EOY
	Increase our Algebra EOC STAAR Mastery score by 8%	37	45	December 2020
	Increase our Eng.1 EOC STAAR mastery score by 10%	25	35	May 2021

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact	
1	Teachers in all Academies will incorporate collaboration, assessment, and reflection as it aligns to in-person and virtual learning. This process was developed and worked on by all staff and is being implemented in the classrooms and supported in PLCs/Dept. meetings and Instructional Focus meetings.	Daily and weekly At-Risk data being filled out by all teachers, and support provided to any students that need it. Virtual or In-Person. (Tutoring)	Principal,Assistant Principal,Instructional Leadership,Teacher (s),Data Analyst	10/5/2020	Title I	5,000	On Target	To ensure that ALL students are receiving TIER I instruction as to minimize failure.	
2	Title I	Prevent students from dropping out of school due to failures or attendance issues.	Our leadership team runs a weekly at-risk list and communicate with the students and parents to ensure we are staying on top of attendance and grades. Also, our CCMR coordinator has a at-risk list that he uses to work with our students.	Principal,Assistant Principal,Teacher (s),Student Support Services	9/8/2020	SCE	1,061	On Target	Less failure and dropouts for our campus by identifying and working with our students and their families early to address any issues or concerns.
3	SPED	Provide as much support for our Sp. Ed students so that we are meeting their needs and growing them academically.	Daily check-in with those students to make sure they are making progress in all their classes. Communicating with teachers and parents to ensure the support extends beyond the school walls.	Principal,Assistant Principal,Instructional Leadership,Teacher (s),Student Support Services	9/8/2020	Special Education	226	On Target	Minimize frustration for our Sp. Ed students by providing support through our inclusion teacher on a daily basis.

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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

Fort Worth Independent School District 2020-2021 Learning Environment Goals Action Plan

Campus Name: 087 - I.M. Terrell Academy for STEM and VPA

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SMART Goals	Campus Needs Goals and Measures (Baselines-X and Targets-Y)	Baseline (BOY)	to Target	by Deadline
	Parent organization membership will increase as measured by the School Profile from	30% of student pop	60% parents	May 2021
	PBIS - The number of 'Duplicate Incident Referrals', as documented in FWISD Cycle Reports, will decrease for target student groups from	< 5%	< 2%	May 2021
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from	75%	100%	May 2021
	Health Related - (Target 75%) Percentage of assignments completed by the Campus Local Wellness Coordinator will increase from			

Strategies for Improvement

Student Group (PBMAS)	Target Strategies	Action Steps	Person(s) Responsible	Due Date	Budget Source	Amount	Status	Strategy Expected Result/Impact
1	Use restorative discipline practices on our campus to solve and resolve and all discipline matter that might arise	Our Interventionist, counselor and admin team will continue to work with faculty to ensure that they are able to resolve disagreements without having to resort to writing infractions	Principal,Assistant Principal,Teacher (s),Student Support Services	10/5/2020	Title I	2,500	On Target	Low to no discipline referrals
2	Use restorative discipline practices on our campus to solve and resolve and all discipline matter that might arise	Our Interventionist, counselor and admin team will continue to work with faculty to ensure that they are able to resolve disagreements without having to resort to writing infractions	Principal,Assistant Principal,Teacher (s),Student Support Services	10/5/2020	Title I	1,500	On Target	Low to no discipline referrals
3	Continue to educate our students on positive conflict resolution.	Use some advisory time to work with our students on building positive culture and climate among the students body and in the campus.	Principal,Assistant Principal,Teacher (s),Student Support Services	10/5/2020	Title I	0	On Target	Provide small group opportunities for students to express how they are feeling and share with them ways how to cope with the pressures that come with high school.
4	To incorporate as many strategies in our campus's teaching and learning strategies that allow for equitable access for all students that are learning virtually or in-person.	Research best practices that align to meeting the needs of students during the hybrid learning format they are having to work in. Make sure teachers are trained in these strategies so they can best implement it in their class rooms.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)	9/8/2020	Title I	2,500	On Target	
5	To incorporate as many strategies in our campus's teaching and learning strategies that allow for equitable access for all students that are learning virtually or in-person.	Research best practices that align to meeting the needs of students during the hybrid learning format they are having to work in. Make sure teachers are trained in these strategies so they can best implement it in their class rooms.	Principal,Assistant Principal,Instructional Leadership,Teacher(s)	9/8/2020	Title I	2,500	On Target	

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:

