Somerset Academies of Texas

Somerset Academy Brooks

2025-2026 Campus Improvement Plan

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Priority Problem Statements

Goals

Goal 1: Engage families and the community to support student achievement and enhance district goals.

Performance Objective 1: Increase overall student attendance by 5% by the end of the academic year through strategic family engagement, data monitoring, incentive programs, and targeted student supports.

Evaluation Data Sources: Weekly ADA reports

Monthly data review meetings

Year-end ADA comparison

Chronic absenteeism report

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	July
Strategy 1: Identify and target at risk students. **Strategy's Expected Result/Impact:** Tracking student attendance and patterns of students. Meet with families of students to discuss solutions and provide incentives and recognition. **Staff Responsible for Monitoring:** Attendance Clerk, School Counselor, Administration.			

Strategy 2 Details	Reviews		
	Formative		Summative
	Nov	Feb	July
Strategy 2: Communicate attendance incentives and updates to families via Parentsquare, letters, social media, marquee, and during parent conferences. **Strategy's Expected Result/Impact:** Increase overall ADA, decrease students with truancy issues. **Staff Responsible for Monitoring:** Admin, Attendance Clerk, Counselors, Office Staff, Teachers, Parent Liaison			

No Progress   Accomplished   Continue/Modify   Discontinue

Goal 1: Engage families and the community to support student achievement and enhance district goals.

Performance Objective 2: Share academic student goals with the community to support student achievement

Evaluation Data Sources: Event Flyers
Parent Sign in Sheets at Events
Parentsquare Communication to families

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	July
Strategy 1: Share weekly communication with academic updates and community or campus events. **Strategy's Expected Result/Impact:** Increase engagement and attendance at after school events, parent conferences, and with social media or parent square postings. **Staff Responsible for Monitoring:** Parent Liaison, Social Media contact, Teachers, Administration, Athletic Director, Instructional Coaches, CCMR Counselor			

No Progress | Accomplished | Continue/Modify | Discontinue

Goal 2: Recruit, develop, and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience and decrease the turnover rate.

Performance Objective 1: Increase the number of teachers trained in PLCs, Reading, Math, and Science to 100% by the end of the first quarter.

Evaluation Data Sources: Sign in sheets, Meeting agendas, walkthroughs, teacher CPE credits, PLC agendas

Strategy 1 Details	Reviews		
Strategy 1: Provide teachers with content professional development on campus, at local Region Service Center, or surrounding areas. **Strategy's Expected Result/Impact:** Teachers will feel confident with instructional delivery and use highly qualified instructional materials in the classroom. **Staff Responsible for Monitoring:** Instructional Coaches, Lead Teachers, Administrators	**Formative**		**Summative**
	Nov	**Feb**	**July**

Strategy 2 Details	Reviews		
Strategy 2: Implement a new teacher mentor program. **Strategy's Expected Result/Impact:** Support, training, and retention of new teachers. **Staff Responsible for Monitoring:** New teacher coordinators, mentors, Instructional Coaches	**Formative**		**Summative**
	Nov	**Feb**	**July**

No Progress   Accomplished   Continue/Modify   Discontinue

Goal 3: Ensure a guaranteed and viable curriculum, customized to the needs of the district.

Performance Objective 1: Instructional planning and collaboration of instructional leadership team and educators.

Evaluation Data Sources: PLC Meetings, Meeting Agendas, Data Collection, Pacing Guides

Strategy 1 Details	Reviews		
Strategy 1: ICs, Administration and Lead Teachers will plan collectively using data and share ideas through professional development and vertical planning. **Strategy's Expected Result/Impact:** Aligned teaching in grade levels, vertical planning, increase in rigor and student success. **Staff Responsible for Monitoring:** ICs, Administration, Lead Teachers	Formative		Summative
	Nov	Feb	July

Strategy 2 Details	Reviews		
Strategy 2: Grade level and vertical alignment planning time for grade levels during professional development days.	Formative		Summative
	Nov	Feb	July

Strategy 3 Details	Reviews		
Strategy 3: By the end of the 2025-2026 school year, the campus will ensure a guaranteed and viable curriculum by implementing a fully aligned curriculum map for all core content areas, differentiating instruction to meet diverse student needs, and achieving at least 90% teacher alignment with district curriculum standards as measured by lesson plan audits, classroom observations, formal observations, and teacher feedback surveys. **Strategy's Expected Result/Impact:** Strengthen Tier 1 Instruction **Staff Responsible for Monitoring:** Teachers, Instructional Coaches, Administration	Formative		Summative
	Nov	Feb	July

No Progress   Accomplished   Continue/Modify   Discontinue

Goal 4: Develop and implement plans, systems, and processes to support improved campus A-F ratings and ensuring academic success for students.

Performance Objective 1: Staff will understand accountability systems and attend training on improved campus ratings.

Evaluation Data Sources: CPE credits of attended trainings, Sign in for campus PDs

Strategy 1 Details	Reviews		
Strategy 1: Staff will be trained on campus accountability during PLC/Staff/Lead meetings quarterly. **Strategy's Expected Result/Impact:** Focused and targeted areas to improve campus rating and academic success for students **Staff Responsible for Monitoring:** Administration, Instructional Coaches	**Formative**		**Summative**
	Nov	**Feb**	**July**

Strategy 2 Details	Reviews		
Strategy 2: Implement a 6-9 week data cycle (assess, analyze, plan, reteach) to monitor student progress in reading, math, science, and writing. RtI data collection at the 9 week mark will be iReady progress monitoring checks. **Strategy's Expected Result/Impact:** Measure: Benchmark and interim assessments show at least 5% student growth each cycle; walkthroughs reflect reteach implementation in 90% of classrooms **Staff Responsible for Monitoring:** Instructional Coach, Administration, Teachers, District Staff	**Formative**		**Summative**
	Nov	**Feb**	**July**

No Progress — Accomplished — Continue/Modify — Discontinue

Goal 5: Coordinate the entire instructional program, including federal resources, to support increased student achievement for all student groups.

Performance Objective 1: By the end of the 202-2026 school year, 75% of Kindergarten through 2nd-grade students will demonstrate grade-level mastery in phonics on the DIBELS End-of-Year assessment as measured by achievement of benchmark scores in phonics-related subtests.

Evaluation Data Sources: DIBELS
Small group data instructional data collection
At Risk Student Data
Accelerated Instruction Log

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	July
Strategy 1: Implement Systematic, Explicit Phonics Instruction during small group instruction and Intervention using iready, MCLASS, Dibels, Magnetic reading **Strategy's Expected Result/Impact:** Improved phonics mastery across grade levels **Staff Responsible for Monitoring:** Instructional Coaches, Teachers, Administration **TEA Priorities:** Build a foundation of reading and math - **Targeted Support Strategy**			

Strategy 2 Details	Reviews		
	Formative		Summative
	Nov	Feb	July
Strategy 2: Deliver Tiered Instruction for students identified as At Risk **Strategy's Expected Result/Impact:** Increase the percentage of students on level. **Staff Responsible for Monitoring:** Administration, Instructional Coaches			

No Progress Accomplished Continue/Modify Discontinue

Goal 5: Coordinate the entire instructional program, including federal resources, to support increased student achievement for all student groups.

Performance Objective 2: HB 4545 requires schools to provide 30 minutes of additional instruction for students not earning a Meets or Masters on STAAR. The campus will coordinate and align the entire instructional program, including federal, state, and local resources, to ensure increased student achievement and equitable outcomes for all student groups. By the end of the 2025-2026 school year, the school will demonstrate measurable growth across all ESSA accountability indices, with targeted gains in Special Education, Emergent Bilingual, and other identified sub-populations.

Evaluation Data Sources: * Conduct quarterly data reviews through PLCs to analyze student progress by subgroup.

* Align campus improvement planning with Texas Accountability System and ESSA requirements.

* Report progress to stakeholders (staff, parents, governing board) each board meeting.

Goal 6: Create and sustain safe and supportive learning environments.

Performance Objective 1: Increase guardian participation in educational outcomes.

Evaluation Data Sources: Event/Meeting Agendas
Powerpoint Presentations
Teacher Conference Logs
Phone Logs

Strategy 1 Details	Reviews		
Strategy 1: The parent liaison will set up quarterly parent information sessions **Strategy's Expected Result/Impact:** Increase parent awareness of how to support at home. **Staff Responsible for Monitoring:** Parent Liaison	**Formative**		**Summative**
	Nov	**Feb**	**July**

Strategy 2 Details	Reviews		
Strategy 2: Parent Liaison/College, Career, and Military Readiness department will host parent information sessions on graduation, academic support, and accessing parent portal. **Strategy's Expected Result/Impact:** Increase in parent awareness and support, increase in graduation rate and students applying to college. **Staff Responsible for Monitoring:** Parent Liaision, CCMR Department	**Formative**		**Summative**
	Nov	**Feb**	**July**

Strategy 3 Details	Reviews		
Strategy 3: Host day and evening community events on campus celebrating highlights, culture, holidays, extracurriculars, and academic success. **Strategy's Expected Result/Impact:** Increase in community involvement. Increase in knowledge of campus systems, processes, and celebration of campus success. **Staff Responsible for Monitoring:** Parent Liaison	**Formative**		**Summative**
	Nov	**Feb**	**July**

No Progress   Accomplished   Continue/Modify   Discontinue

Goal 7: Build capacity for school leadership.

Performance Objective 1: Staff will attend professional development that enhances leadership, school safety, instructional leadership, and pedagogy once per semester.

Evaluation Data Sources: Staff will apply professional development practices to train members of the campus identified as high priority by the campus or district.

Goal 7: Build capacity for school leadership.

Performance Objective 2: The campus will build capacity for school leadership by developing and supporting current and aspiring leaders through targeted professional development, mentorship, and succession planning. By May 2026, at least 80% of teachers will demonstrate growth in leadership competencies (as measured by T-PESS evaluations, leadership rubrics, and coaching feedback), and a minimum of two staff members per campus will be prepared for future leadership roles through participation in leadership development initiatives.

Evaluation Data Sources: TTESS evaluations for teachers.

Strategy 1 Details	Reviews		
	Formative		Summative
	Nov	Feb	July
Strategy 1: Expand the role of instructional leadership teams (ILTs) and PLC leads to build shared responsibility for academic improvement **Strategy's Expected Result/Impact:** 90% of ILTs and PLCs submit agendas and action steps demonstrating leadership-led instructional improvement. **Staff Responsible for Monitoring:** Administration, ICs, Lead Teachers			

No Progress   Accomplished   Continue/Modify   Discontinue

Goal 8: Provide technology to support teaching and learning initiatives and support district operations.

Performance Objective 1: Teachers will be provided with technology professional development once per semester to support teaching initiatives.

Evaluation Data Sources: Teacher feedback and surveys- 100% of classrooms will meet technology standards.

Goal 8: Provide technology to support teaching and learning initiatives and support district operations.

Performance Objective 2: Students will be provided with technology to support learning initiatives.

Evaluation Data Sources: 100% of classrooms will meet technology standards

Goal 9: Ensure well-maintained, quality teaching and learning spaces.

Performance Objective 1: The campus will ensure well-maintained, quality teaching and learning spaces by implementing proactive facility management, regular maintenance schedules, and ongoing upgrades. By May 2026, 100% of campuses will pass safety and facility inspections, and at least 85% of students, staff, and parents will report satisfaction with the quality and functionality of learning environments as measured by survey data and maintenance records.

Evaluation Data Sources: The campus completes inspections with corrective action plans implemented within 30 days of findings.
90% of scheduled maintenance tasks completed on time; reduction of emergency repair work orders by 15% compared to 2024-25.
At least 25% of classrooms receive targeted upgrades each year until all spaces meet district standards.
90% of work orders resolved within 10 business days; monthly reports reviewed by district leadership.
95% satisfaction rating on custodial services in staff/student surveys; no major compliance findings in safety audits.
At least 85% satisfaction reported; results shared publicly with improvement actions documented.

Strategy 1 Details	Reviews		
	Formative		Summative
Strategy 1: Implement a district-wide preventive maintenance schedule for HVAC, plumbing, electrical, and classroom equipment. **Strategy's Expected Result/Impact:** 90% of scheduled maintenance tasks completed on time; reduction of emergency repair work orders by 15% compared to 2024-25. **Staff Responsible for Monitoring:** Facilities Manager, Lead SAM, Student Activity Monitors, Administration, Custodians	Nov	Feb	July

Strategy 2 Details	Reviews		
	Formative		Summative
Strategy 2: Administer annual surveys to students, staff, and parents regarding the quality of facilities and learning spaces **Strategy's Expected Result/Impact:** 85% satisfaction from stakeholders	Nov	Feb	July

No Progress | Accomplished | Continue/Modify | Discontinue