

Campus Improvement Plan

2023 - 2024



Somerset Academies of Texas

<https://somersetacademytx.org/>

Purpose: Somerset Academy, Inc. promotes a transformational culture that maximizes student achievement and the development of accountable, global learners in a safe and enriching environment that fosters high-quality education.

Vision: Empowering students to explore global learning opportunities to promote and enrich their communities and the communities we serve.

SOMERSET ACADEMY

LONE STAR

25 Burwood Lane, San Antonio, TX, 78216.
School Leader: Lilia “Lily” Colins, M.Ed., M.BA.

School Improvement Committee

- Lily Collins – School Leader
- Cynthia Ramirez – Instructional Coach
- Naisah Garcia – Student Services Case Manager
- Lloyd Leech - General Education Teacher
- Emily Rodriguez – Bilingual Education Teacher
- Paula Turner – Guidance Counselor
- Elaya Holmes - Cafeteria Manager
- Herendira Ortega – Parent

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.

GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.

GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.

GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #4: A well-balanced and appropriate curriculum will be provided to all students.

Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.

Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Comprehensive Needs Assessment Summary

School Year: 2023-2024

Data Sources Reviewed: 2022-2023 Data from Dr. Jessica Barr (Founder of Raising the Bar Data/Consulting Firm); 2022-2023 Data Dive campus spreadsheet; 2022-2023 Data posted for the campus on https://txschools.gov/?lng=en ; Texas Assessment Management System; 2022-2023 Climate Survey (staff); 2022-2023 Climate Survey (staff, parents, students) Capturing Kids Hearts; CIP Needs Survey 2023 (https://forms.gle/SchgjSNWv9r38phLA)			
Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	Brooks Lone Star Academy has a very small population which is a strength and also a weakness. Currently, around 20% of the student population are identified as Gifted & Talented. Small classroom sizes and a range of students in different ethnicities.	62.1% Economically Disadvantaged & 14.7% Special Education. Dual language program is not supporting the academic needs of Emergent Bilingual students.	Increase growth in Math for ALL students in the meets & mastery levels, as evidenced in the 2023 STAAR assessments. Across the campus, priorities are to help each student achieve mastery in their respective grade level. As a school, we will hire additional instruction staff that will support the academic and social needs of the students: RtI Coordinator/Teacher, ESL Coordinator/Teacher, GT Coordinator/Teacher and SEL Counselor (Share Position) and change the EL program to an Early Transitional Bilingual Program.
Student Achievement		Goal: Decrease the number of students who earn approaches to meets or master on Reading, Math, and Science STAAR for grades 3-5. The data that supports this claim on the 2023 STAAR Assessment for Reading, Math, and Science for 3 rd -5th grade.	<u>Reading, Math, Science Instruction</u> Facilitate PLC time to focus on: Unpacking the standards to increase rigor and improve targeted instruction using iReady instructional groupings data, Standard Mastery for CFU, and researched based teaching.

SOMERSET ACADEMY LONESTAR

2022 Combined STAAR Proficiency Levels (3-5)	Not Meeting (Level 1)	Meeting (Levels 2-4)	Total	% Meeting
3-5 Pooled	43	99	142	69.72%
3	22	26	48	54.17%
4	13	27	40	67.50%
5	8	46	54	85.19%

2022 Combined STAAR Proficiency Levels (3-5)	Not Meeting (Levels 1-2)	Meeting (Levels 3-4)	Total	% Meeting
3-5 Pooled	83	59	142	41.55%
3	37	11	48	22.92%
4	22	18	40	45.00%
5	24	30	54	55.56%

Reading Approaches %

3rd grade had 33.33%

4th grade had 15%

5th grade had 16.67%

Math Approaches %

3rd grade had 29.17%

4th grade had 30.00%

5th grade had 27.78%

Science Approaches %

5th grade had 44.44%

Goal: Increase the amount Student Academic Achievement in Mathematics for all students.

Students' scores dropped in Math meets & mastery. Low percentage of students reaching masters standards in ALL subject areas. Saturday School needs to be laser focused to support student achievement. HB4545 and fluid tutoring groups need to take place during the school day by certified teachers. Parents &

Focus on planning explicit and systematic instruction for small groups/intervention time along with focus on strategies learned from the Texas Reading Academies.

Utilize "Think Up" curriculum on daily basis to increase rigorous instruction.

Utilize pre-teach concepts during small group instruction and tutoring time to reduce re-teach.

Increase growth in Math for ALL students in the meets & mastery levels, as evidenced in the 2023 STAAR assessments.

BROOKS ACADEMY LONESTAR (015830102)**2022 READING STAAR
Levels - BY LEVEL (3-5)**

3rd	N Size	% of TTL
Did Not Meet Grade Level	10	41.67%
<i>Did Not Meet Low</i>	4	16.67%
<i>Did Not Meet High</i>	6	25.00%
Approaches Grade Level	8	33.33%
<i>Approaches Low</i>	5	20.83%
<i>Approaches High</i>	3	12.50%
Meets Grade Level	1	4.17%
Masters Grade Level	5	20.83%
4th	N Size	% of TTL
Did Not Meet Grade Level	5	25.00%
<i>Did Not Meet Low</i>	3	15.00%
<i>Did Not Meet High</i>	2	10.00%
Approaches Grade Level	3	15.00%
<i>Approaches Low</i>	1	5.00%
<i>Approaches High</i>	2	10.00%
Meets Grade Level	4	20.00%
Masters Grade Level	8	40.00%
5th	N Size	% of TTL
Did Not Meet Grade Level	2	11.11%
<i>Did Not Meet Low</i>	1	5.56%
<i>Did Not Meet High</i>	1	5.56%
Approaches Grade Level	3	16.67%
<i>Approaches Low</i>	0	0.00%
<i>Approaches High</i>	3	16.67%
Meets Grade Level	7	38.89%
Masters Grade Level	6	33.33%

Teachers are looking for more opportunities for students learning to be enriched and be provided with higher level learning activities. Need RtI for GT students.

Have our Instructional Coach meet with Math teachers to develop targeted instruction and lesson planning, and a schedule that will provide support to students.

Across the campus, priorities are to help each student achieve mastery in their respective grade level. As a school, we will start tutoring during the first semester of school to target Pre-teach concepts.

**2022 MATH STAAR
Levels - BY LEVEL (3-5)**

3rd	N Size	% of TTL
Did Not Meet Grade Level	12	50.00%
<i>Did Not Meet Low</i>	10	41.67%
<i>Did Not Meet High</i>	2	8.33%
Approaches Grade Level	7	29.17%
<i>Approaches Low</i>	4	16.67%
<i>Approaches High</i>	3	12.50%
Meets Grade Level	2	8.33%
Masters Grade Level	3	12.50%
4th	N Size	% of TTL
Did Not Meet Grade Level	8	40.00%
<i>Did Not Meet Low</i>	5	25.00%
<i>Did Not Meet High</i>	3	15.00%
Approaches Grade Level	6	30.00%
<i>Approaches Low</i>	3	15.00%
<i>Approaches High</i>	3	15.00%
Meets Grade Level	2	10.00%
Masters Grade Level	4	20.00%
5th	N Size	% of TTL
Did Not Meet Grade Level	2	11.11%
<i>Did Not Meet Low</i>	1	5.56%
<i>Did Not Meet High</i>	1	5.56%
Approaches Grade Level	5	27.78%
<i>Approaches Low</i>	3	16.67%
<i>Approaches High</i>	2	11.11%
Meets Grade Level	4	22.22%
Masters Grade Level	7	38.89%

2022 Combined STAAR Proficiency Levels (3-5) BY SUBGROUP				
	Not Meeting (Levels 1-2)	Meeting (Levels 3-4)	Total	% Meeting
Elementary 3-5				
A - Asian	0	0	0	
B - Black or African American	8	4	12	33.33%
H - Hispanic/Latino	71	48	119	40.34%
I - Indian Alaska Native	0	0	0	
N - No Information Provided	0	0	0	
P - Pacific Islander	0	0	0	
T - Two or More Races	0	2	2	100.00%
W - White	4	5	9	55.56%
IEP	29	16	45	35.56%
ESL	12	6	18	33.33%
FRL	54	31	85	36.47%
Gifted	15	11	26	42.31%

Academic Achievement

% of Targets Met



out of 100

Academic Achievement measures STAAR performance at the Meets Grade Level or above standard in reading and math for all student groups.

		Academic Achievement		Student
Student Group		ELA/Reading Mathematics		Success
% of Targets Met		75% (6 out of 8)		67% (4 out of 6)
All Students	Target Met	✓	✗	✓
	Target	44%	46%	47
	Outcome	53%	42%	49

School Culture and Climate

During the internal school survey, staff express not being familiar with administration, staff express feeling uncomfortable utilizing the defibrillator and losing instructional time sending

Health & Safety Goal: Staff need to be trained in how to address first aid medical needs to include: Anaphylaxis, Stop the bleed, Seizure protocols and First Aid.

All staff at Lone Star need to complete a Seizure webinar. Certificate of completion was submitted to Principal by September 8th. Additionally, during early release day 10/11, all staff participated in First Aid training (including CPR) to learn how to respond to emergencies. Each classroom was provided with a First Aid kit.

	<p>students to the nurse for band aids, or small injuries.</p> <p>The number of school threats performed in our small campus was 30% and the emergency referrals for mental health resulting in hospitalization increased significantly compare to last school year.</p> <p>Students understand the 5R's and understand the importance of SEL strategies. Students feel that faculty care about them and believe in them. Students also know that staff provide them with lessons that will support their future academics.</p> <p>Staff enjoy coming to school and they feel that they are given the tools and support to provide an instructional environment where all learners thrive.</p> <p>Guidance Counselor support to faculty and students to support school culture.</p> <p>School communities work together with comment interest of supporting the whole child academically, socially and emotionally, including 'Coffee with Principal' & Parent Ambassador meetings.</p>	<p>Health & Safety Goal: Increasing safety protocols and practice drill regularly.</p> <p>Social/Emotional: On-going enhancement of Social Emotional Learning (SEL) strategies using Second Step and Counselor available for students and staff to help identify Emergency mental response.</p> <p>Building Goal: Meet all safety and security regulations established by TEA in order to maintain a safe and secure environment/building.</p> <p>Behavior: Increase parent involvement when approaching behavior problems to create a partnership between school and families.</p>	<p>Staff and students get trained on safety protocols to include lockdown, fire drills, lockout, etc. A Campus Safety team was created and updated the emergency Protocol Document for Lone Star to include the yearly calendar for drill and lockdowns.</p> <p>Security Officer includes door lock checks during their hourly safety round.</p> <p>Counselor will provide training at the beginning of the year and in the beginning of the second semester to all staff to help identify emergency referrals for students and also on how to continue using SEL strategies to promote a safe classroom environment.</p> <p>Building: Ballistic film was installed in all outdoor windows, an arm officer is on campus during school hours.</p> <p>Principal, Instructional Coach, Nurse, Registrar, Sped Department, After School Care staff will be train to get certified in CRT.</p> <p>Provide opportunities for staff to take over leadership tasks e.g. Parent Liaison, Club Coordinator, Marketing/Website, funds will be used via stipends to support leadership opportunities.</p>
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	Parents and staff have effective relationships, and all feel that students are getting a great education. Parents believe that they are treated with respect.		<p>Create clubs that focuses on cultural diversity and provide opportunities throughout the year, within which, the school can celebrate diversity.</p> <p>Create school and community-based events to further foster and support the school culture.</p>
Staff Quality/ Professional staff to Development	Our master schedule was designed to allow us to facilitate weekly PLCs and common planning for teachers, Paraprofessionals, Facilities, and office staff.	<p>HR Goal: Continue to search through indeed.com resumes or explore new recruiting alternatives for highly qualified Bilingual Teachers. Currently 2 non-certified bilingual teachers.</p> <p>High need to more training with SpEd & GT students, especially in RtI and how to differentiate properly.</p> <p>PD opportunities in backwards planning, effective lesson planning, creating portfolios of work, and differentiation.</p>	<p>Create P.D. For teachers & administration.</p> <p>Continued efforts to recruit highly qualified teachers who are certified not only in their content area but also in GT and ESL</p> <p>Targeted P.D. In areas of need, RtI & Behavior</p>
Curriculum, Instruction, Assessment	<p>Teachers are able to navigate their curriculum and supplemental resources and provide instruction that is customized to student's academic strengths and areas for growth.</p> <p>Monthly assessments are also issued to help monitor student progress and to help identify any gaps in learning.</p>	<p>Goal: Increase rigor level and differentiated instruction</p> <p>Goal: Coach K-2 teachers and admin need to analyze DIBELS/LECTURA to acquire an understanding of how to provide differentiate instruction through small groups using the BOY, MOY, & EOY data.</p> <p>Goal: Continue to collaborate with K-5 teachers analyze iReady BOY, MOY, EOY diagnostics and growth monitors to inform instruction, teacher directed lessons, DI small group instruction</p>	<p>September 2022 PLCs: Analyzing DIBELS data to inform small group instruction facilitated by Battles, Student Support Coordinator</p> <p>October 2023: IC & Admin meet with Jessica Barr & her team to analyze 2023 STAAR results via zoom.</p> <p>October 2023: K-5 and admin participate in iReady training that focused on differentiated instruction for small group instruction, Standards Mastery and Pre-Teaching.</p>

	<p>I-Ready used to monitor growth in Reading and math.</p> <p>PLC meetings supported opportunities for collaboration and sharing good practice</p>	<p>Goal: Deepen content knowledge by having K-5 teachers and admin need training on Unpacking the Standards.</p> <p>Goal: Continue to coach K-5 teachers with analyzing the STAAR 2.0 website to acquire an understanding of the new STAAR and how the progression of their specific grade level's standards are building blocks for the next.</p> <p>Goal: Teachers need to consistently implement TEKS Resource system for scope & sequence.</p> <p>Goal: Bilingual P.D. Need to be provided and resources to best support the bilingual program.</p> <p>Goal: Better communication needs to occur between students, teacher, and parent regarding data.</p> <p>Goal: Common planning and common assessments need to more refined.</p>	<p>November 2023 PLCs: Unpacking STAAR 2.0 through PLC meetings</p> <p>Summer 2023: core teachers grades KG-5 attended the TEKS Conference to learn how to unpack the TEKS and utilize TEKS Resource system</p> <p>Bilingual conference: provide bilingual training from Region 20 to our bilingual teachers and create Bilingual PLC meetings once a month.</p> <p>Parent conference: increase parent's opportunity to meet with their child's teacher from 2 times a year to 4 times. Create open house events where students are responsible to present their data to their parents.</p>
Family and Community Involvement	<p>Strong communication between families & faculty, community service activities, Parent Ambassador program, Weekly SMORE to families, Facebook/Instagram, Parent Square, parents involved in marketing activities,</p>	<p>Goal: Increase in-person opportunities to welcome parents back into the school to rebuild the school and home connection.</p> <p>Goal: Continue to grow parental involvement through Parent Ambassador program, increase fundraising opportunities, ensure communication is in both Spanish & English.</p>	<p>August 2023: Back to School Bash, meet the teacher event.</p> <p>September 2023: Parent Information Night: one in person meeting and one zoom session. Parents will receive information on DIBELS, Accelerated Reader (AR), iReady, & STAAR and any school updates needed. Grandparent lunch</p> <p>October 2023: Family movie night, Trunk or Treat and Book Character Parade.</p>

		Stronger involvement from community leaders.	<p>November 2023: Thanksgiving lunch with students, Turkey Trot fundraiser, Fall Festival, Make and Take Night</p> <p>December 2023: Angel Tree, Holiday winter show grades PreK-5th.</p> <p>January 2024: Honor Parents during National School Choice Week for selecting Lone Star.</p> <p>February 2024: STAAR Parent Orientation</p> <p>March 2024: Bike Rodeo</p> <p>April 2024: Parent Picnic, Fiesta Parade, Spring Festival,</p> <p>May 2024: Science Fair, Art Night, Field Day</p>
School Context and Organization	<p>The school has a vision and a mission statement & has a positive, safe culture.</p> <p>School climate and staff and student morale are high according to recent associated surveys.</p> <p>Traditional & Bilingual Program.</p> <p>Campus schedule is structured to maximize instructional time including structured time for intervention, mindfulness, and remediation.</p> <p>Principal meet once a month to review the campus budget with the director of finances.</p>	<p>Goal: To reduce burnout, we need to provide professional development to cope with behavior issues and supporting student's individualistic needs. P.D. Needs to identify issues geared towards daily issues.</p> <p>Goal: Defining staff roles and adding leadership roles need to be provided to the staff to improve the context and organization of the school.</p> <p>Goal: Improve knowledge base of operating the budget, expenses, federal grants, stipends, fundraising, field trips, clubs, etc.</p>	<p>Training needs to be provided to teachers using Capturing Kids' Hearts and Second Step to reduce behavioral issues.</p> <p>Need to define staff roles and provide stipends for teachers to lead as Parent Liaison, Club Coordinator, Marketing, & Departmental Leads.</p> <p>Continue to monitor the budget/expenses/revenue to maintain a healthy budget and compliance.</p>

	Principal received training about federal grants and the appropriate steps regarding how and why the funds can be spent to build academic performance, quality data driven instruction, leadership effectiveness, increased parent/community involvement, school climate and teacher quality.		
Technology	<p>One on One technology in Grades KG-5. Colegia platform used for security. I-Ready used for intervention. Interactive whiteboards, two-way communication strengthened with Parent Square</p> <p>All staff have desktops to use for lesson planning, emailing, professional development.</p>	Goal: Purchase laptop devices for staff.	<p>Collaborate with the IT department and Director of Finance to explore the possibility to purchase laptop devices for staff.</p> <p>3 COWS were bought to store students' electronic devices to have one COW per grade level. 1:1 technology has been able to take place.</p>

Note: This Needs Assessment summary encompasses the Title I, Part A, Schoolwide Component #1

Title I, Part A

Schoolwide Components:

1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. Schoolwide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the schoolwide program.
3. Instruction by highly qualified teachers.

4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Ideal Goal: All students will perform at or above grade-level

Brooks Lone Star Academy will achieve academic success through meaningful learning experiences, innovative pathways, and personalized opportunities. There will be a placed emphasis on literacy and writing across all grade levels and content areas to ensure that of the students who take the STAAR Reading Assessment in SY23, at least 80% will score at the “meets” level and 25% at the “mastery level”.

Objective(s):

Objective #1: Parents will be full partners with educators in the education of their children.
 Objective #2: Students will be encouraged and challenged to meet their full educational potential.
 Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
 Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
 Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
 Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components (Code by #)
Instructional Coach (ICs) will be put into place to help teachers improve their practice with emphasis on literacy development.	School Leader & Hiring committee	TTESS tools TTESS Observations & Walkthrough documentation TTESS trainings Walkthrough documents Conference notes & Title I Funds	ICs will be hired and in place August 2022 August '22 - June '23 Title I funding	Walkthrough documentation TTESS documentation Lesson planning including differentiation Pacing calendars	Local/Teacher made assessments Benchmark Assessments STAAR simulation assessments STAAR Released test	Formative & Ongoing	#2, #3, #4

<p>Teachers will be trained in backwards planning, creating common assessments, analyzing data, and creating engaging lessons</p>	<p>School Leader, Instructional Coach, & Classroom teachers</p>	<p>TEKS Resource System</p> <p>Common planning time</p> <p>Exemplar pacing guides/lesson plans</p> <p>Time to observe master teachers</p> <p>Eduphoria, STAAR item analysis sheets, Lead4Ward</p>	<p>August '22- June '23</p> <p>Title I funding</p>	<p>Lesson plans aligned to TEKS resource system</p> <p>Master Schedules</p>	<p>Classroom observation documentation</p> <p>Local/Teacher made assessments</p> <p>Benchmark Assessments</p> <p>STAAR simulation assessments</p> <p>STAAR Released test</p>	<p>Formative & Ongoing</p>	<p>#2, #4, #6</p>
<p>All students in Grades K-5th will write across all content areas as modeled by experts</p>	<p>Classroom teachers, department leads, Instructional Coach.</p>	<p>Notebook training</p>	<p>Monthly</p> <p>August '22 - June '23</p> <p>Title I funding</p>	<p>Lesson plans have opportunities for writing</p> <p>Writing journals</p>	<p>Students will pass the STAAR 2.0 writing assessment component</p>	<p>Formative & Summative</p>	

All teachers will follow a campus-wide writing plan which includes typing, grammar, and the writing process	Classroom teachers, department heads, Instructional Coach.	Campus-wide writing plan	Every 6 weeks August '22 – June '23	Leeson plans, Walkthroughs, Journals, Common Assessments, Practice writing prompts Typing without tears	Students will pass the writing portion of STAAR	Formative & Summative	
Increase access of i-Ready to all K-5th grade students	Instructional Coach Classroom Teachers	i-Ready Title I funds / Title III	August '22 – June '23	Lesson plans Weekly usage reports	3 rd -5 th graders will pass STAAR reading	STAAR	
Teachers in all grades will incorporate language activities to require use of complete sentences and total participation techniques	Classroom teachers, department leads, Instructional Coach	7 steps to a Language Enriched Interactive Classroom book study facilitated by Instructional Coach	Every month at faculty meeting	Lesson Plans Walkthroughs	Students will pass the writing portion of STAAR	Formative & Summative	
All students will have access to Tutoring and Saturday Schools should ongoing assessment data identify that they need remediation	Classroom teachers, RtI teacher	Assessment Data ESSER funds	Every 9 weeks August '22 – June '23	Assessment data Student sign-in sheets Lesson plans Schedule of services Work samples	Students will pass the writing portion of STAAR	Formative & ongoing	

The school will provide P.D. opportunities throughout the year with Dr. Barr & Ms. Tilley on targeted instruction for students, especially in ‘Closing the Gap’ domain.	School Leader, Dr. Barr & Ms. Tilley	Title 1 funds i-Ready Raising the Barr data	2 x in person sessions with Dr. Barr & 2 x in-person sessions with Ms. Tilley	Sign in sheets	Local/Teacher made assessments Benchmark Assessments STAAR simulation assessments STAAR Released Test	Formative & ongoing	#2
The school will put an RtI Coordinator in place to assist with student success	School Leader & Hiring committee	RtI Resources RtI Coordinator RtI documentation ESPED Title 1 Funds Professional Development to staff	August ‘21 - June ‘22	RtI records for students RtI agendas & minutes RtI documented in ESPED	Student progress monitoring	Formative & ongoing	#8, #9
All teachers will provide students with the opportunity to participate in silent sustained reading activities daily. Using the 1M reader challenge	Classroom teachers, departmental leads	A-R A-R Scoreboard	Quarterly August ‘22 – June ‘23	Lesson plans A-R reports	Students will pass the Reading portion of STAAR	Formative & ongoing	
All teachers will create guided reading groups and assessments based on student’s levels and meet with them on a regular basis	Administration, Instructional Coach, Reading teachers	Guided reading books Literacy/Guided reading training	August ‘22 – June ‘23 Quarterly	Walkthroughs Lesson plans	Students will be able to read on grade level	STAAR i-Ready	

		State Funding					
The school will schedule one Literacy Night and one STAAR night for parents to participate in the education of their children and understand how to help their children at home	Instructional Coach, Reading Teachers, & CTC	Title 1 funds Social media announcements STAAR parent resources	August '21 - October '21	Parent sign-in sheets	2022 climate surveys, parent feedback, student feedback.	Formative & ongoing.	#6

Ideal Goal: Close achievement gaps for all student groups

Brooks Lone Star Academy students will achieve academic success through meaningful learning experiences, innovative pathways, and personalized opportunities. There will be a placed emphasis on mathematics across all grade levels and content areas to ensure that of the students who take the STAAR Math Assessment in SY23, at least 50% will score at the “meets” level.

Objective(s):

Objective #1: Parents will be full partners with educators in the education of their children.

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Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Instructional Coaches will be hired to support teachers in mastering TEKS to reach all students, including, but not limited to a school-wide problem-solving model	Principal, Department Leads & math teachers	TTESS tools and trainings Walkthrough documents Conference notes CUBES Title 1 Funds	August '22- June '23 Monthly	Walkthrough documentation TTESS documentation	Students will achieve meets or mastery in state assessments	Formative & ongoing	#2, #3, #4
All students will have access to Tutoring and Saturday Schools should ongoing assessment data identify that they need remediation	Classroom teachers, RtI teacher	Assessment Data	Every 9 weeks August '22 – June '23	Assessment data Student sign-in sheets Lesson plans Schedule of services Work samples	Students will pass, with meets or mastery, Math STAAR	Formative & ongoing	

Teachers will be trained in backwards planning, creating common assessments, analyzing data, and creating engaging lessons	School Leader, Instructional Coach, & Classroom teachers	TEKS Resource System Common planning time Exemplar pacing guides/lesson plans Time to observe master teachers Eduphoria, STAAR item analysis sheets, Lead4Ward	August '22- June '23 Title I funding	Lesson plans aligned to TEKS resource system Master Schedules	Classroom observation documentation Local/Teacher made assessments Benchmark Assessments STAAR simulation assessments STAAR Released test	Formative & Ongoing	#2, #4, #6
The school will provide P.D. opportunities throughout the year with Dr. Barr & Ms. Tilley on targeted instruction for students, especially in 'Closing the Gap' domain.	School Leader, Dr. Barr & Ms. Tilley	Title 1 funds i-Ready Raising the Barr data	2 x in person sessions with Dr. Barr & 2 x in-person sessions with Ms. Tilley	Sign in sheets	Local/Teacher made assessments Benchmark Assessments STAAR simulation assessments STAAR Released Test	Formative & ongoing	#2
The school will schedule one Math Night and one STAAR night for parents to participate in the education of their children and understand how to help their children	Instructional Coach, Math Teachers, CTC	Title 1 funds, Social media announcements	October '21 - December '21	Parent sign-in sheets	2022 climate surveys Parent feedback	Formative	#6

		STAAR parent resources			Student feedback		
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Ideal Goal: Closing the achievement gaps among all students

Brooks Lone Star Academy students will achieve academic success through meaningful learning experiences, innovative pathways, and personalized opportunities. There will be a placed emphasis on science across all grade levels to ensure that of the students who take the STAAR Assessment in SY23, at least 70% will score at the “approaches” level.

- Objective(s):**
- Objective #1: Parents will be full partners with educators in the education of their children.
 - Objective #2: Students will be encouraged and challenged to meet their full educational potential.
 - Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
 - Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
 - Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
 - Objective #6: The state’s students will demonstrate exemplary performance in the comparison to national and international standards.
 - Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
 - Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
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Instructional Coaches will provide guidance on scope & sequence, lesson planning, and assessments	Instructional Coach	TTESS tools and trainings Walkthrough documents Conference notes Title 1 Funds	August '21 - June '22	Walkthrough documentation TTESS documentation	Student Assessments	Formative & Ongoing	#2, #3, #4
All students will have access to Tutoring and Saturday Schools via F2F and Zoom	Teachers, School Leader & Instructional Coach	Title 1 funds Social media announcements STAAR parent resources	October '21 - June '22	Student attendance collected for Saturday School	Student Assessment	Formative & Ongoing	#2, #3
Data will be analyzed and monitored to inform meeting the needs for instruction and accommodations	Administration, Classroom teachers, Science lead	Progress monitoring	August '22 – June '23 Every nine weeks	Completion of progress monitoring form	Students will pass the science portion of STAAR	STAAR	
Utilize science labs monthly	Classroom teachers	Lab materials (STEMscopes) State Funding	August '22 – June '23 Monthly	Lab shows evidence of work of students and schedule is optimized	Students will pass the science portion of STAAR	STAAR	
Ensure science teachers are provided with professional development that supports linguistic advancement and enrichment for GT students	Principal, administration team, science teachers	Region 20 P.D. Title I funds	August '22 – June '23 Every nine weeks	Lesson plans. Walkthroughs Teacher Feedback	Students will pass, with approaches, the STAAR assessment	STAAR	#2

The school will schedule one Science Night (or Science Lab Saturday), one History Fair and one STAAR night for Science & SS	Instructional Coach, Science and Social Studies Teachers & CTC	Title 1 funds Social media announcements, STAAR parent resources	January '22 - March '22	Parent sign-in sheets	2022 climate surveys Parent feedback Student feedback	Formative	#6
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Ideal Goal:

At the end of the 2021-2022 School Year, when surveyed, 90% of parents will indicate that they had the tools to be an integral part of their child's education and will indicate that the school systems have improved.

Objective(s):

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
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School will continue to implement Parent Square and the Naviance system for all parents	School Leader, IT director & Parent Liaison	Title One funds	Subscriptions will be renewed by 8/1/21	August '21 - June '22	2022 climate surveys Parent feedback Student feedback.	Formative & Ongoing	#1, #2, #3, #7
The school will hire a Parent Liaison to ensure that messages go out over social media and through other platforms	School Leader & Parent Liaison	Title One Funds ESSER Funds	August '21 - June '22	Payroll records	2022 climate surveys Parent feedback Student feedback.	Formative & Ongoing	#1, #2, #3, #7
One Literacy Night and one STAAR night for parents	Instructional Coaches, Reading Teachers, CTC	Title 1 funds Social media announcements STAAR parent resources	August '21 - October '21	Parent sign-in sheets	2022 climate surveys Parent feedback Student feedback	Formative & Ongoing	#1, #2, #3, #7
One Math Night and one STAAR night for Mathematics	Instructional Coaches, Math Teachers, CTC	Title 1 funds Social media announcements STAAR parent resources	September '21 - December '21	Parent sign-in sheets	2022 climate surveys Parent feedback Student feedback	Formative & Ongoing	#1, #2, #3, #7

One Science Night (or Science Lab Saturday), one History Fair and one STAAR night for Science & SS	Instructional Coach, Reading Teachers & CTC	Title 1 funds Social media announcements STAAR parent resources	January '22 - June '22	Parent sign-in sheets	2022 climate surveys Parent feedback Student feedback	Formative & Ongoing	#1, #2, #3, #7
Back to School Bash	School Leader and all staff	Tables for each area, volunteers, title one funds.	August '21	Sign in sheets	2022 climate surveys Parent feedback, Student feedback	Formative & Ongoing	#1, #2, #3, #7
Make & Take Themed Craft Night PK-5	School Leader, Parent liaison, & elementary teachers	Art resources, volunteers.	November '21 - December '21.	Parent Sign in Sheets	2022 climate surveys Parent feedback, Student feedback	Formative & Ongoing	#1, #2, #3, #7
Fall Fest and Spring Fest	School Leader, parent liaison, club sponsors, & PE Coach	Donated supplies Food and other items.	October 15, 2021 & March'22	Funds raised	2022 climate surveys Parent & Student feedback	Formative & Ongoing	#1, #2, #3, #7
Weekly/Monthly newsletters to families	Superintendent & School Leader	SMORE subscription	August '21 - June '22	SMORE analytics	2022 climate surveys Parent feedback Student feedback	Formative & Ongoing	#1, #2, #3, #7

Weekly newsletters to staff	Superintendent	SMORE subscription	August '21 - June '22	SMORE analytics	2022 climate surveys Parent feedback, Student feedback	Formative & Ongoing	#1, #2, #3, #7
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Ideal Goal:

Brooks Academies of Texas continue to support students' social/emotional wellbeing through a variety of research-based activities so that they will report that they feel emotionally and socially supported in their school setting and that they have tools to help themselves when they feel anxious, depressed, or unhappy. During the Spring Student Survey in 2022, at least 90% of students will indicate that they have access to social/emotional support and learning through their campus.

Objective #1: Parents will be full partners with educators in the education of their children.

Objective #2: Students will be encouraged and challenged to meet their full educational potential.

Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.

Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.

Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
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The school will hire an SEL Coordinator, Counselors, Social Workers, Student Support Specialist	School Leader & Hiring Committee	Title One ESSER funds	August '21	Payroll records	Appointment Records Student/parent survey	Formative & Ongoing	#1, #2, #3, #6, #7
The school will provide summer Counseling hours for all students and parents.	School Leader, SEL Coordinator., Social Worker & Counselor	Character Strong	June '21 - July '21	Student/parent survey Payroll records	Student/parent survey	Formative & Ongoing	#1, #2, #3, #6, #7
The school will enact SEL Programs throughout the district	School Leader & SEL Coordinator	Yoga For Classrooms Character Strong	August '21 - June '22	Schedules Agendas Sign-In sheets Campus Calendars	Student/parent survey	Formative & Ongoing	#1, #2, #3, #6, #7
Students will engage in individual and group sessions and work with the faculty and staff to further engage in the school's routines and expectations to maintain a safe learning environment	School Leader, Social Worker, Counselor, SEL coordinator & classroom teachers	SEL	August '21 - June '22	Schedules IEP reports Sign-In sheets	Exit Tickets for students. Student survey	Formative & Ongoing	#1, #2, #3, #6, #7
Parents will engage in multiple opportunities for fostering home-school partnerships	School Leader, Social Worker, Counselor, SEL	SEL	August '21 - June '22	Schedules	Consistently survey families on their level of feeling joyful, safe,	Formative & Ongoing	#1, #2, #3, #6, #7

and improved communication strategies to promote a positive learning climate	coordinator & classroom teachers			Sign-In sheets Campus Calendar Agenda/Handouts	and confidence and respond as needed.		
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Ideal Goal:

During the Spring Student Survey in 2022, at least 95% of students will indicate that they feel safe at their campus and do not experience bullying, racism or bias against sexual identification; students will also indicate that they are aware of cultural, gender and race differences and that they respect these differences.

- Objective #1:** Parents will be full partners with educators in the education of their children.
- Objective #2:** Students will be encouraged and challenged to meet their full educational potential.
- Objective #3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #7:** School campuses will maintain a safe and disciplined environment conducive to student learning

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
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Equity Training Staff will be trained on “Understanding Equity and Inequity.” They will complete self-paced courses with videos and exercises	School Leader, Counselors, Teachers/Staff, SEL Coordinator, SEL Counselor & Social Workers	Curriculum resources Title 1 Funding	August ‘21- September ‘21	https://www.equitylearn.com/courses/what-is-equity Training Sign in sheets, minutes and attendance sheets for training and presentations. TxEIS Discipline reports	Completion course certificates 2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Bullying Program Staff will be trained on the following initiatives to decrease bullying and increase restorative justice methods -Yoga for Classrooms (cards to use for mindful moments) -Restorative Discipline Practices Book Study -Sanford -2nd Step Campuses will recognize opportunities to focus on respect, kindness, etc.	School Leaders, Counselor, Teachers/Staff, Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	Bullying programs will be selected by committee and in place starting August 2021. National Stop Bullying Day October 12 World Kindness Day November 13 Random Acts of Kindness February 17	SEL Committee Sign in sheets, minutes and attendance sheets for training and presentations. Book Study TXEIS Discipline reports	2022 climate surveys TxEIS Discipline reports Anonymous Alert reports	Formative & Ongoing	1, 2, 4, 7

Labor Day Campuses will recognize American workers and their social and economic contribution to society. It shows respect for organized labor and individual rights	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	September 5, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of American workers and their social and economic contributions to society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Patriot Day Campuses will honor the Remembrance for the Victims of the Terrorist Attacks on September 11, 2001	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	September 11, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of American workers and their social and economic contributions to society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

Grandparent's Day Campuses will recognize grandparents and honor that they are a our continuing tie to the past, to the events and beliefs and experiences that so strongly affect our lives and the world around us	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	September 12, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students' demonstration of understanding of how grandparents impact our lives.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Hispanic History Month Campuses will recognize the contributions of Hispanic and Latino Americans to the United States and celebrate the group's heritage and culture	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	September 15, 2021 through October 15, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of Hispanic and Latino American's heritage and culture.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

Freedom Week Campuses will recognize Celebrate Freedom Week to highlight the values and ideals on which the United States was founded as well as the sacrifices that were made for freedom in the founding of the country	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	September 12- 17, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student’s demonstration of understanding of the intent, meaning, and importance of the Declaration of Independence and the U.S. Constitution, including the Bill of Rights. Students also examine the relationship between the ideas in these documents and subsequent American history.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
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Día de los Muertos Campuses will recognize Dia de los Muertos and its impact on the Hispanic and Latino American heritage and culture	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	November 1-2, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of Dia de los Muertos and its impact on the Hispanic and Latino American heritage and culture.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Veterans Day Campuses will recognize all military veterans, including the living, who have served in the United States Armed Forces, during wartime or peacetime	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	November 11, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of military veterans, who have served in the United States Armed forces during wartime or peacetime.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

Hanukkah Campuses will help students identify the general purpose of Hanukkah and the impact of the heritage and culture on society	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	November 28 - December 6, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of the general purpose of Hanukkah and the impact of heritage and culture on society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Kwanzaa Campuses will help students identify the general purpose of Kwanzaa and the impact of the heritage and culture on society	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	December 26, 2021 - January 1, 2022	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of the general purpose of Hanukkah and the impact of heritage and culture on society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

Martin Luther King, Jr. Day Campuses will recognize the contributions of Dr. Martin Luther King, Jr. to the United States and celebrate the impact his contributions have made to society	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	January 15, 2022	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students' demonstration of understanding of Dr. King's contributions to society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Black History Month Campuses will recognize the contributions of Black and African Americans to the United States and celebrate the group's heritage and culture	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	February '22	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students demonstration of understanding of Black and African American's heritage and culture.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

Read Across America Campuses will celebrate the joy of reading with inclusive stories and the recognition of different authors	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	March 2, 2021	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student’s demonstration of understanding of inclusive stories and the recognition of different authors.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Women’s History Month Campuses will celebrate women's achievements and their contributions to culture, society, and history	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	March 2022	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students demonstration of understanding of all women and their contribution to society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

Autism Awareness Campuses will take measures to raise awareness about people with autistic spectrum disorders	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	April 2, 2022	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing student's demonstration of understanding of autism.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Ramadan Campuses will help students identify the general purpose of Ramadan and the impact of the the heritage and culture	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	April 12-May 12, 2022	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students demonstration of understanding of the purpose of Ramadan and the impact of the heritage and culture on society.	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7
Cinco De Mayo Campuses will help students identify what is Cinco de Mayo and the impact of this celebration on the Hispanica nd Latino American heritage and culture	School Leaders, Counselor, Teachers/Staff., Librarians, Art teachers, SEL Coordinator, SEL Counselor & Social Worker	Curriculum resources Title 1 Funding	May 5 , 2022	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students	2022 climate surveys	Formative & Ongoing	1, 2, 4, 7

				demonstration of understanding of Cinco De Mayo and the impact this event has had on society.			
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Ideal Goal:

Brooks Academies of Texas will offer PreK classes free of charge to qualifying families at three of the four campuses. Student progress will be measured to ensure that 100% of the PreK students are ready for Kindergarten.

Objective(s):

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state’s students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Kindergarten Jump Start (Summer Learning) will be held during July for all registered Kindergarten students and PreK students to help prepare them for the expectations of Kindergarten and PreKindergarten	School Leader, PreK & K instructors	Zoom platform,	July '21	Sign in sheets/digital records	BOY data	Formative & Ongoing	#6, #7

PreK students will be assessed in the beginning, middle and end of the year to ensure that they are making adequate progress	School Leaders & PreK Teachers.	CIRCLE assessment	August '21 - June '22	Testing records	BOY, MOY, & EOY data	Formative & Ongoing	#6, #7
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<p>Ideal Goal: All students will be taught by highly qualified teachers</p> <p>Brooks Academies of Texas will continue in its path of recruiting and retaining high quality teachers, and providing teacher development to ensure that they continue to advance in their practice.</p> <p>Objectives:</p> <p>Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.</p> <p>Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.</p>							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components

The school will ensure that experienced Instructional Coaches are on staff for embedded professional development	School Leader	Hiring authorizations, Job fair Advertisements	August '21	Payroll records.	Walkthrough Documentation TTESS documentation	Formative & Ongoing	#3, #4, #5, #8
Brooks Lone Star Academy will recruit, select, and approve only new teachers that are certified in the content area they are teaching	Human Resources Department Principal	District website Indeed.com Title I funds	As needed throughout the school year August '22 – June '23	Teacher Certification	HR certification records	Ongoing as needed	
Professional Learning Communities will collaborate, work with peers, and receive professional development will be scheduled at the campus	School Leader & Instructional Coach	Job fair Advertisements Surveys Formative data to form PD's	August '21 - June '22	PLC sign-in sheets Certifications	Teacher surveys Walkthrough documentation Parent Surveys Benchmarks	Formative & Ongoing	#3, #4, #5, #8
Expand the use of technology to effectively recruit prospective professional and paraprofessional staff	HR department, Principals	Indeed Website	August '22	Job positions on indeed and district website	Retention data New teacher survey	Yearly	

Gifted and Talented-trained teachers will receive an annual GT Stipends	School Leader & GT Coordinator	Region 20 PD's.	August '21 - June '22	Payroll Records.	Sign-in sheets for GT training GT certificates Stipend pay stubs.	Formative & Ongoing	#3, #5
Certified teachers will receive a one-time stipend for being highly qualified	Teachers	Title I funding					
Through Region 20, onsite GT Training and refreshers will be offered free of charge to teachers	School Leader	Advertisement Region 20 PD's	August '21	Payroll records.	Sign in sheets	Formative & Ongoing	#3, #4, #5, #8
Provide incentives for teachers to attain GT & bilingual certification	Superintendent HR Principals	Stipends Title II funding Title I funding	On-going throughout the year August '22 – June '23	On-going throughout the year August '22 – June '23	Documentation of other charter school salaries Opportunities for P.D. for certification purposes	Retention Data HR Certification records – personal files	
Provide mentoring							
Teacher Appreciation Week	School Leader & Instructional Coach	Advertisement s, staff surveys and questionnaires	May '22	Payroll Records.	Staff Surveys Campus morale	Formative & Ongoing	

Ongoing staff recognition activities	School Leader & Instructional Coach	Advertisements, staff surveys and questionnaires	August '21 - June '22	Payroll Records. Staff Recognition/shout out wall.	Staff surveys Campus morale	Formative & Ongoing	#3, #4, #5, #8
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