



Campus Improvement Plan

2023-2023

<https://somersetacademytx.org/>

Somerset Academies of Texas is part of Somerset, Inc. Network

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.


School Improvement Committee

Name	Role
Abigail Batten	Student Services Case Manager
Alise Zapata	Pre K-2 Team Lead
Jessica Lozano	Grades 3-6 Team Lead
Jessica Gonzalez	Registrar/Office Manager
Jennifer Gonzalez	Librarian
Leana Tuttle	District ESL Coordinator
Alysia Harvey	Parent
Karen Feazel	Fine Arts Department Chair
Jennifer Gonzalez	Registrar/Office Manager
Donna Barletta	Nurse
Antonio Lopez	Facilities Manager
Tiffany Teer	Instructional Coach
TaLisa Wilson	Principal

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 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.

THE SOMERSET ACADEMY DISTRICT GOALS

- Goal #1: Engage families and the community to support student achievement and enhance district goals.
- 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.
- Goal #3: Ensure a guaranteed and viable curriculum, customized to the needs of the district.
- Goal #4: Develop and implement plans, systems, and processes to support improved campus A-F ratings and ensure academic success for students.
- Goal #5: Coordinate the entire instructional program, including federal resources, to support increased student achievement for all student groups.
- Goal #6: Create and sustain safe and supportive learning environments. Goal #7: Evaluate, develop and/or refine district processes and systems.
- Goal #8: Build capacity for school leadership.
- Goal #9: Provide technology to support teaching and learning initiatives and support district operations.
- Goal #10: Ensure well-maintained, quality teaching and learning spaces.

THE SOMERSET ACADEMY OAKS CAMPUS GOALS

GOAL #1: 90% of 5th grade students will score at or above Approaches, 50% Meets & 25 % Masters in science STAAR by the EOY

GOAL #2: 90% of ALL 3rd-6th grade students will score at or above Approaches, 50% Meets & 25% Masters in Math STAAR by EOY

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

Performance Objective (s) 1 : Somerset Academy Oaks will aim to achieve a 90% or above Approaches grade level, 50% Meets & 25 % Masters standards in 5th grade science STAAR by the EOY

Data Sources Reviewed:

- CNA 2023-2023 (i-Ready, STAAR Scores, NWEA, AR Star Test, Teacher Input, mClass DIBELS)
- CIP 2023-2023 (i-Ready, STAAR Scores, NWEA, AR Star Test, Teacher Input, mClass DIBELS)
- Campus Data Dive 2023-2023
- Texas Assessment Management System
- 2023-2024 Climate Surveys (family, student, staff)

Actions Steps	Responsible Parties	Timeline
Review all data sources to identify individual student needs, categorize students into Tiers based on academic performance	Principal, Instructional Coach, 5th Grade Science Teacher & Special Education Teacher	Aug to Oct 2023
Response to Intervention 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	5th Grade Science Teacher & Special Education Teacher	Aug to Dec 2023 & Jan to May 2024
Monthly Review of Data	Principal, Instructional Coach, 5th Grade Science Teacher & Special Education Teacher	Aug to Dec 2023 & Jan to May 2024



Performance Objective (s) 2 : Somerset Academy Oaks will aim to achieve a 90% or above Approaches grade level, 50% Meets & 25% Masters for all 3rd-6th grade students in Math STAAR by EOY

Data Sources Reviewed:

- CNA 2023-2023 (i-Ready, STAAR Scores, NWEA, AR Star Test, Teacher Input, mClass DIBELS)
- CIP 2023-2023 (i-Ready, STAAR Scores, NWEA, AR Star Test, Teacher Input, mClass DIBELS)
- Campus Data Dive 2023-2023
- Texas Assessment Management System
- 2023-2023 Climate Surveys (family, student, staff)

Actions Steps	Responsible Parties	Timeline
Review all data sources to identify individual student needs, categorize students into Tiers based on academic performance	Principal, Instructional Coach, grades 3-6 Math Teacher & Special Education Teacher	Aug to Oct 2023
Response to Intervention 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	Grades 3-6 math Teacher & Special Education Teacher	Aug to Dec & Jan to May

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OAKS

Monthly Review of Data	Principal, Instructional Coach, Grades 3-6 Teacher & Special Education Teacher	Aug to Dec & Jan to May
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Performance Objective (s) 3 : Somerset Academy Oaks will ensure every student is provided a safe, supportive and equitable learning environment through the academic year 2023-2024.

Data Sources Reviewed:

- 2023-2023 Climate Surveys (family, student, staff)
- 2023-2024 Climate Survey

Actions Steps	Responsible Parties	Timeline
Community feedback via campus climate surveys-including parents, students and teachers for the academic year 2023-2024	Principal, Campus & District Leadership Team	Aug to Dec 2023
Review community feedback, meet with campus/district leadership teams to analyze and develop strategies to address areas of need	Principal, Campus & District Leadership Team	Jan to May 2024



Comprehensive Needs Assessment Summary

Data Reviewed	Summary of Strengths	Summary of Needs	Priorities
<p>What were the identified strengths?</p> <ul style="list-style-type: none"> 2023-2023 STAAR Assessments 5th Grade Science 4th Grade Math STAAR <p><u>Reading Approaches %</u></p> <p>3rd grade had 21.95%</p> <p>4th grade had 77.42%</p> <p><u>Math Approaches %</u></p> <p>3rd grade had 26.83%</p> <p>4th grade had 41.94%</p> <p>5th grade had 21.81%</p> <p><u>Science DNM %</u></p> <p>61% of students did not meet passing standards.</p>	<p>What were the identified strengths?</p> <ul style="list-style-type: none"> 31% of 5th Grade students met Approaches grade level expectations 57% of 4th Grade students met Approaches grade level expectations 	<p>What were the identified needs?</p> <ul style="list-style-type: none"> The need to familiarize the students with the new testing format. Strengthening science taught from Kinder through 4th Grade Overall the campus performance in math has dropped since Covid. Teacher turnover in 4th Grade adversely impacted student performance. 	<p>What are the priorities for the campus, including how federal and state program funds will be used?</p> <ul style="list-style-type: none"> 90% of 5th Grade students will score at or above the Approaches grade level in science STAAR by the end of the 2023-2024 School Year 90% of 4th Grade students will score at or above the Approaches grade level in math STAAR by the end of the 2023-2024 School Year 50% of grades 3-6 will score at Meets standards in Math STAAR by EOY



Student Achievement	<p>2023-2023 school ratings are yet to be determined.</p> <p>Based on approximate calculations, we are C rated.</p> <p>Problem Statement:</p> <ol style="list-style-type: none"> 1. *69% of 5th grade students failed to meet state expectations in Science. 2. 19% approaches/6% meets/6% masters 3. 43% of 4th grade failed to meet state expectations in Math <p>Strengths & Challenges</p> <p>STAAR Math:</p>	<p>Goal: Increase overall accountable rating from a C to a B.</p> <p>Data shows that the decline was impacted by the campuses 2022 Relative Performance Growth (lack of) for its Economically Disadvantaged population which resulted in an overall rating of a B along with the closing the gaps domain which resulted in an Overall rating of a C for the following populations: continuously enrolled, Hispanic, and EcoDis</p> <p>SMART GOAL:</p> <p>*90% of 5th grade science students will score at or above Approaches for the grade level by EOY</p> <p>*90% of 4th grade students will score at or above Approaches for grade level Math by EOY</p> <p>*90% of ALL 3rd-6th grade students will score at or above Approaches for grade level Math by EOY</p> <p>*75% of ALL 3rd-6th grade students will score at or above Meets for grade level Math by EOY</p>	<p>With increased enrollment and an increase in GT identified and ESL identified students. We are striving for teaching staff to be GT trained/certified.</p> <p>We also will continue to strive to have currently GT trained teachers to complete their 6-hour update.</p> <p>Strategies:</p> <p>*Emphasis on vocabulary</p> <p>*Using flashcards to review and reinforce</p> <p>*Frequent review to ensure mastery</p>
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2023-2023



SOMERSET ACADEMY
OAKS

3rd Grade: 13% DNM 30/38/20
(approaches/meets/masters)

4th Grade: 43% DNM 20/17/20

5th Grade: 16% DNM 22/34/28

6th Grade: 0% DNM 22/56/22

STAAR Reading:

3rd Grade: 18% DNM 20/38/25

4th Grade: 13% DNM 27/33/27

5th Grade: 16% DNM 22/34/28

6th Grade: 0% DNM 22/56/22

Problem Statement:

50% of incoming 1st graders are
Below or Well Below grade level
on Dibels assessment

Problem Statement:

*25% of ALL 3rd-6th grade students
will score Masters for grade level Math
by EOY

SMART GOAL:

90% of 1st graders will be at or above
BEM on Dibels assessment by EOY

2023-2023



SOMERSET ACADEMY
OAKS

23% of incoming 2nd graders are
Below or Well Below grade level
on Dibels assessment

Problem Statement:

11 incoming 3rd grade students
were Below or Well Below grade
level on EOY Dibels assessment

SMART GOAL:

90% of 2nd graders will be at or above
BEM on Dibels assessment by EOY

**Demographics**

STAAR Tested Students:

- Hispanic - 62/111 (56%)
- Asian - 11/111 (10%)
- African American - 13/111 (12%)
- White - 17/111 (15%)
- Native Hawaiian or Other Pacific Islander - 2/111 (2%)
- Two or More Races - 6/111 (5%)

Goal: Increase the amount of ESL students to Advanced and Advance High on the TELPAS.

Have our ESL Coach meet with teachers to develop targeted instruction and lesson planning, and a schedule that will provide support to students using linguistic accommodations in the four domains- listening, speaking, reading, and writing.

Certified teaching staff implement researched based practices such as bilingual dictionaries, accommodations checklists, Duolingo, and visuals to help our ESL population show growth.

With increased enrollment and more students identified as Special Populations-ESL, we will need to provide in-depth training on the ***Linguistic Accommodations Guide*** to help teachers implement accommodations to help our ESL students in the domains of listening, speaking, reading, and writing. See link for the guide below.

Linguistic Instructional Alignment Guide. This describes the ELPS student's expectations, suggested teacher's behavior, and some activities by domain. Here is the link: [ELPS-LIAG-2.pdf \(d1yqpar94jqbqm.cloudfront.net\)](https://d1yqpar94jqbqm.cloudfront.net/ELPS-LIAG-2.pdf)

Linguistic Instructional Checklist
file:///C:/Users/Administrator/Downloads/Linguistic%20Instructional%20Accommodations%20Checklist.pdf

Reading, Math, Science Instruction

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

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

**School Culture and Climate**

Below are the Family Survey 2023-2023 Results (14 out of 187 parents responded):

1. Make us feel welcomed - On a scale of 1-5, with 5 being the best, 93% rated us a 5.
2. Treated us with respect - On a scale of 1-5, with 5 being the best, 93% rated us a 5.
3. Safety Decisions - On a scale of 1-5, 87% rated us a 5.
4. Relationship with Children - 80% rated the campus a 5.
5. Help children believe in themselves - 80% rated the campus a 5.
6. Committed to trying new things to improve the school - 67% rated the campus a 5.
7. Care about children's well being - 87% rated the campus a 5.
8. Provide resources children need for learning - 53% rated the campus a 5.

Health & Safety Goal: Staff need to be trained on how to address medical needs to include: Anaphylaxis, Blood Borne Pathogens, Stop the Bleed, and Seizure protocols.

Health & Safety Goal: Increasing safety protocols

Social Emotional Learning (SEL) Goal: On-going enhancement of Social Emotional Learning (SEL) strategies through class lessons, small group, and individual check-ins.

Building Goal: Classroom size and space at our location was reported as the main focus on the School Climate Survey.

Strengths -

93% - respectful

93% - welcoming

87% - safety

Interaction with adults:

93% - genuine

August 5-16, 2023:

A. Severe Allergies (Anaphylaxis), Blood Borne Pathogen Stop the Bleed, and Annual Seizure training made available to staff via Frontline education.

B. Staff nurse went over clinic procedures, ensured that staff had classroom first aid kits, and staff knew locations Stop the Bleed kits and AEDs.

C. Trained all staff on safety protocols to include lockdown, fire drills, lockout, etc. Create Campus Safety team; Calendar drills and lockdowns; conduct intruder assessment; fix sliding front doors to control access

Building: Collaborate with Academica to visit potential sites for future campus; develop a timeline help facilitate the purchase of a new building



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| <p>9. Use many types of information to help children learn - 53% rated the campus a 5.</p> <p>10. High expectations for learning - 67% rated the campus a 5.</p> <p>11. Know and do their work well - 53% rated the campus a 5.</p> <p>12. Had activities that taught them different cultures - 47% rated the campus a 5.</p> <p>13. Had lessons that prepared them for the future - 53% rated the campus a 5.</p> <p>14. Engaged in lessons that improved their desire to learn new things - 60% rated the campus a 5.</p> <p>15. Had instruction that was changed to meet their needs - 67% rated the campus a 5.</p> <p>16. Had opportunities to share their opinions about learning activities - 47% rated the campus a 5.</p> <p>17. Had learning experiences that were unique to their needs -</p> | <p>93% - trusting</p> <p>Challenges -</p> <p>40% - inspiring</p> <p>27% - transparent</p> <p>47% - collaborative</p> |
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	<p>47% rated the campus a 5.</p> <p>18. Used a variety of resources to learn about things that interest them - 53% rated the campus a 5.</p> <p>19. Had their learning progress measured - 60% rated the campus a 5.</p>		
Staff Quality/ Professional Development	<p>Our master schedule allows for us to facilitate weekly PLCs for teachers, Fine Arts Department, Paraprofessionals, Facilities, and office staff.</p>	<p>HR Goal: Continue to search through indeed.com resumes for a highly qualified 6th grade teacher. The 6th grade class currently has a non-certified long-term substitute.</p> <p>HR Goal: Hire a paraprofessional to help provide small group instruction with closing the gaps.</p>	<p>HR: Continue to research indeed resumes for highly qualified candidates to interview for 6th grade teacher and paraprofessional. (use Esser 2 funds)</p> <p>Teacher Incentive Allotment: Principal and Instructional Coordinator collaborates with District Academic Specialist to set up TIA process to include moving TTESS components to Frontline, providing two official observations for K-6th teachers in the Fall of 2023 and in the Sprint of 2023. Fine Arts Department teachers will receive one official observation in the Spring of 2023.</p> <p>TTESS Collaboration: October 2023— Principal and Instructional Coordinator collaborates with the District Academic Specialist and fellow principals, assistant</p>



			principals of sister campuses to calibrate on TTESS evaluations.
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>Curriculum:</p> <ul style="list-style-type: none"> • HMH Into Reading (K-5) • HMH Into Literature (6) • McGraw Hill Science (K-6) • SAAVAS Envision Math (K-6) • Teaching Strategies (PK) • Studies Weekly (K-6) <p>Beginning of Year Assessments:</p> <ol style="list-style-type: none"> 1. DIBELS (K-2) 2. i-Ready Reading (K-6) 3. i-Ready Math (K-6) 4. AR Star Reading (1-6) 5. AR Star Math (1-6) 6. NWEA Science (5) 7. PK Gold Assessment (PK) 	<p>Goal: Increase rigor level and differentiated instruction</p> <p>Goal: Coach K-2 teachers and admin need to analyze DIBELS to acquire an understanding of how to provide differentiated instruction through small groups using the BOY, MOY, & EOY data.</p> <p>Goal: Continue to collaborate with K-6 teachers analyze iReady BOY, MOY, EOY diagnostics to inform instruction, teacher directed lessons, DI small group instruction</p> <p>Goal: Deepen content knowledge by having K-6 teachers and admin need training on Unpacking the Standards.</p> <p>Goal: Continue to coach K-6 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>2023-25 PLCs: Analyzing test data to inform small group instruction facilitated by Case Manager.</p> <p>2023-25: Principal, District Academic Specialist, and campus Instructional Coordinator meet with Jessica Barr/designee & to analyze 2023 STAAR results via zoom.</p> <p>2023-25: K-6 and admin participate in iReady training that focused on differentiated instruction for small group instruction and Standards Mastery.</p> <p>Benchmark Data Wall Tracker:</p> <p>Oaks Data Dive Spreadsheet - PK through 6th:</p> <p>2023-2024 Oaks Data Dive</p>



	<p>8. FitnessGram (3-6)</p> <p>Monthly assessments are also issued to help monitor student progress and to help identify any gaps in learning.</p>	<p>Goal: Continue coaching teachers tracking weekly assessment results by plotting TEKS that are GLOWS and GROWS in pocket charts to determine when/how to spiral the TEKS taught.</p>	
Family and Community Involvement	<p>Goal: By the end of May 2024, The campus will at least provide 2 more opportunities for families to engage/collaborate in various campus events</p>	<p>Measured by family engagement</p>	<p>August 2023: Meet the Teacher Night</p> <p>October 2023: Fall Festival (Whole School)</p> <p>November 2023: Veterans Day Program</p> <p>December 2023: 4th-6th grade student performance led by the Fine Arts Department (FAD)</p> <p>February 2024: Career Day (Community) & Career Runway (PK-2) led by the Fine Arts Department</p> <p>May 2024: K-3rd grade students performance led by the Fine Arts Department</p> <p>May 2024: PK-6 Art Showcase led by Ms. Roxy & PK-6 Field Day led by the Fine Arts Department</p>
School Context and Organization	<p>The office manager and principal meet once a month to review the campus budget with the director of finances.</p>	<p>Goal: Improve knowledge base of operating the budget, expenses, federal grants, stipends, fundraising, field trips, clubs, etc.</p>	<p>Continue to monitor the budget/expenses/revenue to maintain a healthy budget and compliance to earn an A rating on the Charter FIRST financial report.</p>



	<p>The office manager and 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.</p>		
Technology	<p>The campus has six Curriculum on Wheels (COWs) filled with chromebooks. Each grade level has a COW assigned to them. Teams collaborated and developed a schedule that allows students the opportunity to work on iReady Reading/Math lessons and AR quizzes. Students are able to use a single sign on using their Clever badges.</p> <p>All staff have chromebooks to use for lesson planning, emailing, professional development, raptor, etc.</p>	<p>Goal: Upgrade devices from chrome books to laptops for staff.</p>	<p>Collaborate with the IT department and Director of Finance to secure three bids to purchase laptops for staff.</p>

Note: This Needs Assessment summary encompasses the Title 1, 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 literacy 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:

Somerset Academies of Texas students will achieve academic success through meaningful learning experiences, innovative pathways, and personalized opportunities. There will be a placed emphasis on literacy across all grade levels and content areas to ensure that of the students who take the STAAR Reading Assessment in SY25, at least 90% will score at the “approaches” level, 50% at “meets” and 25 % at “masters” 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 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 #)
The Principal and Instructional Coordinator will meet with teachers weekly during PLC to review data, plan intervention and best practices used in class to support student learning.	Principal Instructional Coordinator	Campus Data Dive TTESS Snapshots Walkthroughs Formal Observations TTESS trainings Teacher Input Conference notes Title 1 Funds	Review of campus and teacher input every 3 weeks, during PLC. Review progress of students in RTI (Response to Intervention) August 2023 - May 2024	Lesson planning including differentiation Pacing calendars Walkthrough documentation TTESS documentation	Local/Teacher made assessments Benchmark Assessments DIBELS iReady Weekly Assessments STAAR simulation assessments STAAR Released test	Formative & Ongoing	#2, #3, #4
Rtl will be coordinated by the Principal and instructional coordinator to work with teachers to assist with student success.	Principal Instructional Coordinator	Rtl Resources Rtl Coordinator Rtl documentation	August 2023 - May 2024	Rtl records for students Rtl agendas & minutes	Student progress monitoring	Formative & ongoing	#8, #9



		ESPED Title 1 Funds Professional Development to staff		Rtl documented in ESPED			
The case manager will provide dyslexia support using research-based interventions	Case Manager Instructional Coordinator Principal	Dyslexia Resources, funding from Title 1, documentation for 504 plans	Coordinators will be in place by August 1	Student sign-in sheets	Student Progress Monitoring	Formative and ongoing.	1, 2, 4, 6
The school will schedule one Parent Night to review the assessments taken at the BOY and how to best support their child/ren at home. (i-Ready, Accelerated Reader, STAAR, etc.)	Instructional Coordinator 3rd-6th Teachers	Title 1 funds Social media announcements, STAAR parent resources	The Parent Night will be held in the First Nine Weeks.	Parent sign-in sheets		Formative and ongoing.	#6


Ideal Goal(s)

Somerset Academies of Texas 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 SY22, at least 85% 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 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
Principal and Instructional Coordinator will be put into place to help teachers improve their practice with emphasis on math reasoning, calculations and number sense.	Principal Instructional Coordinator K-6 Teachers	TTESS tools and trainings, walkthrough documents, conference notes, Title 1 Funds	ICs will be in place at each school by 8/21; each teacher will have at least two monthly contacts with their IC	Walkthrough documentation, TTESS documentation	Student Assessments	Formative and ongoing	#2, #3, #4

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SOMERSET ACADEMY
OAKS

The school will provide targeted instruction for math intervention	Principal Instructional Coordinator K-6 teachers	Title 1 funds for hiring.	The teacher will be in place by 8/1 and will work with other teachers to plan targeted instructions.	Payroll records	Students Assessments	Formative and Ongoing	#2, #3
The school will purchase supplemental materials for math reinforcement	SL and ICs	Curriculum Resources.	Materials will be purchased after BOY testing so that materials are targeted toward specific needs.	Lesson plans.	Student Assessments	Formative and Ongoing.	#2
The school will put an RtI Coordinator in place to assist with student success. Math and Reading interventions are provided.	SL, Hiring Committee	Professional Development	Coordinator will begin gathering dates at the beginning of the school year. Coordinator will train teachers on process and implementation strategies	Progress monitoring logs, Coordinator informal check ins with teachers, coordinator bi weekly checks ins with grade level, coordinator meetings with ASL, SL	Progress monitoring assessments and logs	Renaissance Math, Benchmarks, Summative Assessments, Topic Tests	#8, #9

**Ideal Goal(s):**

Somerset Academies of Texas students will achieve academic success through meaningful learning experiences, innovative pathways, and personalized opportunities. There will be a placed emphasis on science and math across all grade levels to ensure that the students who take the STAAR Science, at least 90% will score at the “approaches” grade 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 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
All students will have access to Tutoring.	Teachers Instructional Coach Principal	Title 1 funds, Parent Square, Facebook, Instagram posts	Targeted Saturdays after BEM data is collected	Tutoring Schedule Student attendance collected Documentation of TEKS covered during tutoring on	Student Assessments iReady Data AR monthly Star Data	Formative and ongoing	#2, #3

2023-2023



SOMERSET ACADEMY
OAKS

				campus spreadsheet	Weekly Assessments		
The school will schedule one Science & Technology Night (or Science Lab Saturday)	Instructional Coaches, Science and SS Teachers, CTC	Title 1 funds, social media announcements, STAAR parent resources	The Science Night will be held in the Third Nine Weeks	Parent sign-in sheets	Climate surveys, parent feedback, student feedback.	Formative	#6

**Ideal Goal(s):**

At the end of the 2023-2024 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 v or that communications 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
School will continue to implement Parent Square, Facebook Messenger, Facebook, Instagram, and Instagram systems for effective communication.	Principal Social Media Specialist IT department	Title One funds	Subscriptions will be renewed by August 2023	Usage reports from each subscription	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7

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Weekly newsletters to families	Principal	Parent Square	Weekly on Fridays	Parent Square Analytics	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7
The marketing team will provide parents resources from the school and community.	Office Manager Instructional Coordinator Case Manager Counselors Principal	Title One Funds and ESSER Funds Parent Square and social media posts	Parents will engage in multiple opportunities for fostering home-school partnerships and improved communication strategies to promote a positive learning climate.	Sign-In sheets Campus Calendar Agendas Handouts Pictures	Consistently survey families on their level of feeling joyful, safe, and confident and respond as needed.	Formative and ongoing	#1, #2, #3, #6, #7
Back to School Bash/Meet the Teacher	All staff	Tables for each area, staff Enrollment documents Technology Oaks Swag	Back to School Bash/Meet the Teacher will be held August, 2023	Sign-in sheets Pictures	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7

2023-2023



SOMERSET ACADEMY
OAKS

Parent Information Night	Principal Instructional Coach	Parent Square and social media posts Digital curriculum powerpoint created by the IC	Parent Information Night on DIBELS, AR, iReady, and STAAR in September	Parent sign-in sheets for in-person and zoom sessions	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7

2023-2023



SOMERSET ACADEMY
OAKS

National Hispanic Heritage Month September 15-October 15	Fine Arts Department K-6 Teachers Librarian Instructional Coach Principal	Parent Square and social media posts Oaks swag Principal's Account to purchase items for concessions	Set up an Ofrenda to where families and staff can bring in pictures of loved ones. Principal does weekly Read Aloud videos highlighting Accelerated Reading books by Hispanic authors in honor of Hispanic Heritage month	Sign-in sheets Pictures Weekly Smores	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7
STAAR Night	Instructional Coaches, Reading Teachers, CTC	Parent Square and social media posts STAAR parent resources-TEA STAAR Redesign link: https://tea.texas.gov/student-assessment/assessment-initiatives/hb-	STAAR Night for 3rd-6th grade families will occur in November 2023	Sign-in sheets for in-person and zoom sessions. Pictures	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7

2023-2023



SOMERSET ACADEMY
OAKS

		3906/staar-redesign					
3rd-6th Grade Winter showcase	Fine Arts Department (FAD) Band and choir students 3rd-6th Teachers Principal	Parent Square and social media posts Costumes, stage props, music, instruments	3rd-6th Grade students perform "The Jukebox Time Machine" on December 9	Sign-in Sheets Pictures Performance recording	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7
Kinder-2nd Spring Showcase	Fine Arts Department (FAD) w/Band and choir students K-2 teachers Principal	Parent Square and social media posts Costumes, stage props, music, instruments	K-2nd Grade students perform the Spring showcase in March 2023 (Date TBD)	Sign-in Sheets Pictures Performance recording	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7

2023-2023



SOMERSET ACADEMY
OAKS

K-6 Spring Art Showcase	Art Teacher K-6 teachers and students Principal	Parent Square and social media posts Art supplies needed to display student artwork	K-6 students will showcase the yearly art project in May 2023	Sign-in Sheets Pictures	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7
iReady Pep Rallies BOY: August 2023 MOY: January 2024 EOY: May 2024	Events Committee	Parent Square and social media posts Competitions planned to motivate students to do their best on their iReady diagnostics	K-6 students will participate and create skits, songs, cheers, etc. to motivate fellow students to do their best and meet or beat their scores.	Sign-in Sheets Pictures	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7
Accelerated Reader (AR) Quarterly Celebrations October 2023 December 2023 March 2024 May 2024	Events Committee	Parent Square and social media posts Principal's Account to purchase incentives for students	K-6 students will be able to participate in the quarterly AR celebrations. Students are eligible if they reach their quarterly goal.	Pictures Celebration recordings	Climate surveys, parent feedback, student feedback.	Formative and ongoing	#1, #2, #3, #7


Ideal State: Goal(s)

Somerset Academy Oaks of Texas will 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.

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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 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
The school will enact SEL Programs to help students and staff self regulate emotions,	Principal Campus Counseling Team	Mindful Moments Morning Meetings	Weekly/ monthly basis	Schedules Agendas	Student/parent survey	Formative and ongoing	#1, #2, #3, #6, #7

2023-2023



SOMERSET ACADEMY
OAKS

	Health & Safety Team			Sign-In sheets Pictures Campus Calendars			
Students and staff will work to further engage in the school's routines and expectations to maintain a safe learning environment.	Campus Health & Safety Team (H&S) Smith Protective Security Services Officer	Safety Protocols SilverTrak documentation system Capturing Kids Hearts Mindful Moments	Behavior Threat Assessment PD Psychological First Aid PD Daily indoor/outdoor sweeps H & S meetings will happen on a monthly basis. Anaphylaxis Seizure Blood Borne Pathogens	Safety Training for all staff conducted in August 2023 Health & Safety Training certificates Schedules Agendas Sign-In sheets Pictures Campus Calendars	Safety Audit Checklist After Action Review documentation Intruder Assessment Report Debriefs from practice evacuation and lockdown drills Silvertrak reports Climate Surveys from families, students, and staff	Formative and ongoing.	#1, #2, #3, #6, #7

2023-2023



SOMERSET ACADEMY
OAKS

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SOMERSET ACADEMY
OAKS

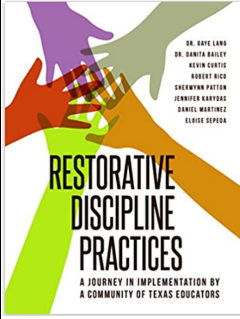
Objective #1: Parents will be full partners with educators in the education of their children.

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Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
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, Counselors Teachers/Staff Librarians Music/Art teachers SEL Coordinator SEL Counselors Social Workers, Support specialists.	Curriculum resources and Title 1 Funding	Bullying programs will be selected by committee and in place starting August 2021. National Stop Bullying Day October 2023 World Kindness Day November 2023 Random Acts of Kindness February 2023	SEL Committee Sign in sheets, minutes and attendance sheets for training and presentations. Book Study  TxELS Discipline reports	Climate surveys TxELS Discipline reports Anonymous Alert reports	Formative and ongoing.	1, 2, 4, 7

2023-2023



SOMERSET ACADEMY
OAKS

<p>Labor Day September 5</p> <p>Campuses will recognize American workers and their social and economic contribution to society. It shows respect for organized labor and individual rights.</p>	<p>Teachers</p> <p>Counselors</p> <p>Instructional Coach</p> <p>Principal</p>	<p>Curriculum resources and Title 1 Funding</p>	<p>September 5</p>	<p>Lesson Plans</p> <p>Grade Level meeting agenda, minutes, sign-in sheets</p> <p>Program/projects showcasing student's demonstration of understanding of American workers and their social and economic contributions to society.</p>	<p>Climate surveys</p>	<p>Formative and ongoing.</p>	<p>1, 2, 4, 7</p>
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2023-2023



SOMERSET ACADEMY
OAKS

Patriot Day September 11 Campuses will honor the Remembrance for the Victims of the Terrorist Attacks on September 11.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	September 11	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.	Climate survey	Formative and ongoing.	1, 2, 4, 7
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SOMERSET ACADEMY
OAKS

<p>Grandparent's Day September 12</p> <p>Campuses will recognize grandparents and honor that they are our continuing legacy to the past, to the events and beliefs and experiences that so strongly affect our lives and the world around us.</p>	Teachers	Curriculum resources and Title 1 Funding	September 12	Lesson Plans	Climate surveys	Formative and ongoing.	1, 2, 4, 7
	Counselors			Grade Level meeting agenda, minutes, sign-in sheets			
	Instructional Coach						
	Principal			Program/projects showcasing students' demonstration of understanding of how grandparents impact our lives.			

<p>Hispanic History Month September 15-October 15</p> <p>Campuses will recognize the contributions of Hispanic and Latino Americans to the United States and celebrate the group's heritage and culture.</p>	Teachers	Curriculum resources and Title 1 Funding	September 15 through October 15	Lesson Plans	Climate surveys	Formative and ongoing.	1, 2, 4, 7
	Counselors			Grade Level meeting agenda, minutes, sign-in sheets			
	Instructional Coach						
	Principal			Program/projects showcasing student's demonstration of understanding of Hispanic and Latino American's heritage and culture.			

2023-2023



SOMERSET ACADEMY
OAKS

<p>Freedom Week September 13-17</p> <p>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.</p>	<p>Teachers</p> <p>Counselors</p> <p>Instructional Coach</p> <p>Principal</p>	<p>Curriculum resources and Title 1 Funding</p>	<p>September 12-17</p>	<p>Lesson Plans</p> <p>Grade Level meeting agenda, minutes, sign-in sheets</p> <p>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.</p>	<p>Climate surveys</p>	<p>Formative and ongoing.</p>	<p>1, 2, 4, 7</p>
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SOMERSET ACADEMY
OAKS

<p>Día de los Muertos November 1-2</p> <p>Campuses will recognize Dia de los Muertos and its impact on the Hispanic and Latino American heritage and culture.</p>	<p>Teachers</p> <p>Counselors</p> <p>Instructional Coach</p> <p>Principal</p>	<p>Curriculum resources and Title 1 Funding</p>	<p>November 1-2,</p>	<p>Lesson Plans</p> <p>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.</p>	<p>Climate surveys</p>	<p>Formative and ongoing.</p>	<p>1, 2, 4, 7</p>
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2023-2023



SOMERSET ACADEMY
OAKS

Veterans Day November 11 Campuses will recognize all military veterans, including the living, who have served in the United States Armed Forces, during wartime or peacetime.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	November 11	Lesson Plans Program/projects showcasing student's demonstration of understanding of military veterans, who have served in the United States Armed forces during wartime or peacetime.	Climate surveys	Formative and ongoing.	1, 2, 4, 7
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2023-2023



SOMERSET ACADEMY
OAKS

Hanukkah November 28-December 6 Campuses will help students identify the general purpose of Hanukkah and the impact of the heritage and culture on society.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	November 28-December 6	Lesson Plans Program/projects showcasing student's demonstration of understanding of the general purpose of Hanukkah and the impact of heritage and culture on society.	Climate surveys	Formative and ongoing.	1, 2, 4, 7
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2023-2023



SOMERSET ACADEMY
OAKS

Kwanzaa December 26-January 1 Campuses will help students identify the general purpose of Kwanzaa and the impact of the heritage and culture on society.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	December 26-January 1	Lesson Plans Program/projects showcasing student's demonstration of understanding of the general purpose of Hanukkah and the impact of the heritage and culture on society.	Climate surveys	Formative and ongoing.	1, 2, 4, 7
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2023-2023



SOMERSET ACADEMY
OAKS

Martin Luther King, Jr. Day January 20 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.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	January 20	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students' demonstration of understanding of Dr. King's contributions to society.	Climate surveys	Formative and ongoing.	1, 2, 4, 7
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2023-2023



SOMERSET ACADEMY
OAKS

Black History Month February Campuses will recognize the contributions of Black and African Americans to the United States and celebrate the group's heritage and culture.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	February 2024	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.	Climate surveys	Formative and ongoing.	1, 2, 4, 7
Read Across America March 2 Campuses will celebrate the joy of reading with inclusive stories and the recognition of different authors.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	March 2, 2024	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.	Climate surveys	Formative and ongoing.	1, 2, 4, 7

2023-2023



SOMERSET ACADEMY
OAKS

<p>Autism Awareness April 2</p> <p>Campuses will take measures to raise awareness about people with autistic spectrum disorders.</p>	<p>Teachers</p> <p>Counselors</p> <p>Instructional Coach</p> <p>Principal</p>	<p>Curriculum resources and Title 1 Funding</p>	<p>April 2, 2024</p>	<p>Lesson Plans</p> <p>Grade Level meeting agenda, minutes, sign-in sheets</p> <p>Program/projects showcasing student's demonstration of understanding of autism.</p>	<p>Climate surveys</p>	<p>Formative and ongoing.</p>	<p>1, 2, 4, 7</p>
<p>Ramadan April 12-May 12</p> <p>Campuses will help students identify the general purpose of Ramadan and the impact of the heritage and culture.</p>	<p>Teachers</p> <p>Counselors</p> <p>Instructional Coach</p> <p>Principal</p> <p>Social Workers, Support specialists.</p>	<p>Curriculum resources and Title 1 Funding</p>	<p>April 12-May 12, 2024</p>	<p>Lesson Plans</p> <p>Grade Level meeting agenda, minutes, sign-in sheets</p> <p>Program/projects showcasing students demonstration of understanding of the purpose of</p>	<p>Climate surveys</p>	<p>Formative and ongoing.</p>	<p>1, 2, 4, 7</p>

2023-2023



SOMERSET ACADEMY
OAKS

				Ramadan and the impact of the heritage and culture on society.			
Cinco De Mayo May 5 Campuses will help students identify what Cinco de Mayo is and the impact of this celebration on the Hispanic and Latino American heritage and culture.	Teachers Counselors Instructional Coach Principal	Curriculum resources and Title 1 Funding	May 5 , 2024	Lesson Plans Grade Level meeting agenda, minutes, sign-in sheets Program/projects showcasing students' demonstration of understanding of Cinco De Mayo and the impact this event has had on society.	Climate surveys	Formative and ongoing.	1, 2, 4, 7



Ideal State: Goal(s)

Somerset Academy Oaks will offer Pre-K 4 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 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.

2023-2023



SOMERSET ACADEMY
OAKS

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 to help prepare them for the expectations of Kindergarten,	Kinder Teachers Principal	Curriculum resources and Title 1 Funding	July	Google form registration Lesson Plans Attendance Records for students Program/projects showcasing students' demonstration and understanding of foundational Kinder skills.	BOY data MOY data EOY data Teacher & Parent surveys	Formative and ongoing	#6, #7


Ideal State: Goal(s)

Teacher Development/High Quality Teachers

Somerset 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.

Objectives:

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

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

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 Leaders	Hiring authorizations, job fair, advertisements	ICs will be in place by July 2024.	Payroll records.	Walkthrough Documentation, TTESS documentation	Formative and ongoing.	#3, #4, #5, #8

2023-2023



SOMERSET ACADEMY
OAKS

Professional Learning Communities will collaborate, work with peers and receive professional development will be scheduled at the campus.	Instructional Coordinator Case Manager Principal	Job fair, advertisements, surveys, formative data to form PD's	PD's will begin August 2nd and continue throughout the year on the District Calendar.	PLC sign-in sheets. Certifications	Teacher surveys, Walkthrough documentation. Parent Surveys Benchmarks	Formative and ongoing.	#3, #4, #5, #8
Gifted and Talented-trained teachers will receive an annual GT Stipends.	Principal Instructional Coordinator GT Teacher	Region 20 PD's.	Stipend agreements signed	Payroll Records.	Sign-in sheets for GT training/GT certificates, stipend pay stubs.	Formative and ongoing.	#3, #5
Through Region 20, onsite GT Training and refreshers will be offered free of charge to teachers.	Instructional Coordinator Principal	Advertisement, Region 20 PD's.	GT Training on the District Calendar.	Payroll records.	Sign in sheets	Formative and ongoing.	#3, #4, #5, #8
Teacher Appreciation Week	Office Manager Instructional Coordinator Principal	Advertisements, staff surveys and questionnaires	Timelines on District Calendar.	Payroll Records.	Staff Surveys, Campus morale	Informative and ongoing.	

2023-2023



SOMERSET ACADEMY
OAKS

Ongoing staff recognition activities.	Principal Office Manager Instructional Coordinator	Advertisements, staff surveys and questionnaires	On the District Calendar and discussed among leaders weekly to implement additional staff recognition throughout the year.	Payroll Records. Staff Recognition/shout out wall.	Staff surveys, campus morale	Informative and ongoing.	#3, #4, #5, #8
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