



**HERITAGE ACADEMY of DEL RIO
CAMPUS IMPROVEMENT PLAN**

(015-815-041)

2016-2017

Mission: To develop educational wealth in our students that exemplifies academic excellence, moral leadership, career readiness, community services, and civic citizenship.

Vision: To educationally empower our learning community through competency based learning and talent development.

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 OVERVIEW

Area Reviewed	Data Sources 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	<ul style="list-style-type: none"> Enrollment Attendance Gender At-Risk Student Data Mobility/Stability Ethnicity 	<ul style="list-style-type: none"> The Daily Attendance Rate Average 98% Enrollment at Maximized Capacity 	<ul style="list-style-type: none"> At Risk/ESL Data 1/3 	<ul style="list-style-type: none"> State and federal funds will be used to address needs of this special sub-group of students. Title I Funds
Student Achievement	<ul style="list-style-type: none"> Student Assessment Data D-Mac Web SMART Student Work-Performance Data State Assessment Data (STAAR, EOC, TELPAS, RTI, D-MAC, Student Work, Progress Report, and Report Cards) 	<ul style="list-style-type: none"> 100% Satisfactory on U.S. History 79% Satisfactory on Biology 89% Satisfactory on English III 8th Grade Science improved from 18% to 49% 8th Grade Social Studies improved from 19% to 38% 7th Grade Writing improved from 45% to 55% 	<ul style="list-style-type: none"> Improve English II from 50% to 80% Improve Algebra I from 69% to 75% Improve English I from 33% to 60% Improve 7th Grade Math from 68% to 75% 7th Grade Reading from 53% to 60% Improve 6th Grade Reading from 43% to 60% Improve 6th Grade Math from 51% to 60% 	<ul style="list-style-type: none"> Improve English I and English II Improve 8th Grade Social Studies Improve 6th Grade Reading and Math
School Culture and Climate	<ul style="list-style-type: none"> Feedback Data Surveys 	<ul style="list-style-type: none"> 95% of Students Feel Safe in Small School Setting Uniform Policy Inflicts Student Discipline 	<ul style="list-style-type: none"> Collaboration Among Teachers Cultivate a Total Team Atmosphere 	<ul style="list-style-type: none"> Provide staff development on team-player/sharing ideas/working together
Staff Quality/Professional Development	<ul style="list-style-type: none"> Teacher Certification/Qualification Data Staff Effectiveness in Relation to Student Achievement PDAS and/or Other Staff Evaluation Walkthrough Offer Online Staff Development Through Region 20 	<ul style="list-style-type: none"> 80% of the Teachers are HQ 	<ul style="list-style-type: none"> More Professional Development for Staff is Needed During Transition Assigning the highly effective teaching staff to work with high needs students 	<ul style="list-style-type: none"> Seek out more professional development opportunities for staff
Curriculum, Instruction, Assessment	<ul style="list-style-type: none"> Scope and Sequence; Pacing Guides; and/or other focus Documents Foundation 	<ul style="list-style-type: none"> TEKS Resource Guide Lesson Plans Bloom's Taxonomy (Higher Order Thinking) 	<ul style="list-style-type: none"> More focus is needed to create a positive learning environment 	<ul style="list-style-type: none"> Design instructional strategies that align with student learning needs and expected outcomes for achievements. Technology

<ul style="list-style-type: none"> • Course/Class Materials • Technology • Implement AIMS Tutoring Program • Implement TOTAL System Tutoring Program • Implement Reading Horizons in Grades 6-12/ESL Focus • Implement a STAAR Tutoring Period at the Middle School • Utilize the Study Island Program for STAAR Tutorials • Purchase STAAR Ready Study Guides & Practice Booklets (6th -8th) Reading & Math • Purchase STAAR/EOC Study Guides and Practice Tests (9th -11th) 	<ul style="list-style-type: none"> • Assessments provide by administration not aligned to the STAAR format 	<ul style="list-style-type: none"> • Family and Community Participation Counts by Type of Activity • Parent Volunteer Information • Parent Activity Evaluations and Feedback • Parent and Community Partnership Data • Partnership with Community College • Partnership with Border Federal Credit Union 	<ul style="list-style-type: none"> • Parent Meeting Attendance Rate is 90% • Parent Volunteer Pool is strong. School is able to accommodate all languages through interpreters • Parents feel like they have been given a fair opportunity to be involved in decision making 	<ul style="list-style-type: none"> • Community engagement is weak 	<ul style="list-style-type: none"> • Create partnerships with local businesses to build capacity • Expand partnership with Community College (College Readiness & more Dual Credits)
<p>Family and Community Involvement</p>					

School Context and Organization

- School Structure or Make-up, Teaming, etc.
- Decision-Making Processes
- Master Schedule
- Leadership: Formal and Informal
- Supervision Structure
- Support Structure: Mentor Teachers
- Adjust Middle School Daily Schedule for more Instructional Time

- Teachers feel they have an opportunity to be involved in decision making (Campus Advisory Committee)
- Students feel like they know and understand their expectation
- Campus Advisory Committee
- Decision Making Committee

- Teachers would like more opportunities to help struggling students.
- Transparent communication with district leaders.

- Create opportunities for students to be successful by establishing extended learning opportunities

Title I, Part A

School wide 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. School wide 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 school wide 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 State: Goal(s) 1 All students, including subgroups, will meet or exceed State Standards in all tested areas; special emphasis in Reading, English, Math, and Writing in all grades.							
Objective(s): By June 2017, of all students in each sub-population will meet or exceed the passing standard on all state assessments with special emphasis and monitoring in high school English I, English II, Algebra I, 7 th Grade Reading, 6 th Grade Reading and Math.							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I School wide Components (Code by #)
Use effective Highly Qualified teachers in the core areas, Math, Reading, Writing, Science, and Social Studies.	Human Resource Director/Administrator	Title 1	August 2016- May 2017	Increase test scores Emphasis in all core subjects	Benchmarks D-Mac Observations Formatives	STAAR PSAT SAT EOC	1, 2, 3, 7, 8
Incorporate RTI, D-MAC, TEKS, and Resource Curriculum.	Administrators Teachers	Professional Development	August 2016- May 2017	Increase all subjects scores	Benchmarks D-Mac Observations	STAAR PSAT SAT EOC	1, 2
Implement STAAR Enrichment Plan for Math and Writing subjects that includes English II, 8 th Science, and 8 th Social Studies.	Instructional Coach Elective Teachers	STAAR Material Mentoring Minds STAAR Master TEKS, Objective, and ELPS of the week.	December 2016- May 2017	Increase Math and Writing Scores	Benchmarks D-Mac Observations	STAAR	1, 2, 3, 7, 9
Implement a tutorial plan for struggling students in both Class Work/State Assessment	Teachers Instructional Coach	Sign in sheets weekly Schedule Tutorial Plan Saturday Camp	September 2016- May 2017	Improve on failure rate and increase state assessment scores	Benchmarks D-Mac	STAAR EOC PSAT SAT	2, 3, 8

<p>Ideal State: Goal(s) 2 All staff will increase use of data training in order to make data driven decisions, which will improve student mastery in all subjects.</p>								
<p>Objective(s): Administrators and teachers will be trained to use data effectively to make data driven decisions using formative and summative assessments.</p>								
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I School wide Components (Code by #)	
Staff to use software, D-Mac, Web-SMART, M.A.P and State Accountability System for data desegregation and maintain a data board and profile on each student in relationship to their assessment progress. Utilize/ Interpret Data from DMAC Reports. Utilize/ Interpret Data from MAP Reports.	Administrators Counselor/Administrative Intern.	Professional Development Staff Meeting	August 2016- September 2017	Improve teacher effectiveness and student outcome	Benchmarks D-Mac Informal Assessments Formal Assessments	STAAR PSAT SAT EOC	2, 3, 4, 7, 9	

Ideal State: Goal(s) 3

Improve academic achievement for ELL students by proper identification through assessments and monitoring and focusing on the ELPS.

Objective(s):

Procure resources to support the ELPS in classroom instruction for ESL students. Provide training for staff and stakeholders in ESL support.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I School wide Components (Code by #)
Effectively assess the tools and resources available to increase academic mastery for ELL's.	Administrators ESL Specialist ESL Teacher	Computer Software Title 1	September 2016- May 2017	Improve instruction and student mastery of all tests.	Benchmarks Test Scores Observations D-Mac	STAAR TELPAS STAAR L PSAT SAT EOC	1, 2, 3, 9
Provide training for staff and parents to increase academic achievement for ELL students.	Region 15 & 20 Administrators Counselors ESL Strategist ESL Teacher	Parent and Teacher Workshops	September 2016- May 2017	Improve teacher effectiveness	Benchmarks Test Scores D-Mac	STAAR TELPAS STAAR L PSAT SAT EOC	1, 2, 3, 4, 6
Utilized an ESL Specialist for the ESL Program.	Director of Student Services Administrators	HR School Web-Site	September 2016- 2017	Increase support with General Ed Teachers and improve student achievement	Benchmarks Test Scores Observations D-Mac	STAAR TELPAS STAAR L PSAT SAT EOC	5, 9
Implement Inclusion and Pullout for ELL students.	ESL Specialist ELA Teacher ESL Teacher/ Specialist	STAAR Strategies Level Readers	September 2016- May 2017	Improve student achievement	Improve student achievement	STAAR TELPAS STAAR L PSAT SAT EOC	1, 2, 3, 8, 9
Utilize the SQ3R-Method for reading different genres and analyzing text.	ESL Teacher Teachers ESL Strategist	Reading Strategy Checklist	September 2016- May 2017	Improve student Language Development	Benchmarks Test Scores Observations D-Mac Annual LPAC Evaluation	STAAR TELPAS STAAR L PSAT SAT EOC	1, 2

Ideal State: Goal(s) 4
 Improve teacher recruitment and training to meet the need of the 21st Century Learners.

Objective(s):
 Recruit and retain highly qualified teachers, targeting Math, Science, ESL and Special Ed.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I School wide Components (Code by #)
Work closely with the Human Resource Department in the recruitment, training and retention of highly qualified teachers to reach and teach the 21 st Century Learners. Special focus on recruitment of ESL, Special Ed., Math and Science teachers.	Director of HR Administrator in HR3	Training Staff Meeting ESC 15 & 20	August 2016- May 2017	Salary Scale Benefits New Hire Process Implement New Salary Scale	Benchmarks D-Mac Assessments	STAAR PSAT SAT EOC	5

Ideal State: Goal(s) 5

Expand the use of technology in classes. Use innovative technology resources such as desktop computers, interactive curriculum software i.e., Think Through Math, Khan's Academy, Pearson Interactive Readers, Study Island and Odyssey Ware.

Objective(s):

Procure innovation technology to increase student achievement. Special focus will be given to CTE, ELL students, 504's and Special Ed.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I School wide Components (Code by #)
Research and procure innovative technology and computers to support and supplement classroom instruction. Such as Study Island, Pearson Interactive Readers, Odyssey, Think through Math.	Technology Department Administrators Teachers IT Rep.	Computers C.O.W. Computer Labs	August 2016- May 2017	Improve teacher effectiveness and improve student outcome	Benchmarks Informal Formatives D-Mac	STAAR PSAT SAT EOC	1, 2, 9

Ideal State: Goal(s) 6

Improve Parent involvement, communications and activities.

Objective(s):

Beginning August 2016, parent involvement meetings will be formulated to disseminate materials to educate parents on how to help students succeed in school.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I School wide Components (Code by #)
Plan monthly parent meetings to disseminate information and training in the area of academic achievement, safety and fundraising.	Administrators ESL Specialist Counselor	Parent Training ESL Training Title I Meeting	August 2016- May 2017	Improve ability for parents to help students Improve students achievement	Benchmarks D-Mac Assessment	STAAR PSAT SAT EOC	2, 6, 9
Organize workshop and training materials for parents.	Administrators ESL Specialist Counselor	ELS Training	August 2016- May 2017	Improve ability for parents to help students Improve students achievement	Benchmarks D-Mac Assessment	STAAR PSAT SAT EOC	2, 6, 9
Implement more parent involvement with school committees and programs.	Administrator ESL Specialist Teachers Counselor	Orientation Parent-Teacher Conferences Parent-Student Compacts Campus Improvement Committee L-PAC Committee ARD Committee Athletic Booster Club Calendar Parent Notices Award Assembly	August 2016- May 2017	Improve ability for parents to help students Improve students achievement	Benchmark D-Mac Assessments	STAAR PSAT SAT EOC	2, 6, 9

Ideal State: Goal(s) 7

All staff, students, and parents will work cooperatively to ensure a safe and conducive learning environment.

Objective(s):

Heritage Academy of Del Rio 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 (Code by #)
Teacher, students, administrators and parents feel safe throughout school hours.	Teachers Students Parents Administrators	Student-Parent Handbook Student-Parent Compact Student discipline Referrals Security Touch Pads School Lock-Down Drills School Marshall Anti-Bullying Presentations	August 2016- May 2017	Student Handbook Receipts Safety Drill Logs Posted Rules in Classrooms Character First Curriculum Seven Habits of Highly Effective People Motivational Posters	Decrease in student discipline referrals End of Year Annual Review	Ongoing evaluations	2, 4, 6, 9