

Inspire Academies
JHW Inspire Academy - Rockdale
2023-2024 Campus Improvement Plan

Mission Statement

We increase the capacity for learning by inspiring every student to belong, find joy, and be great.

Vision

To reimagine and transform global learning.

Value Statement

Compassion- Genuine care for all.

Committment- Do whatever it takes.

Collaboration- Engage in purposeful relationships to accomplish a shared vision.

Innovation- Ignite the desire to learn, grow, and change to achieve success.

Integrity- Demonstrate honesty, fairness, respect, and trust.

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

Rockdale Needs Assessment Summary

Demographics Summary of Needs:

- ELA teacher completing her ELA certification - will also need SPED and ESL
- GED program updates - finding effective preparation resources.

Student Learning Summary of Needs:

- Creating a time in the master schedule for CTE credits

School Processes and Programs Summary of Needs:

- Altering master schedule to accommodate CTE and inquiry time.
- Faster internet connection

Perceptions Summary of Needs:

- Scheduling parent and student surveys each semester.

Demographics

Demographics Summary

Data Sources Reviewed:

- Enrollment
- Attendance
- Ethnicity
- Gender
- Mobility/Stability
- Special Program Participation
- At-Risk by Category
- Teacher-Student Ratios
- Graduation, Completion, Dropout, and GED rates
- Course/Class Assignments

Demographics Summary of Needs:

- ELA teacher completing her ELA certification - will also need SPED and ESL
- GED program updates - finding effective preparation resources.

Demographics Strengths

Flexible
Understanding Staff
Bilingual
HQ Staff
Professional

Flexible
Skilled relationship builders

Student Learning

Student Learning Summary

Student Learning Data Reviewed:

State Assessment Data
TELPAS and AMAO Results
Standardized, Norm-Referenced, Criterion-Referenced Tests and Measures
State and AYP Data Tables
Texas Success Initiative (TSI) Data
Course/Class Grades
Graduation, Completion, Dropout, and GED Rates; Diploma Types
Promotion/Retention Rates
Classroom and Program Assessments and Other Data
Student Work

Student Learning Summary of Needs:

Creating a time in the master schedule for CTE credits

Student Learning Strengths

Student success
Increase in Credit Recovery awarded.
Growth in Reading and Math

School Processes & Programs

School Processes & Programs Summary

Data Sources Reviewed:

n	Teacher Certification/Qualification Data
n	Paraprofessional and Other Staff Qualifications
n	Staff Effectiveness in Relation to Student Achievement
n	Staff Mobility/Stability
n	Special Program Qualifications, e.g., Bilingual/ESL, Special Education, etc.
n	Professional Development Data
n	Teacher-Student Ratios
n	Graduation, Completion, Dropout, and GED rates
n	Course/Class Completions, Grades, and Other Data
n	Recruitment and Retention Strategies and Other Data
n	Scope and Sequence, Pacing Guides and other Focus Documents
n	Technology
n	Common Benchmark Assessments and Other Assessments
n	Class, School, and Special Program Schedules
n	Master Schedule
n	Leadership: Formal and Informal
n	Technology Availability, Tickets, Professional Development

Summary of Needs:

Altering master schedule to accommodate CTE and inquiry time.

Faster internet connection

School Processes & Programs Strengths

HQ staff

100% staff retention

Increased credit recovery

Staff trained on best practices for EB students.

Perceptions

Perceptions Summary

Perceptions Data Reviewed:

Interviews
Feedback Data
Classroom and School Walkthrough Data
Parent Conferences, Meetings, etc.
Family and Community Participation Counts by Type of Activity
Evaluations and Feedback
Parent and Community Partnership Data

Summary of needs for Perceptions:

Scheduling parent and student surveys each semester.

Perceptions Strengths

Six Weeks Newsletter
High praises from Facility partner

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data
- Alternative Education Accountability (AEA) data

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- State-developed online interim assessments

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals





Revised/Approved: September 19, 2023

Goal 1: Inspire Academies will engage in the continuous improvement process for the betterment of our learning community by utilizing data for planning, evaluation, and performance needs and will increase the district rating to a "A" according to Federal and State accountability data by August 2024

Performance Objective 1: The Rockdale Campus will hire high quality staff, highly qualified paraprofessionals and will increase staff retention rates by offering meaningful and purposeful professional development that enhances student achievement.

High Priority

Evaluation Data Sources: Federal and State Accountability Reports; Texas Equity Plan

Strategy 1 Details	Reviews			
<p>Strategy 1: Attract/Retain Staff: The campus will attract and retain highly qualified teachers for instruction and intervention support.</p> <p>Strategy's Expected Result/Impact: High quality staff as evidenced by at-a-glance update</p> <p>Staff Responsible for Monitoring: Human Resources and Campus Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 2: Strategic Staffing</p> <p>- Targeted Support Strategy</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 2: By implementing relevant and rigorous instructional programs, the Rockdale Campus will attain maximum student achievement and students will meet required improvement and/or pass their reading, math, and science STAAR by August 2024.

Performance Objective 1: All students will experience increased student achievement, decreased achievement gaps and increased school progress.

High Priority

HB3 Goal





Evaluation Data Sources: STAAR/EOC/TELPAS and Federal/State Accountability Reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Accelerated instruction will be provided for all students not meeting the minimum standard on state assessments. These supplemental instructional opportunities can be provided by enrichment classes and other methods during the school year and/or during summer school programs.</p> <p>Strategy's Expected Result/Impact: Students identified as at-risk will perform at the same level as students not identified as at-risk within the district and compared to state achievement standards.</p> <p>Staff Responsible for Monitoring: Campus Principals, Assistant Superintendent, and Executive Director of Compliance</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: By June 1, 2024 the Rockdale Campus will implement strategies to increase student attendance and maintain a 95% or higher attendance rate as measured by Average Daily Attendance.

Performance Objective 1: Increased attendance rate as measured by average daily attendance in PEIMS and decreased drop out rate on TAPR.





Evaluation Data Sources: Attendance Reports and TAPR

Strategy 1 Details	Reviews			
<p>Strategy 1: The campus administration will monitor student attendance and provide attendance reports. Strategy's Expected Result/Impact: Increased attendance rate as evidenced on six-weeks attendance reports. Staff Responsible for Monitoring: Executive Director of Compliance, Campus Principals, Registrars, and District PEIMS Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: The Rockdale Campus will identify student performance technology needs among campuses by organizing and planning the appropriate distribution of instructional resources and equipment by June 1, 2024.

Performance Objective 1: All students and teachers will have access to technology software and hardware needed for academic success no later than the first week of school.





Evaluation Data Sources: Inventory reports, Help Desk Tickets, and Campus Principal Feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus will be trained on new technology applications and ticket system. Meetings will be held with technology directory each semester to provide feedback on implementation.</p> <p>Strategy's Expected Result/Impact: Increased use of instructional technology use in lesson planning</p> <p>Staff Responsible for Monitoring: Technology Director and Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: The Rockdale Campus will provide safer schools by implementing training and activities that reflect the components of a safe and disciplined school environments by June 1, 2024.

Performance Objective 1: The district will ensure campus and district safety.





Evaluation Data Sources: Reduced student referrals, documentation of emergency drills, documentation of the completion of a school safety survey, incident reports, professional development, safety meetings, Class Dojo Data capture

Strategy 1 Details	Reviews			
Strategy 1: Campus will support social-emotional learning with training on SEL Strategies and implementation of programs. Strategy's Expected Result/Impact: Evidence of implementation of training and strategies within classrooms. Staff Responsible for Monitoring: Campus Principals and Teachers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: The Rockdale Campus will improve overall stakeholder satisfaction by implementing programs and strategies designed to increase and enhance communication within the school, with parents, community members and facility partners by June 1, 2024 as evidenced by improved District survey results.

Performance Objective 1: Increased levels of satisfaction, compliance and efficiency reflected on survey data.

Evaluation Data Sources: Parent Surveys, Facility Reports and Fiscal/Program Reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Communicating Student Achievement to Parents: The campus will provide consistent, timely, and accurate communication to parents on individual student achievement data through a variety of methods such as, but not limited to three week progress reports, report cards, parent-teacher conferences, phone calls, newsletter at the end of each grading period etc.</p> <p>Strategy's Expected Result/Impact: Student Progress Reports and Campus Newsletters</p> <p>Staff Responsible for Monitoring: Campus Principals, Registrar, District PEIMS Coordinator</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				