

Texans Can Academies
Texans Can Academy - Austin
Campus Improvement Plan
2020-2021

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Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

Students took the EOC for Algebra, U.S. History, Biology English 1 and English 2. The scores for approaches and meets were all improved from the prior year. Algebra had a 72% approaches with 25% Meets. In Biology they had a 73% approaches with ____ meets, in U.S. History students had a 73% approaches total with ____ meets. In ELA 1 students had a 30% approaches with ____ meeting, and ELA 1 had 40% approaches with ____ meets. Students demonstrate a struggle with achieving higher scores in the English tests. The needs assessment would indicate that we will need to target the ELA content area primarily this coming year. In addition we must strive to improve our meet levels in all content areas even if they show improvement from the prior year. Our TELPAS scores remained level with no improvement in scores for our ELL students. This is another area where we must target our efforts. Our ELL population is large and will need additional support to show improvement for the coming year.

Student Achievement Strengths

Teachers have improved their teaching techniques. They are more consistent and will be stronger going into this second year together as a group. Our students show improvement in levels of engagement and commitment to their own success. Student approaches and meets percentages all went up and are trending upwards. Students understand the goals teachers set for them and understand the greater effort they must put forth.

scores were up 16% in Algebra, from 9% meets to 25% meets over the prior year. All content approach levels were up over the prior year as well.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: students must pass at a higher meets level in ELA tests **Root Cause:** staff had not been trained in effective teaching techniques, leading to low student engagement.

School Culture and Climate

School Culture and Climate Summary

The school culture and climate was a targeted area this past year. To improve the relationship with our parents and community we carried out some events. We had a meet the teacher night in the Fall and Spring. We had a graduation celebration evening for our projected graduates. We also had a prom that had not been held in a couple of years. We also created a student council, had Project MALES a mentoring program from UT come to the school to support our young men of color. Additionally, we had incentive/celebration days to recognize student improvement. We worked with UT to have social workers on the campus to help students with social emotional challenges they may have faced. We established the first honor society chapter in our organization. While student behavior has been a concern in past school years it is no longer the issue that it once was. Advisor and administration diligence in addressing behavior issues as they arise has decreased incidences as other students see that consequences will be enforced. Staff are clear about their expectations in regards to student behavior, across all settings and students report understanding what is expected of them.

School Culture and Climate Strengths

Students have shared their excitement with the school atmosphere that we have worked to improve. Students like the recognition days, the clubs such as basketball and Golf that we will implement this coming year. Students and parents participated in higher numbers for the meet the teacher nights than ever before. Students were impressed with the nationally recognized artist we had come to the school and paint our mural. Students were able to meet with him and discuss careers in Art. The more extra curriculum activities we offer students the more engaged they will be in the school and the better attendance and enrollment we will have. Austin Can Academy offers students the ability to join several extracurricular. Last year students participated in Basketball, Chess, Gardening Club, and Robotics. Aside from school sponsored activities students also had the ability to participate in certificate programs, Dual Credit and TNLA. For the 2019-2020 school year Austin Can is looking into creating more opportunities for students to be exposed to different trade and career fields.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: we need to continue to increase academic rigor for students while raising school pride **Root Cause:** high expectations were not the norm and students did not identify with school.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Until last year there had not been a well planned out professional development for the staff in this school. The quality of instruction was adequate but not rigorous or goal oriented. Since last year we have worked to hire effective staff and teachers to ensure we have the right pieces in place. We have also carried out staff events such as a day at the ball park, christmas celebration and teacher, birthday recognition to increase staff moral and retain our staff. This year we only had to find 3 teachers to replace those that chose to leave and 1 clerk. by retaining the vast majority of our staff we will begin to build the team that will work together and unite for a common goal.

Staff Quality, Recruitment, and Retention Strengths

We hired three new teachers that have shown a willingness to learn and appear open to feedback. One of the new hires was a former teacher at our school which will make it easier to fit her in to how we do things here at the school. The core content teachers remain from last year so our academic progress will not be interrupted. Our recruitment efforts yielded 3 very capable teachers and 1 strong students advisor that will be able to gain buy in from students and help them with challenges. Our coaches remain a strength as well, they both returned and have a commitment to make our school a strong academic environment and build upon the success we had last year.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: teachers and staff were not as effective as they needed to be, developing and retaining our best people is imperative **Root Cause:** lack of direction, goal and development

Parent and Community Engagement

Parent and Community Engagement Summary

parent/community engagement has not been as high as we would like, we will try to create more events that are catered to parents such as meet the teacher night and promote it more effectively. we will also have the graduation celebration at the school during the day to encourage greater involvement by the parents. Invite parents to chaperone the prom and increase student participation.

Parent and Community Engagement Strengths

We have begun to establish the norms for community and parental communication. we use phone sblasts, text blasts, call indiidualy, send letter and flyers. The participation has increased from prior years.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Parental involvement in our school is low **Root Cause:** parents have not been reached effectively before, communication was not a priority

Priority Problem Statements

Goals

Goal 1: To improve our ELA performance on EOC. We want to improve our approaches from 35% combined Eng. 1 and Eng 2 to 55% approaches and improve our meets percentages as well. to 20%.

Performance Objective 1: 35% approaches to 55% and 20% Meets for the year.

Targeted or ESF High Priority

Evaluation Data Sources: STAAR results

Summative Evaluation: None

Goal 1: To improve our ELA performance on EOC. We want to improve our approaches from 35% combined Eng. 1 and Eng 2 to 55% approaches and improve our meets percentages as well. to 20%.

Performance Objective 2: All instructional staff will hold data-driven PLCs

Evaluation Data Sources: All teachers will have PLCs at least once a week and sign sheets along with an agenda will be required.

Summative Evaluation: None

Goal 1: To improve our ELA performance on EOC. We want to improve our approaches from 35% combined Eng. 1 and Eng 2 to 55% approaches and improve our meets percentages as well. to 20%.

Performance Objective 3: ELA and the Math departments will improve writing and reading skills by accessing online resources. Math will help students interpret graphs and charts. Students will analyze assessments results.

Evaluation Data Sources: reading across the curriculum will improve student reading strength.

Summative Evaluation: None

Goal 1: To improve our ELA performance on EOC. We want to improve our approaches from 35% combined Eng. 1 and Eng 2 to 55% approaches and improve our meets percentages as well. to 20%.

Performance Objective 4: Principal and administrative staff will design and implement observation and feedback program.

Evaluation Data Sources: we will follow the observation protocols from ICAN model. provide feedback to staff after observations.

Summative Evaluation: None

Goal 1: To improve our ELA performance on EOC. We want to improve our approaches from 35% combined Eng. 1 and Eng 2 to 55% approaches and improve our meets percentages as well. to 20%.

Performance Objective 5: Administration will hire an additional teacher for the ELA department to make class sizes smaller and to allow fro teachers to do more effective small group instruction.

Evaluation Data Sources: Interview, hire and train with professional development a new teacher and a new Instructional Aide.

Summative Evaluation: None

Goal 2: Improve our ELL performance on TELPAS, our ELL population must improve to 43% TELPAS growth measure.

Performance Objective 1: Our ELL population must show 43% improve from prior year

Targeted or ESF High Priority

Evaluation Data Sources: TELPAS testing will provide the data

Summative Evaluation: None

Goal 3: Improve our Meets in Algebra from 25% to 35%.

Performance Objective 1: to improve from 25% to 35% meets in Algebra

Evaluation Data Sources: STAAR EOC scores

Summative Evaluation: None

Goal 4: We will increase parental involvement in our school activities, we will increase events for parents to participate.

Performance Objective 1: increase parent involvement

Evaluation Data Sources: percentage and total numbers that come out for events

Summative Evaluation: None

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
additional teacher	teacher	ELA	yes

Addendums