

**Texans Can Academies**  
**Texans Can Academy - Houston Southwest**  
**2021-2022 Campus Improvement Plan**

# Mission Statement

## Our mission is...

To provide the highest quality education for all students, especially those who have struggled in a traditional high school setting, in order to ensure their economic independence.

## Vision

### Our philosophy is...

- Reading is the key to empowerment, personal fulfillment, success, and employment.
- Personal responsibility, character, values, and passion lead to good citizenship.
- Learning is best accomplished in a nurturing yet structured environment.

## Value Statement

### Our core values are...

- Student centered decision making.
- A rigorous curriculum based on reading and thinking skills.
- Fulfilling every aspect of our mission with a sense of urgency.

# Table of Contents

Our core values are...	2
	2
	2
Comprehensive Needs Assessment	4
Student Achievement	4
Staff Quality, Recruitment, and Retention	5
Priority Problem Statements	6
Goals	7
Goal 1: Due to COVID, TCA Campuses will not be rated for accountability for 2020-2021. TCA will continue to participate in School Improvement activities, due to previous year ratings. TCA will ensure that learning gaps produced by remote learning and COVID are addressed . Academic achievement target goals are for Spring 2021: English I -30% English II-32% Biology -70% US History -60% Alg. I -65%	8
Goal 2: TCA will establish CCMR Domain III targets and goals for current 12th graders and current graduates. TCA will ensure 275 seniors earn an OSHA certification and/or Microsoft Certification. 30% of current year 12 graders and/or graduates must earn a CCMR point for the district.	8
Goal 3: Texans Can will increase awareness and education, capacity, coordination, access, and schoolwide mental health services. This includes school-community partnerships that provide a continuum of mental health services to support all students and the school community.	8
Goal 4: Texans Can will ensure all graduates have transition options for college, license, certificate or military placement.	8
Goal 5: TCA will ensure compliance by monitoring the Review 360 Evaluation Audits: CAP related items will demonstrate compliance by the state requirements in the following areas: Awarding of Credit, Graduation, ICG, Testing, Special Education, ELL and Credit Recovery	8
Goal 6: Due to COVID, TCA Campuses will not be rated for accountability for 2020-2021. TCA will continue to participate in School Improvement activities, due to previous year ratings. TCA will ensure that learning gaps produced by remote learning and COVID are addressed . Academic achievement target goals are for Spring 2022: English I -30% English II-32% Biology -70% US History -60% Alg. I -65%	9
Goal 7: TCA will establish CCMR Domain III targets and goals for current 12th graders and current graduates. TCA will ensure 275 seniors earn an OSHA certification and/or Microsoft Certification. 30% of current year 12 graders and/or graduates must earn a CCMR point for the district.	9
Schoolwide and Targeted Assistance Title I Elements	9
ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)	10
1.1: Comprehensive Needs Assessment	10
ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)	10
2.1: Campus Improvement Plan developed with appropriate stakeholders	10
2.3: Available to parents and community in an understandable format and language	10
2.4: Opportunities for all children to meet State standards	10
2.5: Increased learning time and well-rounded education	11
2.6: Address needs of all students, particularly at-risk	11
ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)	11
3.1: Develop and distribute Parent and Family Engagement Policy	11
3.2: Offer flexible number of parent involvement meetings	11

# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Summary

Domain 1 goals for Houston Southwest is the following for Domain I EOC All : 56% Approaches 18 % Meets 3 % Masters

Domain I : CCMR Annual Graduate Outcomes  
CCMR Target 7 %

Domain II Target for HSW 2021-22 : The Domain II target student progress measures will increase to ensure 55% of English II first time EOC Testers meeting their growth measure by May 2022. The Domain II target student progress measures will increase to ensure 55% of Alg. I first time EOC testers meeting their growth measure by May 2022

Domain III targets for HSW will be to increase in the area of CCMR target for annual graduates to 15% . Domain III target for HSW in ELL will increase to ensure 36% of ELL students will advance one language proficiency level.

We will focus on increasing our overall performance in Alg. , ELA, U.S. History, and Biology to ensure we meet our Domain I target for 2021-2022. We would like a desired outcome of 10% increase in each subject area for EOC STAAR.

We will target our ELL student group to impact Domain III overall score. Our goal is to achieve 36% of our ELLs increasing one level on the TELPAS.

The goal for CCMR goals for Domain I annual graduates will be 25% by June 2022 through various offerings of state approved programs to earn certifications through OSHA, Baylor Scott and White, Microsoft, and others.

The federal graduation rate goal is to increase by 10% with our 4 year cohort students by June of 2022: Federal Graduation Rate Target : 24.2 % 2020-2021 Federal Graduation Rate for HSW was 14.2%

### Student Achievement Strengths

The student performance goals were met across the board in Reading and Social Studies. Reading scored 14 percent higher than projected and Social Studies scored 1 percent higher than projected . We attribute the growth in these areas to after school tutoring and Saturday School. Math and Science will require additional growth to meet the projected student performance goal. ELL students are still struggling in ELA and Math

### **Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** New teachers will require additional support in developing skills for creating TEKS aligned learning objectives and formative assessments. **Root Cause:** Late hiring of new teachers and delay in training on teaching and learning strategies.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

We have been able to hire long term subs for 21-22.

We have collaborated with HR to recruit and retain certified staff in the areas of ELAR/ESL and SPED.

We have professional development to support teachers which helps with retention.

## Staff Quality, Recruitment, and Retention Strengths

Instructional Coaches and support of new teachers .

Long Term Subs.

Hiring of School Counselors.

Limited Teacher Vacancies.

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1:** Developing a Pool of Certified Math Teachers. **Root Cause:** Creating recruitment strategies for attracting quality teachers.

# Priority Problem Statements

# Goals

**Goal 1:** Due to COVID, TCA Campuses will not be rated for accountability for 2020-2021. TCA will continue to participate in School Improvement activities, due to previous year ratings. TCA will ensure that learning gaps produced by remote learning and COVID are addressed . Academic achievement target goals are for Spring 2021:

English I -30%

English II-32%

Biology -70%

US History -60%

Alg. I -65%

**Performance Objective 1:** Students will achieve their maximum academic potential through targeted instruction.

**Evaluation Data Sources:** STAAR EOC Reports, TAPR

**Goal 2:** TCA will establish CCMR Domain III targets and goals for current 12th graders and current graduates. TCA will ensure 275 seniors earn an OSHA certification and/or Microsoft Certification. 30% of current year 12 graders and/or graduates must earn a CCMR point for the district.

**Goal 3:** Texans Can will increase awareness and education, capacity, coordination, access, and schoolwide mental health services. This includes school-community partnerships that provide a continuum of mental health services to support all students and the school community.

**Performance Objective 1:** Expand awareness, training and utilization of services provided by existing mental health partnerships.

**Evaluation Data Sources:** Commitments from existing mental health partners. Training schedule.

**Goal 4:** Texans Can will ensure all graduates have transition options for college, license, certificate or military placement.

**Performance Objective 1:** All 12th graders will have an outlined transition plan.

**Evaluation Data Sources:** SMS data tracking for every enrolled student.

**Goal 5:** TCA will ensure compliance by monitoring the Review 360 Evaluation Audits: CAP related items will demonstrate compliance by the state requirements in the following areas:

Awarding of Credit, Graduation, ICG, Testing, Special Education, ELL and Credit Recovery

**Goal 6:** Due to COVID, TCA Campuses will not be rated for accountability for 2020-2021. TCA will continue to participate in School Improvement activities, due to previous year ratings. TCA will ensure that learning gaps produced by remote learning and COVID are addressed . Academic achievement target goals are for Spring 2022:

English I -30%

English II-32%

Biology -70%

US History -60%

Alg. I -65%

**Goal 7:** TCA will establish CCMR Domain III targets and goals for current 12th graders and current graduates. TCA will ensure 275 seniors earn an OSHA certification and/or Microsoft Certification. 30% of current year 12 graders and/or graduates must earn a CCMR point for the district.

# Schoolwide and Targeted Assistance Title I Elements

## ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

### 1.1: Comprehensive Needs Assessment

Domain III targets for HSW will be to increase in the area of CCMR target for annual graduates to 15% . Domain III target for HSW in ELL will increase to ensure 36% of ELL students will advance one language proficiency level.

Domain II Target for HSW 2021-22 : The Domain II target student progress measures will increase to ensure 55% of English II first time EOC Testers meeting their growth measure by May 2022. The Domain II target student progress measures will increase to ensure 55% of Alg. I first time EOC testers meeting their growth measure by May 2022.

Domain 1 goals for Houston Southwest is the following for Domain I EOC All : 56% Approaches 18 % Meets 3 % Masters Domain I : CCMR Annual Graduate Outcomes CCMR Target 7 %

## ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

### 2.1: Campus Improvement Plan developed with appropriate stakeholders

[https://drive.google.com/drive/folders/1\\_JauMtPjpQ4HnIHHqax0WgZTKF9fdJh8?usp=sharing](https://drive.google.com/drive/folders/1_JauMtPjpQ4HnIHHqax0WgZTKF9fdJh8?usp=sharing)

### 2.3: Available to parents and community in an understandable format and language

Here: <https://www.texanscan.org/parent-student/>

Under Parental Involvement Program

### 2.4: Opportunities for all children to meet State standards

Offering support for all learners include using researched based practices for all students. We also offer Edgenuity online services for students. We offer OSHA and CCMR programs for students including Baylor Scott & White. We offer HB4545 interventions for students for all students to ensure academic success on EOC STAAR and increase graduation rates. Edgenuity - Online Service Options for increased learning time Newsela -ELA platform for increased learning time Mathia -Math platform for increased learning time No Red Ink - Writing platform for increased learning time TEKS Resource System - All TEKS for CORE Subjects to ensure well-rounded education CCMR - OSHA /Baylor Scott and White Options for students to ensure well-rounded education TIL Professional Development for Teachers Saturday School for learning time Before School for tutorials After School for tutorials

## **2.5: Increased learning time and well-rounded education**

Edgenuity - Online Service Options for increased learning time Newsela -ELA platform for increased learning time Mathia -Math platform for increased learning time No Red Ink - Writing platform for increased learning time TEKS Resource System - All TEKS for CORE Subjects to ensure well-rounded education CCMR - OSHA /Baylor Scott and White Options for students to ensure well-rounded education TIL Professional Development for Teachers Saturday School for learning time Before School for tutorials

## **2.6: Address needs of all students, particularly at-risk**

Data for the past 4 years suggest that our dropout rate has seen an increasing trend as follows: 13.5% (2018), 22.7% (2019), 21.9 (2020). For the 2020-2021 school year, our dropout rate was 37.6% for an enrollment of 7790, with 2928 students coded as leavers (code 98). There are several factors that impact our increasing dropout rates. First, as dropout-recovery schools, we serve students who have dropped out 1-2 times and who are typically 1-3 years behind their graduation cohort. The majority of students enrolling at Texans Can Academies have a history for nonattendance exacerbated by academic failure, inconsistent engagement or disengagement, lack of preparation for school, pregnancy, teen parenting responsibilities, economic hardships, family problems, domestic and relationship violence, mental illness, and alcohol or drug abuse. Another recent effect has been the COVID-19 pandemic. With Texas Education Agency (TEA) guidance, we closed schools during the spring of 2020. The shift from in-person to remote learning created a disconnect with our students as they struggled with Internet access, lack of hardware (laptops or Chromebook) access, and skill set to navigate our learning management system (LMS). Moreover, the financial crisis triggered by the pandemic has seen a rise in unemployment and students' reason for nonattendance or dropping out as "need to work to support my family" or "need to work to support myself." More importantly, our students need a moderate amount of in-person academic, social and emotional supports.

## **ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)**

### **3.1: Develop and distribute Parent and Family Engagement Policy**

Fall and Spring Events for Parents and Community

ESL Parent Events

TCA School Website:

Here: <https://www.texanscan.org/parent-student/>

Under Parental Involvement Program

### **3.2: Offer flexible number of parent involvement meetings**

Fall and Spring Events for Parents and Community

