

IDEA Public Schools

Parmer Park College Prep

2023-2024 Improvement Plan



Public Presentation Date: August 3, 2023

Mission Statement

IDEA Public Schools prepare students from underserved communities for success in college and citizenship.

Vision

To ensure students reach their potential, IDEA Public Schools will become the region's largest creator of college graduates.

Core Values

Our drive to translate our mission and vision into reality are based upon the following core values:

- We achieve **Academic Excellence**
- We deliver **Results**
- We ensure **Equity**
- We build **Team & Family**
- We act with **Integrity**
- We bring **Joy**
- We **Sweat the Small Stuff**

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Comprehensive Needs Assessment

Demographics

Demographics Summary

IDEA Parmer Park College Prep is a diverse 4 grade middle and high school serving North Austin and the surrounding areas. IDEA Parmer Park College Prep ended the 22-23 school year with 1 Advanced Placement and will have up to 11 in the next three years as the school grows to serve all grades 6-12. The school has averaged roughly 70% teacher retention with a 20-1 student to teacher ratio. The school educates over over 50% Emergent Bilingual students, and over 80% of the students come from economically disadvantaged households.

Demographics Strengths

- 1) Attendance systems are strong across grade level.
- 2) The school met Beginning of Year Enrollment this year signaling community acceptance of the school and for the programs presented by IDEA Parmer Park College Prep.
- 3) The staff demographics represent those of the student community

Problem Statements Identifying Demographics Needs

Problem Statement 1: The student Code of Conduct needs to be clearly enforced for all students. **Root Cause:** 1) School leaders need a clear behavior consequence system for all students 2) Grade level leadership lacked consistent vision

Student Learning

Student Learning Summary

IDEA Parmer Park College Prep has consistently outperformed similarly situated middle schools in North Austin. It has however, underperformed in comparison to other IDEA schools. IDEA Parmer Park College earned a C state rating. This was mostly attributable to a student achievement score in the 40's. IDEA Parmer Park College Prep serves over 50% Emergent Bilingual students. The 22-23 school year was the first year that IDEA Parmer Park College Prep met the TELPAS growth goal for the state of Texas and within IDEA Public Schools.

Student Learning Strengths

- 1) Students who didn't pass Algebra last year had an "intervention" class to support them in passing it this year.
- 2) Behavior consequences in 7th grade were effective in stopping others from the same behavior.
- 3) Trackers were effective at tracking student discipline, student movement in the building and putting goals front and center for students throughout the day
- 4) ELA performance is at or above the district average across the grades.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Students are not reading on grade level in upper grades, **Root Cause:** 1) High teacher turnover has meant a lack of qualified teachers to close gaps. 2) Limited interventionist and SPED teachers means a large percentage of students in classes are not getting specialized support.

School Processes & Programs

School Processes & Programs Summary

IDEA Parmer Park College Prep consistently holds professional development weekly with structures in place such as Content Team Leaders and assistant principals who are experts in a particular content. Technology is integrated in multiple ways on campus from I Learning Hotspot and middle school intervention classes. The Road to and Through College and Career and Technical Education classes consistently reinforce technology use to prepare students for high school and college. IDEA Parmer Park College Prep utilizes the IDEA curriculum.

School Processes & Programs Strengths

1. Consistent Professional development. - Teachers can always count on weekly PD's.
2. Consistent Leadership - IDEA Parmer Park College Prep has kept the same principal for the entire school year and beyond.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: School processes and programs will be effective if the school is able to support ELL students and keep great **Root Cause:** 1)Teacher shortages led to more teacher turnover 2) Leaders filled teacher gaps which led to a lack of coaching and development for the teachers left in their roles.

Perceptions

Perceptions Summary

At IDEA Parmer Park College Prep, our staff has a high emotional intelligence greatly values culture and climate. We attempt to talk to students and fix situations to ask in a way that students appreciate. The school utilizes peer mediation circles, some student and teacher circles. IDEA Parmer Park College Prep attempts to deescalate conflict by preemptively planning for it.

The IDEA Parmer Park College Prep staff is engaged, but is keenly aware of the demands of the work. IDEA Parmer Park College Prep uses a variety of family engagement methods and metrics to ensure that the families are valued stakeholders. Student-staff and family-staff surveys are used to provide honest feedback on the practices. Finally, the school leadership tracks family attendance at events

Perceptions Strengths

1. Staff attendance - staff attendance has greatly outperformed other IDEA schools this year.
2. Student/Teacher relationships - student surveys have demonstrated a strong, positive connection between students and teachers.
3. Staff exit surveys demonstrate that a large percentage are not leaving due to staff dissatisfaction.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: The priorities for the year were not fully lived out this year. **Root Cause:** 1)Too many priorities led to mission creep throughout the year. 2)Priorities were not revisited and women throughout the year in a way that kept them relevant

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations





Goals

Goal 1: IDEA Parmer Park College Prep achieves an A Rating

Performance Objective 1: 75% of Parmer Park College Prep students will meet their campus growth goal for reading and math on the final spring mock.

High Priority

Evaluation Data Sources: Internal assessments, mock scores, and exit ticket tracking






Strategy 1 Details	Reviews			
<p>Strategy 1: Goal rollout will begin in August</p> <p>Strategy's Expected Result/Impact: Teachers, students, and families will have increased investment and knowledge of the goals.</p> <p>Staff Responsible for Monitoring: Lead Team</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: IDEA Parmer Park College Prep achieves an A Rating

Performance Objective 2: IDEA Parmer Park College Prep will meet the TELPAS progress goal again.

High Priority






Evaluation Data Sources: Mock TELPAS data, HB 4545 progress data

Strategy 1 Details	Reviews			
Strategy 1: Clear and robust mock TELPAS that emphasizes the systems that will make us successful again this year. Strategy's Expected Result/Impact: Staff will understand the process and students will take TELPAS seriously. Staff Responsible for Monitoring: Testing Coordinator	Formative			Summative
	Oct	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: IDEA Parmer Park College Prep achieves an A Rating





Performance Objective 3: 100% of identified scholars meet required minutes per House Bill 4545 (HB4545) in IDEA Parmer Park College Prep

High Priority

Strategy 1 Details	Reviews			
<p>Strategy 1: Begin 4545 Tutoring by Labor Day with assigned teachers and student to be complete with minute by February. Strategy's Expected Result/Impact: Students will make growth more quickly and the logistical burden lessened. Staff Responsible for Monitoring: Core teachers and API</p>	Formative			Summative
	Oct	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: IDEA Parmer Park College Prep achieves an A Rating

Performance Objective 4: IDEA Parmer Park College Prep achieves 90/60/30 in approaches/meets/masters as measured by the STAAR testing

Strategy 1 Details	Reviews			
<p>Strategy 1: Track each students performance in domains 1-3 by using the Locus dashboard and respond to data appropriately (TEC 11.253(d)(3))</p> <p>Strategy's Expected Result/Impact: Data tracking will inform high leverage actions .</p> <p>Staff Responsible for Monitoring: Lead Team</p>	Formative			Summative
	Oct	Jan	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: Increase student persistence

Performance Objective 1: IDEA Parmer Park College Prep receives a score of proficient or higher on the campus safety scorecard for the 2023- 24 school year (TEC 11.253(d)(8))

High Priority





Evaluation Data Sources: Door audits, internal assessments and campus rounds.

Goal 2: Increase student persistence

Performance Objective 2: IDEA Parmer Park College Prep will hold the following events to remain in compliance with and increase safety on campus: Meet the Teacher, Public Hearing, Spring Town Hall and Semester 1 Report Card Pick Up.

High Priority

Evaluation Data Sources: Family surveys, attendance from events, and communication for the events.

Strategy 1 Details	Reviews			
Strategy 1: Timely communication to families regarding school events to promote family engagement and attendance.	Formative			Summative
	Oct	Jan	Mar	June
 No Progress	 Accomplished	 Continue/Modify	 Discontinue	

Goal 2: Increase student persistence

Performance Objective 3: IDEA Parmer Park College Prep will complete the Anti-Bullying and Safer, Smarter School curriculum by deadline indicated on the district calendar.





High Priority

Evaluation Data Sources: Completion of the lessons and tracked by teachers and leaders through Culture Camp.

Goal 2: Increase student persistence

Performance Objective 4: 100% of schools will be in compliance with the Title I Family Engagement Requirements

Evaluation Data Sources: Surveys from parent events

Strategy 1 Details	Reviews			
<p>Strategy 1: Funds will be used to translate materials for events and to provide community resources that will drive persistence.</p> <p>Strategy's Expected Result/Impact: The funds will allow us to get our materials in both languages and to reach as many families as possible.</p> <p>Staff Responsible for Monitoring: School Counselor and admin assistant</p> <p>Title I: 4.2</p> <p>Funding Sources: Translated materials and literature for families - Title I, Part A (4120) - \$2,033.10</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Increase student daily attendance

Performance Objective 1: 100% of students from 6th-12th grade meet their MVPA minutes goal and maintain the Health and Fitness Honor Roll Status.

High Priority

Goal 3: Increase student daily attendance

Performance Objective 2: IDEA Parmer Park College Prep will achieve a 97% annual attendance rate for the 23-24 school year

High Priority





Evaluation Data Sources: Daily attendance logs, Powerschool, and grade level attendance trackers.

Goal 4: Increase staff retention

Performance Objective 1: 100% of IDEA Parmer Park full-time staff members complete all tasks within IDEA's staff development cycle including: goal setting, 2x2 and annual performance reviews during the 2023-24 school year.





High Priority

Evaluation Data Sources: SDC tracking documents and Cornerstone completion reports.

Strategy 1 Details	Reviews			
<p>Strategy 1: Managers provide feedback and professional development/coaching for each staff member through each SDC cycle.</p> <p>Strategy's Expected Result/Impact: Teachers feel informed about progress, improve in their practice, and want to return.</p> <p>Staff Responsible for Monitoring: Lead Team</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: Increase staff retention

Performance Objective 2: IDEA Parmer Park College Prep will remain 100% staffed for all teacher positions throughout the 2023-24 school year.





Strategy 1 Details	Reviews			
Strategy 1: Recruit and hire high quality candidates per role by using high quality resume criteria	Formative			Summative
	Oct	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: Increase student enrollment (no required performance objectives/strategies)

Performance Objective 1: Meet the 90% persistence goal for current and new students .

High Priority

Evaluation Data Sources: Survey data for student and family satisfaction and formative persistence data.

Strategy 1 Details	Reviews			
<p>Strategy 1: Monthly House Cup to increase engagement, investment and fun on campus. Strategy's Expected Result/Impact: Students will enjoy their experience and families will see our traditions as impactful. Staff Responsible for Monitoring: School Counselor and Social Worker</p>	Formative			Summative
	Oct	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Campus Funding Summary

Title I, Part A (4120)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	4	1	Tranlsated materials and literature for families		\$2,033.10
Sub-Total					\$2,033.10
Budgeted Fund Source Amount					\$2,033.10
+/- Difference					\$0.00
Grand Total Budgeted					\$2,033.10
Grand Total Spent					\$2,033.10
+/- Difference					\$0.00