Trinity Basin Preparatory

Jefferson Campus

2022-2023 Campus Improvement Plan

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Attendance rate average consistently below 95% during the 2020-2021 school year.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Attendance rate was 95% or lower all last year. **Root Cause:** COVID 19 disruption and lack of consistent student engagement with virtual learning last year.

School Processes & Programs

School Processes & Programs Summary

We align our actions to the district mission, vision, and expectations. This school year we will focus on our instructional processes: unit/lesson planning, PLCs, data analysis, observation and feedback cycles.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Teachers did not make significant growth of instructional practices from BOY to EOY. **Root Cause:** Lack of teacher internalization and implementation of TNTP 4 Resources and High Impact Rubric.

Priority Problem Statements

Problem Statement 3: Attendance rate was 95% or lower all last year.

Root Cause 3: COVID 19 disruption and lack of consistent student engagement with virtual learning last year.

Problem Statement 3 Areas: Demographics

Problem Statement 1: % of passing on STAAR and on-grade level performance low

Root Cause 1: COVID 19 disruption, lack of consistent engagement in learning between in-person and virtual learning last year.

Problem Statement 1 Areas: Student Learning

Problem Statement 2: Teachers did not make significant growth of instructional practices from BOY to EOY.

Root Cause 2: Lack of teacher internalization and implementation of TNTP 4 Resources and High Impact Rubric.

Problem Statement 2 Areas: School Processes & Programs

Problem Statement 4: Low parent expectations for academics and behavior

Root Cause 4: COVID 19 disruption and disconnect from school expectations due to virtual learning.

Problem Statement 4 Areas: Perceptions

Goals

Goal 1: Cultivating a Strong Instructional Staff
Prioritizing the recruitment development, and retention of instructional-focused staff members

Performance Objective 1: 100% of teachers will receive an observation weekly with a scheduled one-on-one follow-up in the See it, Name it, Do it format.
100% of teachers will move an impact leveler up in the High Impact Rubric by the end of 2022-2023.

High Priority

Evaluation Data Sources: 100% of teachers will be observed weekly and provided face-to-face feedback.
Staff members will be trained on the High Impact Rubric and Waterfall.
Teachers will utilize the CBPL to drive instruction in the classroom.

Strategy 1 Details	Reviews			
Strategy 1: 100% of teachers will be observed weekly and provided face-to-face feedback utilizing the High Impact Rubric, specifically ensuring that all teachers are utilizing district curriculum and resources, and delivering grade-level instruction.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Strategy's Expected Result/Impact: Prioritizing retention of instructional-focused staff members. **Staff Responsible for Monitoring:** Admin Team **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math **- ESF Levers:** Lever 5: Effective Instruction				

Strategy 2 Details	Reviews			
Strategy 2: Staff members will be trained on the High Impact Rubric and waterfall.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Prioritizing retention of instructional-focused staff members. **Staff Responsible for Monitoring:** Admin Team **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math **- ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	**Nov**	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Teachers will utilize the CBPL to drive instruction in the classroom.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved instruction based on HQIM Internalization **Staff Responsible for Monitoring:** Admin Team **TEA Priorities:** Build a foundation of reading and math -	**Nov**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Observational focus on the Bambrick scope and sequence will include the TNTP assignment review protocol weekly.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved instruction based on HQIM Internalization and student work protocols. **Staff Responsible for Monitoring:** Admin Team **TEA Priorities:** Build a foundation of reading and math	**Nov**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Teachers will engage in Deep Dive planning protocol at the start of every 6 weeks.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Improved instruction based on HQIM Internalization and student work protocols. **Staff Responsible for Monitoring:** Admin Team **TEA Priorities:** Build a foundation of reading and math -	**Nov**	**Jan**	**Mar**	**June**

Strategy 6 Details	Reviews			
Strategy 6: TIL coaching and feedback observations	**Formative**			**Summative**
Strategy's Expected Result/Impact: Peer-to-peer coaching and mentorship opportunities **Staff Responsible for Monitoring:** Morris **TEA Priorities:** Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction	**Nov**	**Jan**	**Mar**	**June**

Strategy 7 Details	Reviews			
Strategy 7: Train staff members on the components of an effective lesson in conjunction with the district must-haves and district templates: Clear Key Points that are on the appropriate level of rigor Bell to Bell Instruction Curriculum Fidelity and Implementation of Grade-Level Content Higher Orgmailder Questioning scripted in LPs w/alignment to STAAR question High levels of scholar engagement through Multiple Response Strategies + "At bats" (write-pair-share, turn and talk, etc. as much as possible) Clear Learning Objectives that focus on the WHY not just the WHAT **Strategy's Expected Result/Impact:** Professional Development towards staff retention and effectiveness. **Staff Responsible for Monitoring:** Instructional Leadership Team	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue

Goal 2: Building a Culture of Data

Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students.

Performance Objective 1: 1.
100% of General Education Students will utilize the campus -Wide Digital Tracking System
2.
75% of 5th-8th graders receive Approached on the STAAR Exam.
3.
45% of 5th-8th graders receive Meet and/or Master the STAAR Exam.
4.
20% of 5th-8th graders receive Master the STAAR Exam.
5.
40% of SPED 5th-8th graders receive Approached on the STAAR Exam.
6.
19% of SPED 5th-8th graders receive meet on the Reading STAAR Exam.
7.
40% of SPED 5th-8th graders receive meet on the Math STAAR Exam.
8.
29% of LEP 5th-8th graders receive Meet on the Reading STAAR Exam.
9.
40% of LEP 5th-8th graders receive Meet on the Math STAAR Exam.
10.
60% of 5th-8th graders receive at or above grade level on the NWEA by EOY.
11.
65% of 5th-8th graders receive Meeting Expected Growth on the NWEA by EOY.
12.
30% of LEP 5th-8th graders receive Meet on TELPAS.

Evaluation Data Sources: 100% of Special Population Teachers will be observed by Morris weekly and provided face-to-face feedback.
To ensure instructional alignment across the campus, instructional leaders will calibrate.
Special Population Student Observations throughout their instructional day.
Use of Systems of Excellence Rubrics for observations and walk thoughts.
Master Schedule: Grade Level Aligned AI Times

Strategy 1 Details	Reviews			
Strategy 1: 100% of Special Population Teachers will be observed by Morris weekly and provided face-to-face feedback.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Morris **TEA Priorities:** Improve low-performing schools	**Nov**	**Jan**	**Mar**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Use of Systems of Excellence Rubrics for observations and walk thoughts.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: To ensure instructional alignment across the campus, instructional leaders will calibrate.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Leadership	**Nov**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Special Population Student Observations throughout their instructional day. (Follow a student for a day.)	**Formative**			**Summative**
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Admin	**Nov**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: Special Populations Educators will participate in their corresponding CBPLs.	**Formative**			**Summative**
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

Strategy 6 Details	Reviews			
Strategy 6: Instructional Leadership Student Success Meetings, Data Meeting with CBPL protocols	**Formative**			**Summative**
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

Strategy 7 Details		Reviews			
Strategy 7: Instructional Leadership Student Success Meetings, Data Meeting with CBPL protocols		Formative			Summative
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Morris		**Nov**	**Jan**	**Mar**	**June**

Strategy 8 Details		Reviews			
Strategy 8: Train on Student digital data trackers with teachers.		Formative			Summative
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Admin and TIL		**Nov**	**Jan**	**Mar**	**June**

Strategy 9 Details		Reviews			
Strategy 9: Data drive AI blocks where students select their growth needs.		Formative			Summative
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Leadership		**Nov**	**Jan**	**Mar**	**June**

Strategy 10 Details		Reviews			
Strategy 10: Visual Student Hallways Progress monitoring and Student and Teacher recognition events		Formative			Summative
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** All Campus		**Nov**	**Jan**	**Mar**	**June**

Strategy 11 Details		Reviews			
Strategy 11: Keep a parent communication log that includes regular and positive communication to all parents.		Formative			Summative
Strategy's Expected Result/Impact: Embedding data systems that leverage information before, during, and after instruction to accelerate learning and support ALL students. **Staff Responsible for Monitoring:** Counselors and Leadership		**Nov**	**Jan**	**Mar**	**June**

0% No Progress	100% Accomplished	➡ Continue/Modify	✕ Discontinue

Goal 3: Implementing HQIM to fidelity

Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students.

Performance Objective 1: Fidelity of Implementation in TBP Protocols and the System of Excellence

Fidelity of Implementation in CBPL Observation and Feedback Cycle

Fidelity of Implementation in CBPL Cycle

Fidelity of Implementation in DDI

Evaluation Data Sources: WEEKLY: Observe--Face to Face Feedback--Observation of monitoring and adjusting
Get Better Faster Scope and Sequence-SMORE Walk Through Look Fors weekly
Meeting Cadence: Admin Calibration Look Fors and Weekly ILT Meetings
High Impact Rubric
Master Schedule: Vertical CBPL Times and 5th/6th SS Planning Time
TIL Teachers Observation and Coaching Cycle
TBP Protocols and the System of Excellence
CBPL Observation and Feedback Cycle
CBPL Cycle
DDI
Badges for PD opportunities
SMORE PD corner
Get Better Faster Scope and Sequence
SMORE PD corner
TLAC Strategies
Multiple Response Strategies
Higher Order Thinking Questions
Bell to Bell Instruction
Daily Exit Tickets/Lesson Closure
Aggressive Monitoring
Authentic Student Work
No worksheets/TPT materials

Strategy 1 Details	Reviews			
Strategy 1: WEEKLY: Observe--Face to Face Feedback--Observation of monitoring and adjusting	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students.	**Nov**	**Jan**	**Mar**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Get Better Faster Scope and Sequence-SMORE Walk Through Look Fors weekly and High Impact Rubric	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Campus	**Nov**	**Jan**	**Mar**	**June**

Strategy 3 Details	Reviews			
Strategy 3: Meeting Cadence: Admin Calibration Look Fors and Weekly ILT Meetings	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Admin	**Nov**	**Jan**	**Mar**	**June**

Strategy 4 Details	Reviews			
Strategy 4: Master Schedule: Vertical CBPL Times and 5th/6th SS Planning Time	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

Strategy 5 Details	Reviews			
Strategy 5: TIL Teachers Observation and Coaching Cycle	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

Strategy 6 Details	Reviews			
Strategy 6: TBP Protocols and the System of Excellence	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

Strategy 7 Details	Reviews			
Strategy 7: CBPL Observation and Feedback Cycle and CBPL Cycle and DDI	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

Strategy 8 Details	Reviews			
Strategy 8: Get Better Faster Scope and Sequence, SMORE PD corner, Badges for PD opportunities, and TLAC Strategies	**Formative**			**Summative**
Strategy's Expected Result/Impact: Leveraging research-based grade-level assignments that provide a rigorous coherent framework for our students. **Staff Responsible for Monitoring:** Morris	**Nov**	**Jan**	**Mar**	**June**

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue