

Legacy Preparatory Charter Academy, Plano

Campus Improvement Plan

2017-2018



Campus Advisory Team

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## **THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS**

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

## **THE STATE OF TEXAS PUBLIC EDUCATION GOALS**

- GOAL #1: The scholar in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2: The scholars in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3: The scholars in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4: The scholars in the public education system will demonstrate exemplary performance in the understanding of social studies.

## **THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES**

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Scholars will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all scholars will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all scholars.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's scholars will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to scholar learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve scholar learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of scholar learning, instructional management, staff development, and administration.

**COMPREHENSIVE NEEDS ASSESSMENT SUMMARY**

**SCHOOL YEAR: 2017-2018**

<b>Data Sources Reviewed:</b> Enrollment, attendance, special program participation, TELPAS, STAAR, Woodcock Munoz Language Survey, Early Reading Indicator, common assessment scores, New Tech Network Scholar Survey, facilitator certification/qualification data, parent, scholar and facilitator surveys, TEKS Resource System, Achieve 3000, Imagine Math, iStation, and, Eduphoria, MAP Testing, master schedule, duty rosters, tutoring logs and attendance, Tiny Pulse results, PD calendar, scholar and facilitator interviews, observations			
<b>Area Reviewed</b>	<b>Summary of Strengths</b> What were the identified strengths?	<b>Summary of Needs</b> What were the identified needs?	<b>Priorities</b> What are the priorities for the campus, including how federal and state program funds will be used?
<p><b>Demographics</b></p> <p>Total enrollment: 301</p> <p>Hispanic/Latino: 107</p> <p>American Indian: 2</p> <p>Asian: 12</p> <p>Black/African American: 98</p> <p>Caucasian: 69</p> <p>Two or more: 13</p> <p><b>Program Coding</b></p> <p>At risk: 79</p> <p>Special Education: 35</p>	<ul style="list-style-type: none"> <li>● Legacy PCA Plano campus is comprised of a culturally diverse scholar population and facilitators</li> <li>● The input the campus receives from parents reflect ideas and opinions from all racial, ethnic, and socioeconomic groups in the school</li> <li>● Small classroom number</li> <li>● Smaller ratio of scholars to facilitator</li> <li>● Programs are offered that meet the needs of the LEP, SPED, GT, Low Income, and At-Risk students</li> <li>● Weekly Special Education meetings are held to provide information about our special needs scholars</li> </ul>	<ul style="list-style-type: none"> <li>● Sped and low SES support</li> <li>● Increase number of computers for scholars with pre-loaded reading, writing, and vocabulary programs</li> <li>● Programs/courses/extracurricular activities that interest secondary scholar</li> </ul>	<ul style="list-style-type: none"> <li>● More support for scholars who qualify for Special Education services - Improved Inclusion Support, targeted tutorial plans – IDEA-B</li> <li>● Provide training specially designed for special education facilitator assistants and general education facilitators on the roles and responsibilities of each as it relates to services provided to scholars - Professional Development Activities (Title I)</li> <li>● More support for low SES scholars - Targeted tutorials for scholars</li> <li>● increase enrollment of MS and HS scholars</li> <li>● Support for Homeless/Foster care – Title I</li> </ul>

<p>LEP: 45</p> <p>Bilingual: 31</p> <p>ESL: 18</p> <p>GT: 36</p> <p>Homeless: 10</p> <p>Foster: 1</p> <p>Dyslexia: 7</p>	<ul style="list-style-type: none"> <li>● Attendance rates have remained constant with a campus attendance rate that averages around 95%</li> </ul>		
<p><b>Scholar Achievement</b></p>	<ul style="list-style-type: none"> <li>● Algebra 1 scholars had an 85% passing rate on the STAAR EOC</li> <li>● Biology scholars had a 90% passing rate on the STAAR EOC</li> <li>● U.S. History scholars had a 100% passing rate on the STAAR EOC</li> <li>● The 5th grade scholars had a 46% passing rate on the STAAR Reading on the first administration. This improved to 68% after the second administration</li> <li>● The 8th grade scholars had a 73% passing rate on the STAAR Reading on the first administration. This</li> </ul>	<ul style="list-style-type: none"> <li>● State assessment scores reveal a need for strengthened writing curriculum and ELL academic support.</li> <li>● Ensure mastery learning in reading and math for Scholar Success Initiative (SSI) grade levels 5th and 8th.</li> <li>● Provide differentiated instruction and resources for new scholars enrolling with academic gaps that need to be addressed</li> </ul>	<ul style="list-style-type: none"> <li>● Reading/Writing curriculum – ELA Coach, Achieve 3000</li> <li>● Continue with Guided reading program – Title II</li> <li>● Literature in PBL program –PBL Coach-Title 1 Focus Grant</li> <li>● Elementary ELA Coach - Title I</li> <li>● Secondary ELA coach - Title I</li> <li>● English learners (ELs) Enrichment Summer school -Title III</li> <li>● Facilitators will receive training and coaching on SIOP to enhance teaching strategies and practices used in the classroom to address the needs of EL scholars - Title III</li> <li>● Scholars who demonstrate a need for additional targeted instruction in order to meet the challenging State academic standards will be</li> </ul>

	<p>increased to 93% after the second administration</p> <ul style="list-style-type: none"> <li>● Scholar choice in how they show mastery and are not forced down a particular path, facilitators are free to create their curriculum according to scholar need This helps in building the skill of collaboration in the scholar for future workplace excellence, community relationships</li> <li>● LPCA Plano works with Collin County Community College to provide scholars with the opportunity to earn college credit while still in high school</li> <li>● Several scholars at Plano Campus attend 4-year TexPREP Summer Program at local colleges every year</li> </ul>		<p>provided Saturday school and after school STAAR preparation tutorials (STAAR Prep Sat school - Title 1)</p> <ul style="list-style-type: none"> <li>● The Elementary Reading Coach and Math Coach will continue to assist, coach, and train facilitators in the best instructional practices - Title I</li> <li>● The Science Coach will support facilitators with creation of PBL, Co-design lab activities with facilitators, and support scholars in developing Science Fair projects for regional competition - Title I</li> <li>● Monitor effective implementation of the Balanced Literacy Program</li> <li>● Increase the number of scholars at postsecondary readiness by aggressively encouraging dual credit enrollment and enrollment in challenging programs such as the 4-year TexPREP Summer Program - Title I</li> </ul>
<p><b>School Culture and Climate</b></p>	<ul style="list-style-type: none"> <li>● Safety is our number one priority - the campus meets with the safety committee on a quarterly basis to evaluate the best practices regarding safety and security of our scholars and staff.</li> <li>● The Director of operations meets with campus director to evaluate Campus Safety</li> </ul>	<ul style="list-style-type: none"> <li>● Scholars understand all school staff have high expectations (scholar survey)</li> <li>● Scholars enjoy coming to school and they feel that they are learning and working</li> </ul>	<ul style="list-style-type: none"> <li>● Campus grade level planning</li> <li>● Morning circle time will be done daily, and restorative practices will continue to be implemented</li> <li>● Discipline and Classroom Management Model</li> <li>● Facilitators will be provided training in cultural sensitivity and diversity (Cultural Connections - Title I)</li> </ul>

	<p>Operation Plans (CSOP) and safety practices in our school buildings annually</p> <ul style="list-style-type: none"> <li>• The facilitators meet with the campus director weekly on Mondays, to discuss behavioral and safety issues</li> <li>• Scholars feel respected and safe (scholar survey)</li> <li>• Scholars understand Safety, Trust. Respect, Responsibility (STRR) principles (discipline reports)</li> <li>• Supportive Central Administrators (Attendance of Coordinators, Curriculum Directors and Consultants)</li> <li>• The scholars and staff were involved in many campus activities this year to include Talent Show, After School Coding Club through UTD, Jump Rope Heart Donation, Perot Museum of Nature &amp; Science, Careers on Wheels, and raised funds for Leukemia &amp; Lymphoma Society-Pennies for Patient Drive to help cure blood cancer, Multicultural Night, Wolfettes Fashion Show, provided free trade support to Kenyans, Raised funds for a school in Haiti</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative monitoring of campus planning to insure effectiveness</li> <li>• Facilitators feel supported by the administrators (facilitator survey)</li> <li>• Core group of dedicated facilitators and staff members (facilitator retention)</li> <li>• Scholars will continue to receive instruction in wind instruments and brass</li> </ul>	<ul style="list-style-type: none"> <li>• Grade levels will perform at PTO meetings once a month</li> <li>• Send a facilitator to earn certification as a Certified Specialist in Restorative Practice who will assist facilitators with implementation of restorative practices in their classrooms</li> <li>• Increase the number of scholars participating in Regional Band Music – Title I</li> </ul>
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	<ul style="list-style-type: none"> <li>● Regional Band Music Coop is available – Title I</li> </ul>		
<b>Staff Quality/ Professional Development</b>	<ul style="list-style-type: none"> <li>● Campus hiring practices have ensured quality facilitators are working with scholar population</li> <li>● New facilitators begin a “New Staff Orientation” training that is facilitated at the district level.</li> <li>● Professional Development opportunities provided throughout the year for all areas of needed growth based on data gathered from various sources such as STAAR scholar performance data, universal screeners (MAP), formative and summative, etc.</li> <li>● Ongoing monitoring through classroom walk-throughs, and informal observations to help improve instructional practices</li> <li>● High percentage of bilingual facilitators</li> <li>● Diverse group of facilitators with varied backgrounds</li> <li>● Professional Learning Communities (PLCs ) provide facilitators with an avenue for collaboration, planning and data dissemination</li> </ul>	<ul style="list-style-type: none"> <li>● Need for more training with Special Education, especially in the areas of RTI and differentiation</li> <li>● Need for training in the area of lesson planning within the PBL setting, lesson planning as a team, and team teaching</li> <li>● Targeted New Facilitator Training for incoming staff</li> <li>● Assign a mentor facilitator to all new facilitators and in conjunction with the central office staff, work with new facilitators on a consistent basis to ensure growth and progress.</li> <li>● More focus and direction with Professional Developments, New Tech Training, PBL Training</li> <li>● Consistency in Classroom Management and Discipline</li> </ul>	<ul style="list-style-type: none"> <li>● Increase staff retention -- Science and Math stipends - Title II</li> <li>● Targeted training in areas of need – RTI, differentiation, and planning with PBL – Title I Focus Grant</li> <li>● Facilitator certification - Title 1</li> <li>● PD for facilitators/administrators Title II, Title III</li> <li>● 100% Bilingual/ESL Certification for all core facilitators - Title I</li> <li>● Classroom Management and Discipline Training</li> <li>● Courageous Principal Training for directors to improve conversations and staff engagement</li> <li>● TinyPulse to enhance communication from staff to administration</li> </ul>

<p><b>Curriculum, Instruction, Assessment</b></p>	<ul style="list-style-type: none"> <li>● TEKS Resource System is aligned to state TEKS</li> <li>● Eduphoria allows us to create targeted assessments using the TEKS</li> <li>● About 75% of facilitators are proficient in Eduphoria</li> <li>● Scheduled Common Assessment</li> <li>● Web-based and in-person support for PBL through New Tech Network</li> <li>● 3 uninterrupted hours of planning per week in addition to regular planning periods allows structured dialogue to discuss the impact of instructional practices on scholar success</li> <li>● Support in lesson planning (Coordinators, Curriculum Directors, Campus Director, PBL Consultant)</li> <li>● Facilitators receive frequent feedback from district staff.</li> <li>● K-3 Cohesive Cross-curricular PBL</li> </ul>	<ul style="list-style-type: none"> <li>● Facilitators will continue to develop their familiarity with TEKS Resource System in planning their lessons using its scope and sequence</li> <li>● Invest in fiction and nonfiction that can be read by scholars in and out of class in both Spanish and English</li> <li>● Individualized Instruction</li> <li>● Parents need to see the data from the common assessment</li> <li>● Limited number and scope of electives.</li> <li>● Additional focus on cross-curricular thematic units of study in Secondary</li> <li>● Consistent implementation of PBL in %.</li> <li>● Readily accessible plans that a substitute facilitator will be able to utilize</li> <li>● Continue to utilize data to inform instruction through monthly data meetings.</li> </ul>	<ul style="list-style-type: none"> <li>● Facilitators will continue to receive training on how to effectively utilize the TEKS Resource System to complete lesson plans which align to standards and that also include researched based strategies to improve learning</li> <li>● Facilitators will continue with in depth training on the data tracking tool, Eduphoria, to analyze data to plan for instruction and tutoring</li> <li>● All facilitators will utilize the guided reading and writing program to increase Lexile levels, and the Reading coach will assist struggling facilitators with implementation.</li> <li>● Directors will review documentation from feedback sessions between instructional coaches and facilitators, as well as conduct targeted walk throughs based on struggling areas observed</li> <li>● Identify a lead facilitator in each core subject and Special Education</li> <li>● Intensive training in the structure of Bilingual classes – (BE/ESL Coordinator)</li> <li>● Intensive training in special populations -Differentiation, SIOP, Sheltered Learning, Individualization, Enrichment</li> <li>● Increased number of electives</li> </ul>
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<p><b>Family and Community Involvement</b></p>	<ul style="list-style-type: none"> <li>● A staff member attends the chamber of commerce meetings to increase community involvement at the campus</li> <li>● Front office staff have a very welcoming nature and they work very hard to provide delightful customer service (DCS)</li> <li>● We have parent and community members who participate in our campus based Decision Making Committee</li> <li>● Community Liaison assists in promoting parental and community involvement in school and in student extracurricular activities</li> <li>● Community Service Garden</li> <li>● LPCA uses various methods to keep parents informed on upcoming events and emergencies such as: <ul style="list-style-type: none"> <li>○ Newsletter - Calendar Alert</li> <li>○ Emails from facilitators</li> <li>○ Automated Calling System (Skylert)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Parent Activity Evaluation and feedback tool</li> <li>● Weekly facilitator emails/Smore on Wednesdays</li> <li>● Parent Surveys</li> <li>● Suggestion Box</li> <li>● Customer Satisfaction Survey</li> <li>● STEM Night Activities quarterly</li> <li>● Literacy Night Quarterly</li> <li>● Social Media Campaign</li> <li>● Increase in community public audience Parental Involvement Conference</li> </ul>	<ul style="list-style-type: none"> <li>● Content nights will be held where parents can learn different strategies to help their scholars at home</li> <li>● Parent survey/feedback tool –</li> <li>● Increase in community public audience Parental Involvement Conference – Title I</li> <li>● Continue to increase parent and family engagement - Clay Leadership parent training and Sankofa Educational Services - Title 1</li> <li>● Parent Feedback tools</li> <li>● Parent Nights - PTO</li> <li>● Grade levels will perform at PTO meetings once a month</li> </ul>
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	<ul style="list-style-type: none"> <li>○ “Push Notification” through District App to staff and parents</li> <li>○ Remind 101/Class dojo</li> <li>○ Facebook</li> <li>○ Twitter</li> <li>○ Smore</li> <li>● Clay Leadership provides “Parent University” Workshops</li> </ul>		
<b>School Context and Organization</b>	<ul style="list-style-type: none"> <li>● We use tools such as Tiny Pulse to recognize excellence and work performance by staff members (Cheers!)</li> <li>● Multicultural Diversity Groups</li> <li>● We continue to utilize both district and campus resources designed to track scholar success, analyze data, and adjust our instructional plans, as needed to meet growth and needs of stakeholders</li> <li>● LPCA’s onboarding process for substitutes, ensures high quality instruction when facilitators are absent.</li> <li>● FIRST LEGO Tech Challenge Robotics is research-supported and aligns with</li> </ul>	<ul style="list-style-type: none"> <li>● Improved district wide and campus wide communication</li> <li>● Increase facilitator ownership in school’s success</li> <li>● Focused professional development</li> <li>● Continue to celebrate Staff</li> <li>● Continue to develop opportunities for scholar participation in STEM including Robotics and participating in team events/tournaments</li> </ul>	<ul style="list-style-type: none"> <li>● Implement the required components of the new STEM designation from TEA</li> <li>● Enhance communication in regard to policies, procedures, and decision-making – follow written policies and procedures</li> <li>● Ongoing targeted professional development with a specific goal in mind</li> <li>● Encourage facilitator leaders to take an active role in campus improvement</li> <li>● Encourage parents to take an active role in campus improvement.</li> <li>● Establish partnerships with nearby colleges, universities, tech companies, and hospitals/clinics.</li> <li>● Provide TED-ED club to middle and high scholars</li> </ul>

	<p>district's STEM programs and high School IT Pathway</p> <ul style="list-style-type: none"> <li>● A small group of scholars in Plano campus became involved and worked together as a team to build a robot - Title IV</li> </ul>		<ul style="list-style-type: none"> <li>● Scholars should present their work or compete with their robots - Title IV</li> </ul>
<p><b>Technology</b></p>	<ul style="list-style-type: none"> <li>● The campus IT support team is available at all times to support staff and scholars in technology use and implementation</li> <li>● LPCA has a variety of software to support instruction such as: <ul style="list-style-type: none"> <li>● Eduphoria</li> <li>● Achieve 3000</li> <li>● Skyward</li> <li>● Google Products</li> <li>● Projectors</li> <li>● Imagine Math</li> <li>● IStation</li> <li>● Technology for PBL (ECHO)</li> <li>● TEKS Resource System</li> <li>● Graphing Calculators</li> <li>● Edgenuity</li> <li>● iPads</li> <li>● Assessment Technology (TPRI)</li> </ul> </li> <li>● Chat via Google Hangout and/or Skype - draft live documents on Google Drive</li> </ul>	<ul style="list-style-type: none"> <li>● Need more laptops and a computer lab</li> <li>● Projectors with speakers and screens</li> <li>● Need document cameras</li> <li>● Introduce and provide monthly training for available applications</li> <li>● New facilitator IT training program</li> <li>● Keyboarding Program Installed on laptops</li> <li>● Replacement of outdated technology hardware</li> <li>● Set up and train on SMART Boards</li> <li>● Extra charger blocks for laptops</li> </ul>	<ul style="list-style-type: none"> <li>● Intensive training in the school's systems – IT Department</li> <li>● Purchase document cameras for classroom use</li> <li>● Purchase additional laptops or Chromebooks to keep technology up to date</li> <li>● Implement Laptop Replacement Program</li> </ul>

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## **Title I, Part A**

### **Schoolwide Components:**

1. A comprehensive needs assessment of the entire school (including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State scholar academic achievement standards described in section 1111(b)(1).
2. Schoolwide reform strategies that provide opportunities for all children to meet the State's proficient and advanced levels of scholar academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State scholar academic achievement standards who are members of the target population of any program that is included in the schoolwide program.
3. Instruction by qualified facilitators and paraprofessional.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for facilitators, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's scholar academic achievement standards.
5. Strategies to attract high-quality facilitators to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include facilitators in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual scholars and the overall instructional program.

9. Activities to ensure that scholars who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that scholar difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

<b>Ideal State: Goal 1</b> All scholars will perform at or above grade level							
<b>Objective(s):</b> Increase the percentage of scholars who meet standards on all STAAR writing tests up to 80% with 10% mastering the subject matter on 4 <sup>th</sup> , 7 <sup>th</sup> , and 9 <sup>th</sup> grade including SPED, GT, and LEP scholars.							
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Formative/ Summative</b>	<b>Title I Schoolwide Components (Code by #)</b>
All scholars in grade K-12 will Write across all content areas as Modeled by experts	<b>Classroom facilitators, content leads, ELAR coach</b>	<b>Guided Reading Documentation , training by ELAR coach and other vendors</b>  <b>State funding, Title II</b>	<b>Monthly</b>	<b>Guided Reading Documentation will be available for review and up to date</b>	<b>Scholars will pass the writing portion of STAAR</b>	<b>CA/Achieve 3000/STAAR</b>	<b>1,2,3,4,5,7,8</b>
All facilitators will follow a campus wide writing plan including grammar and the writing process	<b>Classroom facilitators, content leads, ELAR coach</b>	<b>Campus wide writing plan</b>  <b>State funding, Title I, Title II</b>	<b>Every 6 weeks</b>	<b>Lesson plans, walkthroughs, journals, common assessments, practice writing prompts</b>	<b>Scholars will pass the writing portion of STAAR</b>	<b>CA/Achieve 3000/STAAR</b>	<b>1,2</b>
4 <sup>th</sup> and 7 <sup>th</sup> 9th and 10th grade facilitators will use ongoing assessment data to	<b>4<sup>th</sup>,7<sup>th</sup> , 9<sup>th</sup> , 10th grade facilitators</b>	<b>Assessment data</b>	<b>Every 6 weeks</b>	<b>Assessment data, tutoring</b>	<b>Scholars will pass the writing</b>	<b>CA/Achieve 3000/STAAR/M AP Testing</b>	<b>8,9</b>

identify scholars in need of remediation and objectives that need to be retaught		State funding, Title I		logs and lesson plans	portion of STAAR		
4 <sup>th</sup> and 7 <sup>th</sup> , 9 <sup>th</sup> , 10 <sup>th</sup> grade facilitators will emphasize writing workshops emphasizing mini lessons on purpose, planning, drafting, editing, conferencing, revising and publishing Legacy will continue employing The elementary reading coach and will hire a secondary reading coach to further support reading instruction.	4 <sup>th</sup> , 7 <sup>th</sup> , 9 <sup>th</sup> , 10 <sup>th</sup> grade facilitators, content leads, ELAR coach	Writing workshop training by ELAR coach State funding, Title I Title II Title II	Every 6 weeks	Lesson plans, published scholar work, anchor charts, walkthroughs	Scholars will pass the writing portion of STAAR	CA/Achieve 3000/STAAR	1,2,4
Facilitators in all grades will incorporate language activities to require use of complete sentences, total participation techniques, non-verbal representation, and cold calling	Classroom facilitators, content leads, ELAR coach, administrators, reading specialist	7 Steps to a Language Rich Interactive Classroom, training facilitated by ELAR coach  State funding, Title I Title III	Every 6 weeks	Lesson plans, walkthroughs	Scholars will pass the writing portion of STAAR	CA/Achieve 3000/STAAR	3,4
ELL, GT, and SPED scholars will receive additional support through implementation of IEPs and/or ELPS and GT extensions.  Scholar's coded homeless will receive all needed support to ensure academic progress.	Classroom facilitators, content leads, LPAC coordinator, ELAR coach, administrators, GT coordinator	ELPS training, SPED training, SIOP training, GT training Title I	6 weeks	Green folders, Red folders identifying scholars and accommodations , data analysis of specific populations	Scholars will pass the writing portion of STAAR	CA/Achieve 3000/STAAR	1,2

<b>Ideal State: Goal 2</b>							
Close achievement gaps among all scholar groups.							
<b>Objective(s): Increase Reading STAAR results for ELLs up to 80% meeting the state passing standard and 100% meeting growth progress expectation including GT and SPED scholars who are ELLs.</b>							
<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Formative/ Summative</b>	<b>Title I Schoolwide Components</b>
Provide continual PD in best practices for teaching reading to ELLs including live classroom Modeling and facilitators	ELAR coach, administration, Reading specialist	Region 10 consultant  Title III	6 weeks	Increased reading fluency score and Lexile level according to Achieve 3000	ELLs will pass the Reading portion of STAAR	CA/STAAR	3,5,9
Increase access to Achieve 3000 To all 2 <sup>nd</sup> -8 <sup>th</sup> grade scholars	Director of Academic Systems, classroom facilitators, all instructional coaches	Achieve 3000  Title I	By summer 2018	Lesson plans, Achieve 3000 usage reports	ELLs will pass the Reading portion of STAAR	CA/STAAR	1,2,4
Increase amount of time in Guided reading with additional support from support staff and tutoring for beginning and intermediate ELLs	Classroom facilitator, reading specialist, support staff	Guided reading books, time added to ELL guided reading group in lesson plan and extended to tutoring Adapted short stories	Monthly	Increased reading fluency and comprehension at MOY and EOY benchmarking; lesson plans	ELLs will pass the Reading portion of STAAR	CA/STAAR	1,2,4



		Books on CD Easy Readers – high interest, low readability  Title II					
Continue foundation skills time using the 1000 word challenge	Classroom facilitators	Copies of 1000-word challenge, Fry words website  State funding	Monthly	Lesson plans; increased score on TPRI for K/1 scholars from BOY to EOY	ELLs will pass the Reading portion of STAAR	CA/STAAR	1,2,4,8
Utilize bilingual dictionaries in all classrooms	Classroom facilitators	Dictionaries distributed in all classrooms  State funding, Title III	Monthly	Administration of CA will include accommodations of bilingual dictionaries	ELLs will pass the Reading portion of STAAR	CA/STAAR	1,2
<b>Ideal State: Goal 2</b>							
Close the achievement gaps among all scholars.							
<b>Objective(s): Increase the percentage of all scholars on grade level in reading to 85% in grades K-2 including SPED, GT, and LEP scholars.</b>							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components

All facilitators will create guided reading groups and assessments based on scholars' levels and meet with them on a regular basis	<b>Administration, Reading Specialist, ELAR coach, K-2 Facilitators</b>	<b>Guided reading books; training on the proper implementation of the balanced literacy model</b>  <b>State funding, Title II Title III</b>	<b>Quarterly</b>	<b>Walkthroughs, lesson plans, reading groups by request</b>	<b>Scholars will read on grade level</b>	<b>CA/STAAR</b>	<b>2,8,9</b>
Facilitators will use TPRI data to provide intervention for identified scholars	<b>K-2 Facilitators, Reading Specialist</b>	<b>TPRI assessment data</b>  <b>State funding, Title I</b>	<b>Every 6 weeks</b>	<b>Classroom observations; lesson plans</b>	<b>Scholars will read on grade level</b>	<b>CA/STAAR</b>	<b>2,8,9</b>
Teachers will implement a Read Aloud protocol that incorporates scholar turn and talk and class discussion	<b>K-2 Facilitators</b>	<b>Appropriate and sufficient number of leveled books in sets</b>  <b>State funding Title I</b>	<b>Monthly</b>	<b>Walkthroughs; lesson plans</b>	<b>Scholars will read on grade level</b>	<b>CA/STAAR</b>	<b>2,8,9</b>
Tier 2 and Tier 3 scholars will Receive interventions during the day and during after school tutoring	<b>Reading coach, classroom facilitators</b>	<b>Adapted short stories</b> <b>Books on CD</b> <b>Easy Readers – high interest,</b>	<b>Every 6 weeks</b>	<b>Pull-out schedule, progress monitoring from TPRI/Tejas LEE</b>	<b>Scholars will make significant gains toward reading on grade level</b>	<b>CA/STAAR</b>	<b>2,8,9</b>

		low readability National Geographic  Title I, Title III					
	Classroom facilitators	Language program  Title III	Monthly	Clocked hours on programs	Scholars will read on grade level and show proficiency progress on TELPAS and IPT	IPT/CA/TELPAS /STARR	2,8,9
<b>Ideal State: Goal 2</b>							
Close the achievement gaps among all scholars.							
<b>Objective(s): Increase the percentage of Level II scholar performance on all STAAR mathematics tests up to 80% with 10% meeting Level III grades 3<sup>rd</sup>-10<sup>th</sup>, including Algebra 1 and 2 and Geometry.</b>							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Use a school wide problem Solving model Legacy will hire a Math coach to support facilitators in mastering the new TEKS and mastering strategies to reach all scholars.	Math Content Leads, Math coach, Math facilitators, administrators	Problem solving model; PD time for collaboration  State funding Title I	Monthly	Scholar work, lesson plans, walkthroughs	Scholars will pass the math portion of STAAR	CA/STAAR	1,2,3,4,5,7,8

Provide TEKS training	Math Content Leads, Math coach	TEKS  State funding, Title II	Monthly	Lesson plans, walkthroughs, facilitator collaboration	Scholars will pass the math portion of STAAR	CA/STAAR	1,2,3,4,8
Ensure that resources are aligned to the TEKS	Academic Systems Director, Administration, Math coach	TEKS  Title I State funding	Monthly	Resource source list, Lesson plans	Scholars will pass the math portion of STAAR	CA/STAAR	1,2,3,4,8
Provide tutorials for scholar who are identified as failing or at-risk of failing including language support for beginning and intermediate ELLS  Scholars will participate in Saturday tutoring to receive additional support for the STAAR test.	Facilitators	TEKS, tutoring curriculum  BEA, Title III, Title I, State funding	Every 6 weeks	Tutoring logs and sign in sheets	Scholars will pass the math portion of STAAR	CA/STAAR	1,8,9
Ensure data analysis of common assessments and scholar work to identify areas of improvement	Facilitators, math coach, administration	TEKS, curriculum, Eduphoria  State funding, Title I	Monthly	Target goals after half day data digs	Scholars will pass the math portion of STAAR	CA/STAAR	1,2,3,4
<b>Ideal State: Goal 2</b>							
Close the achievement gaps among all scholars.							
<b>Objective(s): Increase the percentage of Level II scholar performance on all STAAR science tests in the ELL population to a minimum of 80% in 5<sup>th</sup> and 8<sup>th</sup> grade including ELLs, GT, and SPED scholars.</b>							

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Ensure facilitators are attending professional development trainings that support linguistic and content advancement of ELLs i.e., ELPS at a Glance, Strategies for ELLs, Reading in the Content, ELPS Academy; as well as SIOP implementation	Administration, Director of Special Populations, Classroom facilitators	Region 10; SIOP consultant; ELL resources Title III BEA, Title III	Every 6 weeks	Lesson plans, walkthroughs, facilitator feedback	Scholars will pass the science portion of STAAR	CA/STAAR	1,2,3,4,7,8,9
Analyze and monitor data (i.e. TELPAS, common assessments, and IPT) to inform on meeting the needs of ELLs for instruction and accommodations	Administration, Classroom facilitators, Science content leads	Progress monitoring form with goals	Every 6 weeks	Completion of progress monitoring form	Scholars will pass the science portion of STAAR	CA/STAAR	1,2,3,4,7,8
Utilize and integrate Engineering Is Elementary (EiE) kits	Classroom facilitators	EiE binders and supplies  State funding	Every 6 weeks	Lesson plans, displayed scholar work	Scholars will pass the science portion of STAAR	CA/STAAR	1,2,3,4,7,8
Utilize the science lab	Classroom facilitators	Lab materials  State funding	Monthly once fully completed	Lab shows evidence of work of scholars and schedule is optimized	Scholars will pass the science portion of STAAR	CA/STAAR	1,2,3,4
<b>Ideal State: Goal 3 All scholars will be taught by qualified facilitators.</b>							
<b>Objective(s): Recruit, retain and develop highly effective staff providing quality staff development that will provide tools that proactively engages scholars for success.</b>							

<b>Strategies and Action Steps</b>	<b>Person(s) Responsible</b>	<b>Resources</b>	<b>Timelines</b>	<b>Evidence of Implementation</b>	<b>Evidence of Impact</b>	<b>Formative/ Summative</b>	<b>Title I Schoolwide Components</b>
Legacy will recruit, select, and approve only new facilitators and paraprofessionals that meet the definition of qualified.	<b>Human Resources Department; Campus Directors</b>	<b>District Website</b>  <b>Title I</b> <b>Title II</b>	<b>As needed throughout the school year</b>  <b>8/21/17-06/01/18</b>	<b>Checklist in each facilitator's file regarding HQ status</b>	<b>HR Certification Records</b>	<b>Ongoing as needed</b>	<b>3,5</b>
Conduct recruitment activities to ensure qualified personnel are hired for all positions.	<b>Human Resources Department; Campus Directors</b>	<b>Website Posting Ads</b>  <b>Title I</b> <b>Title II</b>	<b>December 2017</b>	<b>100% qualified facilitators on staff, STAAR results, CA analysis, administrator observations/ walk through</b>	<b>Facilitator demographic data, Facilitator Recruiting Survey, new hire data</b>	<b>As needed</b>	<b>3,5</b>
Analyze data from all facilitators' certification, testing, staff development, and service records to ensure that all meet the qualified status.	<b>Human Resources Department; Campus Directors</b>	<b>Personnel Files</b> <b>State funding, Title I</b> <b>Title II</b>	<b>March 2018</b>	<b>Data collection on college programs, recruitment schedule with qualifying colleges</b>	<b>Increased percentage of qualified personnel</b>	<b>Yearly</b>	<b>1,3,4,5</b>
Evaluate recruiting efforts each season to determine the effectiveness in meeting our	<b>Human Resources Department;</b>	<b>Personnel Files; Recruiting Methods</b>	<b>March 2018</b>	<b>School websites, online advertisements,</b>	<b>Increased percentage of</b>	<b>Yearly</b>	<b>3,4,5</b>

district needs. Recruit in colleges with preparation programs in the areas of high needs.	<b>Campus Directors</b>	<b>Title II</b>		google hangout with colleges	minority hiring		
Expand the use of technology to effectively recruit prospective professional and paraprofessional staff.	<b>Human Resources Department; Campus Directors</b>	<b>Website</b>  <b>State funding, Title II</b>	<b>July 2018</b>	<b>School Websites, electronic advertisements, placing ads in education-related job boards</b>	<b>Retention data, New Facilitator Survey</b>	<b>Yearly</b>	<b>3, 4, 5</b>
Provide incentives for facilitators to attain ESL, Bilingual, and/or GT certification.  Provide stipends to secondary Math and Science facilitators.	<b>Superintendent</b>  <b>Human Resources Department; Campus Directors</b>	<b>Stipends</b> <b>BEA, State funding</b> <b>Title II</b>	<b>On-going throughout the school year</b>  <b>8/21/17-06/01/18</b>	<b>Documentation of other charter school salaries, Allocating funds to assist in paying for training and certification, providing subs to cover facilitators acquiring extra certifications</b>	<b>Retention Data, HR Certification Records, 10% increase in dual certified facilitators.</b>	<b>Yearly</b>	<b>3, 4, 5</b>
Provide mentoring to all new facilitators through campus mentors.	<b>Human Resources Department; Campus Directors</b>	<b>Mentor Facilitators; training</b>  <b>State funding</b>	<b>August 2018-August 2018</b>	<b>Master schedule, sign in sheets; provide each new facilitator with a veteran mentor from their campus, mentors will meet with their assigned</b>	<b>Facilitator retention rate, increase morale</b>	<b>Ongoing</b>	<b>3, 4, 5</b>

				facilitator at least once a week to provide feedback/ support, mentors will receive training regarding mentorship program			
Maintain competitive salaries and benefits with comparison charters.	<b>Superintendent Human Resources Department; Campus Directors</b>	<b>Title I Title II Local State and Federal Funds</b>	<b>July 2018 (BEFORE facilitator orientation)</b>	<b>Master Schedule; Meeting agendas and/or documentation and sign-in sheets</b>	<b>Facilitator retention rate, increase morale</b>	<b>Yearly</b>	<b>1,2,3,4, 5</b>
Integrate Region 10 Training and support as a part of ongoing professional development.	<b>Campus Administrators Curriculum Directors Special Populations Director</b>	<b>Title II</b>	<b>On-going throughout the school year 8/21/17-06/01/18</b>	<b>Certificate of completion</b>	<b>Increase rigor in classroom and improved grades and test scores</b>	<b>Ongoing</b>	<b>3,4,5</b>
Improve the positive work culture supportive of collegial and collaborative teamwork through Professional Learning Teams.	<b>Superintendent; Human Resources Department; Campus Directors</b>	<b>State funding Title I</b>	<b>As needed</b>	<b>Facilitators Development attendance rosters</b>	<b>Increase rigor in classroom and improved grades and test scores; Facilitator retention</b>	<b>Yearly</b>	<b>3, 4</b>



Provide training on meeting norms and protocols.					rate, increase morale		
Provide common planning periods on each campus master schedule.							
All administrators and New Tech core facilitators will attend New Tech training every year.	<b>Superintendent; Campus Directors</b>	<b>New Teach Training  State funding, Title II</b>	<b>July 2018</b>	<b>Attendance rosters for face to face workshops, online training.</b>	<b>Increase rigor in classroom and improved grades and test scores; Facilitator retention rate, increase morale</b>	<b>Yearly</b>	<b>3, 4, 5</b>
All facilitators will attend some form of PBL training every year.	<b>Facilitators</b>	<b>Region 10; Other Source of Training  Title II  State funding</b>	<b>On-going throughout the school year  8/21/17 - 06/01/18</b>	<b>Documentation of contracts and sign out sheets</b>	<b>Increase rigor in classroom and improved grades and test scores; Facilitator retention rate, increase morale</b>	<b>Yearly</b>	<b>3,4,5</b>
<b>Ideal State: Goal 4</b>							
<b>Comply with coordinated health program requirements.</b>							

**Objective(s): Scholars and staff will achieve health and fitness through the implementation of health activities, participation in physical activities, improvement of Fitness gram results for all scholars, and compliance with the nutrition guidelines and staff wellness.**

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Comply with the Federal, State, and Local wellness policy by making healthy nutrition choices and sharing information with campus staff, parents, and scholars to positively influence the health of scholars and community members	CNP Coordinator; Director of Operations, parents	Nutrition resources  State funding, Title I	Monthly	Menu and other health news distributed in the weekly calendar alert	Calendar alert		6,10
Continued implementation of the Mind Up curriculum	Counselors, Classroom facilitators	Mind Up curriculum  State funding, Title I	Monthly	Lesson plans, walkthroughs, scholar interviews	Scholars will be able to exercise mental calming and focus strategies		4,9,10
Ensure scholar participation in moderate to vigorous physical activity during PE and brain breaks	PE Facilitators, classroom facilitators, administration	Safe area for activity  State funding	Every 6 weeks	Lesson plans, walkthroughs	Scholars will be able to focus and work well in class		8,10
Improve campus Fitness gram scores	PE facilitators	Safe area for activity  Local and state funding	Every 6 weeks	Fitness gram data	Fitness gram scores will increase		10
Provide health food alternatives for scholars, parents, and	Administration	None	Monthly	Agenda menus	Scholar, parent and		6,10

facilitators when food and beverages are served.		State and local funding			facilitator feedback		
Offer at least 3 staff wellness opportunities per year	Administration; District Nurse	None  State and local funding	Quarterly	School calendar of events	Participation numbers		10
Ideal State: Goal 5 All scholars will graduate from high school and be college ready.							
Objective(s): School wide reform Strategies.							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Expose scholars to different careers and opportunities available after high school.	All Staff	Speakers, Presentations  Title I, State funding	On-going throughout the school year 8/21/17 - 06/01/18	Schedules, Agendas, Minutes, Sign in Sheets	Increase scores on assessments.	Throughout the school year	1,2,9,10
Focus on College / Career Readiness	Administration, Facilitators;	Parents  Community involvement  Business professionals – Partnerships  State funding, Title I	On-going throughout the school year 8/21/17 - 06/01/18	Minutes; Sign-In sheets; Agenda	Learning Outcomes beyond the State Standards  Facilitators/Facilitators model cultivating the intellect for	Ongoing	6,10

					the sheer joy of learning. Instructors promote their Colleges in the classroom as positive examples of higher learning		
Increase scholar awareness of and access to career and college planning information Schedule College Night, Career Night, and College Funding Opportunities Session at each campus	Campus Directors Staff	Flyers and Brochures, College information, Guest speakers, Naviance (College and Career Readiness Platform) 4-year TexPREP Summer Program  State funding, Title I	Fall 2018  Summer 2018	Sign-in Sheets Agenda/Minutes	Improved lesson plans and increase in scholar/parent attendance.	Annually	3,4,5,6
Ideal State: Goal 6 Legacy will encourage and promote a climate that fosters family engagement in the education of all scholars.							
Objective(s): Establish and maintain active Parent Involvement opportunities on campus.							

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
<p>Ensure positive relationships are formed with all parents in order to promote greater personal involvement in the education of their children</p> <p>Provide parents the opportunity to receive information about extra-curricular activity opportunities on all Legacy's campuses</p> <p>Provide parents with information about how the district defines high-quality teaching and learning</p>	<p>Administration PTO Administration</p>	<p>School Messenger</p> <p>Facilitator Web Parent Contact Logs</p> <p>Parent Compacts</p> <p>Title I</p>	<p>(every six weeks)</p>	<p>Parent/Facilitator Conference District and Campus Websites</p> <p>Extra-curricular Activity Brochure/flyer Campus Orientations</p>	<p>Sign in Sheet; Increase in parent participation</p>	<p>Annually</p>	<p>1,2,6,9,10</p>
<p>Ensure parent involvement and volunteer service is being promoted, documented, and recognized via: Parent Facilitator Organizations and other volunteer opportunities. Legacy will follow up with parent volunteers.</p> <p>PTOs will meet district wide to collaborate and share ideas.</p>	<p>Administration Facilitators</p>	<p>Volunteer Sign-in Binders (Hour Reports)</p> <p>Title I, State funding</p>	<p>(every six weeks)</p>	<p>Flyers Online Web Calendar of events on school website Volunteer Sign In Log Agendas Volunteer Recognition Luncheon PTO Sign In Logs Agendas</p>	<p>Sign in Sheets; Increase in parent Volunteers</p>	<p>Ongoing</p>	<p>1,2,6,9,10</p>

Develop and implement a Parent Compact to engage parents in their child's educational experience.	Administration	Compact Document  Title I	August 2018 and ongoing throughout the school year as needed	Title I Parent Compact Meeting Sign-in Sheets Meeting agenda	-Copies of the Parent Compact for each campus -Title I Parent Information Meeting agenda, sign-in sheet, and minutes	Annually	1,2,6,9, 10
Engage parents in writing a Parental Involvement Policy. Meet as many times as needed to change and update the policy.	Campus administration	Parental Involvement Policy  Title I	August 2018 and ongoing depending on needs.	Parental Involvement Policy Meeting Sign-in Sheets Meeting agenda	Copies of Parental Involvement Policy for each campus, Meeting agenda, sign in sheets, minutes	Annually	1,2,6,9,10
Facilitator/Parent Communication Parents can meet with facilitators after school each Wednesday.  Facilitators make positive phone calls and send positive cards every week.	Facilitators  Campus administrators	Facilitator logs  State funding, Title I	On-going throughout the school year  8/21/17 - 6/01/18	Facilitator logs, cards.	Scholar participation. Scholar grades. Parent involvement.	On-going throughout the school year  8/25/14 - 6/10/15	1,2,6,9,10
Legacy will offer parent academies on all campuses (parenting, budgeting, parental literacy, ESL, technology classes etc.).	Campus administrators	Parent resources (books, software, presenters)	On-going throughout the school year  8/21/17 - 6/01/18	Meeting Sign-in Sheets Meeting agenda	Parental involvement. Scholar academic progress.	On-going throughout the school year  8/21/17- 06/01/18	1,2,6,9,10

Hire a parent liaison to reach out to parents and to engage them in school and district activities.		Clay Leadership will provide "Parent University" Workshops Sankofa Educational Services Title I					
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**Benchmark Timeline**

Initial (Beginning) December 2017	Comments and Recommendations: The Campus Advisory Team reviewed all goals and measures during the December, 2017 meeting.
Interim (Formative) April-May, 2018	<p>Comments and Recommendations: The Comprehensive Needs Assessment (CNA) committees met to discuss, review, and construct goal statements in the areas of:</p> <ul style="list-style-type: none"> <li>● Staff Quality, Recruitment, and Retention</li> <li>● District Culture and Climate</li> <li>● Scholar Achievement</li> <li>● Curriculum, Instruction, and Assessment</li> <li>● Technology</li> <li>● District Context and Organization</li> <li>● District Demographics</li> <li>● Family and Community Involvement</li> </ul> <p>Each committee presented information in the areas of strengths, needs, and a summary report for construction in the CIP.</p>
Summative, June 11, 2018	Comments and Recommendations

Final, June 22, 2018	The CIP has been reviewed by the Campus Advisory Team.
Approved	June 25, 2018 the CIP will be presented to the Board of Trustee.