

MIDLAND ACADEMY CHARTER SCHOOL

District Campus Improvement Plan

School Years 2020-2023

Shaping Community...Building Excellence

*Mission Statement:
Love Learning
Excel in All We Do
Achieve Goals Together
Do What is Right*

Federal and State Funding Sources

Federal funding sources that will be integrated and coordinated with State funds to meet the needs of all students:

Program/Funding Source	FUND CODES	Program/Funding Source TOTALS
Federal Programs		
Title 1, Part A	211	\$ 72,683
Title II, Part A (TPTR)	255	\$ 10,047 transferred to Title I, A
Title III (novate to Region 18)		\$ 1,692.00
Title IV	289	\$10,000.00 transferred to Title I, A
IDEA – B	224	\$ 75,000
IDEA-B Pre-School	225	\$ Did not apply
State Programs/Funding Source		
Instructional Materials Allotment		\$
State Compensatory Education	PIC 24/30	\$ 311,854.00
Gifted/Talented	PIC 21	\$
Special Education	PIC 23	\$ 59,039.00
Bilingual/ESL Program	PIC 25	\$ 15,303

EDUCATIONAL GOALS:

Goal 1: Recruit, Support and Retain Teachers and Principals

Goal 2: Build a Foundation in Reading and Math

Goal 3: Connect High School to Career and College

Goal 4: Safe Learning Environment

Goal 5: Parental and Family Engagement

Due to Covid-19 schools closures, no STAAR tests were administered. Therefore, no data is available to determine if goals were met. It is the decision of the committee to maintain the goals and levels of achievement from the prior year. Additionally a goal has been added to address the progress of special education students in the area of reading.

Goal One: Build a Foundation in Reading and Math

Increase the Meets Grade Level in Reading scores from 54 to 58%; Math scores from 58 to 60%;
 Science scores from 54% to 58%; Social Studies score from 60to 63%; and Writing score from 52% to 55%

Summative Evaluation: STAAR Results, Data from software programs

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Continue implementation of supplemental programs/materials in all core areas	Grades K-8	Principal, Teachers Grades K-8	Supplemental materials in all core areas, computers, headphones	FSP Comp ED \$30,000	Students are assessed monthly Implementation will continue in the 2020-21 school year	Supplemental assessment program Supplemental materials in all core areas
Continue use of TEKS Resource System for ELA,math, Science and Social Studies	Grades K-8	Principal, Teachers Grades K-8	TRS, Region 18 staff	FSP Comp Ed \$15,000	Evaluate every nine weeks Implementation will continue in the 2020-21 school year	Teacher lesson plans, principal observations
Implement supplemental EL programs	EL	Teachers	Supplemental EL programs New reading adoption EL supplements	FSP	August 2020-21	Lesson Plans Purchase Orders Online assessment data
Provide intervention materials for reading and math	Grades K-8	Grade level Teachers math and reading intervention staff, Principal	Data software program, supplemental reading and math assessment programs and data	SCE \$50,000	September, 2020 - May 2021 Continues through the end of STAAR Testing or as needed	Unit assessments, data assessment software
Administer beginning of year STAAR	Grades 3-8	Grade level teachers, admin	TEA provided STAAR practice	FSP	August-September 2020	Assessment data

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Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Continue summer school program for reading and math	Grades K-8	Principal, Teachers	Principal, Teachers, supplemental materials	FSP	June 2021	Online assessments Passing rate for STAAR
Use data disaggregation software to disaggregate data and develop tutorial groups for at-risk students.	Grades 1-8	Principal, Teachers	Data disaggregation software Tutorial schedules	FSP State Comp Ed \$15,000	August 2020 with meetings every 9 weeks to analyze results Implementation will continue in the 2019-2021 school year	Benchmark results On-line assessments
Continue to offer EL Summer School Program	ESL Grades K-1	Principal, Teachers	Reading Curriculum	FSP	Summer 2020 and 2021	Online assessments
Provide specialized services and curriculum to students eligible for special education services	Grades PK-8	SPED teacher, SLP, OT	IEP, Use of management software	IDEA-B \$75,000 FSP	August 2020 Evaluate every nine weeks Implementation will continue in the 2020-2021	IEP, State Assessment

					school years	
Continue to Implement an EL Modification Sheet for each EL student to track language acquisition	ESL Grades PK-8	ESL Coordinator	Locally Developed Form	FSP	August 2020 Evaluate every nine weeks Implementation will continue in the 2020-2021 school year	Completed Instructional accommodation form

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
All grade levels will provide in one parental information newsletters monthly	Grades Pk-8	Interventionist, Principal, Teachers	Locally developed presentations	FSP	Aug 2020- May 2021	Attendance logs, agenda, and letter sent home
Conduct at least one parent-teacher conference per semester for students in grades PreK-8 per semester	Grades Pk-8	Principal, Teachers	Conference Schedule, Conference Documentation Form	FSP	Conferences will be scheduled each semester as per school calendar will continue in the 2020-21 school year	Sign-in sheets and Conference Documentation Forms
Conduct at least one student/parent/teacher-team conference with each student who was unsuccessful on prior year's state assessment	Grades 4-8	Principal, Teachers	Conference Schedule, Conference Documentation Form	FSP	Conferences will be scheduled in the fall semester	Sign-in sheets and Conference Documentation Forms
The district will coordinate with Region 18 ESC personnel to ensure that Migrant students	Grades PK-8	Admission Clerk	Region 18 ESC Migrant Staff	FSP	August 2020 and each time a qualifying student enrolls	Students will be identified, served and coded in PEIMS

are identified and served						
Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Maintain a dropout rate of 0% according TAPR reports.	Grades 7-8	Principal	PEIMS Reports	FSP	August 2020 Evaluate every nine weeks	Leaver Records
Increase overall attendance rate from 96% to 98% using a locally developed incentive program	Grades PK-8	Superintendent Principal	Attendance Committee	FSP	August 2020 Evaluate every nine weeks Implementation will continue in the 2020-21 school year	Attendance Records
Provide an Instructional Coach to provide support for modeling instruction, data, planning	Grades K-8	Superintendent Principal Instructional Coach	Instructional Coach materials	Title I, Part A \$85,000	September, 2020-June 2021	Unit assessments, data assessment software, STAAR

Goal 1.1 White students will increase academic growth in reading from 46% to meeting the target set forth in the ESSA which is 69% meets or masters

Independent Reading	2-8	Principal, teachers, instructional coach	Increase outside of class reading through the use of a reading incentive program	FSP Incentives	Sept 2020-21	Embedded program assessments reports
Small group instruction for	All Students	Principal, teachers, instructional coach	Use of new ELAR adoption	FSP	Sept 2020-21	Curriculum assessments

reading						STAAR
Data dissemination by ethnicity	All Students	Principal, teachers, instructional coach	Quarterly reading online assessments	FSP	September 2020-May 2021	Online assessments

Goal 1.2 Students served in special education will meet the level approaches, meets, mastered as set forth in ISAM

Provide small group instruction based on IEP for reading comprehension	Special ed students	Sped teacher	Specialized curriculum	FSP	Sept 2020-May 2021	Teacher made assessments,

Goal Two: Recruit, Support and Retain Teachers and Principals
 Increase average years of experience, in the district, from 3.7 years to 4.7 years.
Summative Evaluation: TAPR Report

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Offer a stipend for critical shortage areas.	Grades PK-8	Superintendent Principal	State documents that declare shortage areas in Math, Science, ESL, spec. Ed	FSP	Areas of shortage will be reviewed by the Board of Trustees in January 2021	Critical Shortage Stipend Schedule
The district will hire 1 FTEs to serve as paraprofessionals to lower the student teacher ratio for Pre-K to no greater than 10:1 and to support Kinder	Grade PK/K	Principal		SCE \$60,000	Implementation will continue in the 2020-2021 school year	All staff members will be hired TEA HQ Report

The district will offer a longevity stipend	Grades PK-8	Superintendent		LCL	December 2021	Stipends will be awarded
The district will contract with Region 18 ESC to provide staff development based on findings of the Staff Development Survey	Grades PK-8	Superintendent Principal	Staff Development Survey Needs Assessment	SCE FSP	August 2020-2021	Staff Development Schedule
Vertically aligned lesson planning and PD in math and science	Grades K-8	Teachers Principal, Instructional coach Math/science consultant	TEKS resource, curriculum, core content materials	FSP 30,000	August 2019-2020	STAAR
Provide an Instructional Coach to provide support for modeling instruction, data, planning	Grades K-8	Superintendent Principal Instructional Coach	Instructional Coach materials	Title I, Part A \$85,000	August 2020-June 2021	Unit assessments, data assessment software, STAAR

Goal Three: Connect High School to Career and College

Index 4 scores will increase from 38 to 40

Summative Evaluation: State Accountability Rating

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Staff will work with students to insure a seamless transfer of students to area high schools	Grade 8	Counselor	Materials from area high schools	FSP	Spring 2021	Copies of materials
The counselor will provide information based on HB5 graduation paths	Grades 7-8	Counselor	THECB TEA	FSP	January 2021	Agendas from sessions with students
Students will be provided college and career readiness activities	Grades 7-8	Technology Teacher	THECB College and Career Readiness Curriculum	FSP	August 2020-2021	Student Survey

Goal Four: Safe Learning Environment

The survey results for students who feel safe at school will increase from 90% to 95%

Summative Evaluation: Student Surveys

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Implement the Homeless Policy as needed	Grades PK-8	Homeless Liaison	District Homeless Plan	FSP	August 2020 and as needed	Documentation of services provided to homeless students.
Coordinated School Health will be addressed and implemented based on the recommendations of the SHAC Committee	Grades PK-8	Superintendent Principal, SHAC Committee	SHAC Minutes and Agendas, Fitnessgram Results	FSP	SHAC will meet at least 4 times annually	Minutes and Agendas from SHAC Meetings
The district will conduct SB 11 Safety Audits according to the mandated guidelines	Grades PK-8	Superintendent	Region 18 ESC Staff	FSP \$1500.00	Every three years	EOP and Safety Audit documentation
The district will periodically conduct surveys to assess progress toward reducing violence, illegal drug use, dating violence and meeting the Internet Safety Policy	Grades 4-8	Principal, Counselor	surveys	FSP	Spring 2020	Survey results

Goal Five: Parental And Family Engagement

The parent survey will indicate that 95% of parents feel that the school is a welcoming place

Summative Evaluation: Parent Survey

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
Provide Parent University	Parents	Principal, Counselor,	Principal, Counselor, staff	FSP	September 2020-21 Quarterly	Attendance logs, agenda, and invitation letters
Conduct at least one parent-teacher conference per semester for students in grades P K-8	Grades Pk-8	Principal, Teachers	Conference Schedule, Conference Documentation Form	FSP	Conferences will be scheduled each semester as per school calendar; will continue in the 2020-21 school year	Sign-in sheets and Conference Documentation Forms
Conduct at least one student/parent/teacher team conference with each student who was unsuccessful on prior year's state assessment	Grades 4-8	Principal, Teachers	Conference Schedule, Conference Documentation Form	FSP	Conferences will be scheduled in the fall semester	Sign-in sheets and Conference Documentation Forms
Communicate with all parents, in an understandable language, using a variety of formats	Grades Pk-8	Superintendent Principal, Teachers	Translation software, staff	FSP	Will begin process August 2020 and continue throughout the school year	Home communication samples in an understandable language

Actions and/or Strategies to Accomplish Goal and Objective	Student Population	Personnel Responsible	Resources Human/Material	Budget Code and Amount	Implementation Timeline	Formative Evaluation
All state assessment results will be mailed to parents with explanations in an understandable language	Grades 3-8	Superintendent Principal	Materials provided with state assessment documents and locally developed documentation	FSP	Distribution will occur as results are received by the district	Copies of documentation and mailing labels
The district will continue to encourage the PTO program	Grades PK-8	Superintendent PTO President	PTO members	FSP	September 2020	Meeting agendas and sign-in sheets
The district will hold at least two public meetings after the receipt of the annual campus rating. This will occur at the meeting of the Board of Trustees	Grades 3-8	Superintendent	District accountability results	FSP	August 2020-2021	Agenda and minutes from the Board meeting