Spring Branch Independent School District

Cornerstone Academy

2020-2021 Campus Improvement Plan

Mission Statement

In SBISD, our promise to our entire community is to inspire minds and shape lives by: improving academic performance of all students, graduating all high school students, and preparing all students with the qualifications and skills necessary to enter college or post-secondary training and exit successfully

Vision

Cornerstone Academy strives to be a dynamic, strategically-designed learning community that is empowered by diversity, a commitment to excellence and a distinctive approach to the learning process.

Core Values

Every Child

We put students at the heart of everything we do.

Collective Greatness

We, as a community, leverage our individual strengths to reach challenging goals.

Collaborative Spirit

We believe in each other and find joy in our work.

Limitless Curiosity

We never stop learning and growing.

Moral Compass

We are guided by strong character, ethics and integrity.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

In the 2019-2020 school year, Cornerstone served a population of 373 students. In that group, there were 133 6th graders, 122 7th graders and 118 8th graders. By gender, we have 211 female students and 162 male students. Based on ethnicity, our student population is approximately 47% white, 37% Hispanic, 10% Asian, .01% African American and 4% multiple ethnicities. Roughly 4% of our students are English language learners and .01% qualify for special education. Our yearly attendance rate was 98%. 14% of our students qualify for free or reduced price lunch.

Demographics Strengths

Through the lottery system, Cornerstone does pull students from across the district, which does create some diversity in our student population.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our campus serves the entire district, but our population demographics do not mirror (or come close to mirroring) the district as a whole. **Root Cause:** In the recent past, our marketing efforts may not have been as robust and inclusive as possible.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- Campus goals
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Effective Schools Framework data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local diagnostic math assessment data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data

Student Data: Behavior and Other Indicators

- Attendance data
- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data

- Highly qualified staff data
- Campus leadership data
- T-PESS data

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Goal 1: STUDENT ACHIEVEMENT. Every student at Cornerstone Academy will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT (draft): By June 2021, Cornerstone Academy will increase student performance on STAAR Grades 6-8 exams in reading and math by maintaining at least current percentage at the approaches level and increasing by at least 5 points at the meets and masters levels.

2019-20: Not Rated due to COVID

2018-19: Reading: 96% (approaches or higher), 79% (meets or higher), 54% (masters); Math: 99% (approaches or higher), 90% (meets or higher), 54% (masters)

2017-18: Reading: 99% (approaches or higher), 81% (meets or higher), 56% (masters); Math: 99% (approaches or higher), 90% (meets), 55% (masters)

Evaluation Data Sources: STAAR 3-8 Reports

Summative Evaluation: None

Strategy 1: We will continue to support a PLC culture on our campus.	Reviews			
	Formative			Summative
A.) Expectation of 3-5 essentials for each course (Solution Tree Essential Standards Chart) B.) Expectation of common formative assessments for each course C.) Expectation of data transparency, analysis, and data-informed action (intervention/extension) D.) Half-day subs provided to allow additional time for planning E.) Continued support and professional development via Solution Tree in the form of a mid-year visit from Solution Tree associate and varied book/article studies within collaborative team meetings	Nov	Jan	Mar	June
	50%			
Strategy's Expected Result/Impact: Increased teacher efficacy; a guaranteed and viable curriculum regardless of teacher; greater emphasis on systematic data analysis				
Staff Responsible for Monitoring: Director Assistant Director MCL Instructional Specialist				
ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				
Funding Sources: Solution Tree professional development & resources - 199 PIC 11 - Instructional Services - $10,000				

Strategy 2: We will begin a more systematic approach to intervention and a collaborative RtI process on campus to ensure that every child is being effectively served.	**Reviews**			
	Formative			**Summative**
A.) Prior to the start of the year, staff will be trained on the RTI inverted pyramid. B.) Regularly scheduled, collaborative meetings to discuss RTI progress/movement C.) Data-tracking related to RTI will be implemented	**Nov**	**Jan**	**Mar**	**June**

Strategy's Expected Result/Impact: Increased student growth and achievement as determined
    by MAP, STAAR and PSAT scores
 	
    Staff Responsible for Monitoring: Director
    Assistant Director
    MCL
    Instructional Specialist
 	
    ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction
 	
    Funding Sources: - 199 PIC 11 - Instructional Services - $15,000
	20%			

0% No Progress	100% Accomplished	Continue/Modify	Discontinue	

Goal 1: STUDENT ACHIEVEMENT. Every student at Cornerstone Academy will master rigorous academic standards to ensure college and career readiness.

Performance Objective 2: GAP-CLOSING: By June 2022, Cornerstone Academy will increase overall performance on STAAR Grades 6-8 exams to narrow the gap or improve performance above the target by at least 30% between EL students and non EL students while all performance improves.
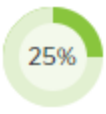
2019-20: Not Rated due to COVID
2018-19: English Learners 44%; non-English Learners 95% (at the approaches level or higher in Reading)
2017-18: English Learners 89%; non-English Learners 99% (at the approaches level or higher in Reading)

Evaluation Data Sources: STAAR Reports and State Accountability Reports

Summative Evaluation: None

Strategy 1: Professional development opportunities will be provided to address areas that data indicates needs strengthening, including professional development specifically aimed at supporting new teachers.	Reviews			
	Formative			Summative
A.) We will continue our work with vertical alignment, all teachers will be trained on and implement the Essential Standards Chart from Solution Tree to focus on 3 to 5 essentials each semester. B.) All teachers will be given opportunities to continue to deepen their knowledge about and engage in the PLC (and RTI) process through continued work with Solution Tree and associated book/article studies. C.) 6th grade ELA teachers will be trained and supported in TCRWP processes and procedures. D.) All new teachers will engage in the district's New Teacher Academy and be assigned a mentor and buddy. **Strategy's Expected Result/Impact:** Closing performance gap by increased teacher efficacy **Staff Responsible for Monitoring:** Director Assistant Director **TEA Priorities:** Build a foundation of reading and math - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers **Funding Sources:** - 199 PIC 24 - At Risk - $10,000	Nov 60%	Jan	Mar	June
Strategy 2: Strategically focused intervention on identified essentials will be provided to students who have been identified as needing additional help.	Reviews			
	Formative			Summative
A.) Align STREAM expectations school-wide (PD provided by 7th grade team) B.) Begin collaborative RTI meetings / tracking based on identified essentials for each course **Strategy's Expected Result/Impact:** Closing performance gaps **Staff Responsible for Monitoring:** Director Assistant Director **ESF Levers:** Lever 2: Effective, Well-Supported Teachers **Funding Sources:** - 199 PIC 11 - Instructional Services - $15,000	Nov 0%	Jan	Mar	June

Strategy 3: Create opportunities for students to take educational opportunities trips and increase the number of students enrolled in PLTW courses	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: As students experience more, their knowledge and skills become deeper, which opens the door to options and opportunities they may not have known before. **Staff Responsible for Monitoring:** Teachers **Funding Sources:** - 199 PIC 24 - At Risk - $3,875, - 199 PIC 22 - Career & Technology - $1,250	**Nov**	**Jan**	**Mar**	**June**
	25%			

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

Goal 1: STUDENT ACHIEVEMENT. Every student at Cornerstone Academy will master rigorous academic standards to ensure college and career readiness.

Performance Objective 3: STUDENT GROWTH: By June 2021, Cornerstone Academy will increase the % of students who meet or exceed conditional growth index (CGI) targets on Measures of Academic Progress: Reading (6-8) increase by 9 points, Math (6-8) increase by 9 points.

2019-20: Not Rated due to COVID
2018-19: Reading - 56% met CGI; Math - 66 % met CGI
2017-18: Reading - 53% met CGI; Math - 67 % met CGI

Evaluation Data Sources: MAP data

Summative Evaluation: None

Strategy 1: Ongoing professional development opportunities will be provided and required, such as, but not limited to:	Reviews			
1) focus on ELL and GT strategies that benefit all students		Formative		Summative
2) coordinating with the Humanities department to provide additional support to begin implementation of the workshop model in 6th grade LA and subsequent invitation to 7th and 8th grade LA to observe workshop model	Nov	Jan	Mar	June
3) continued use of IXL for Math	40%			
4) training on and use of GoFormative				
5) outside professional development				
Strategy's Expected Result/Impact: An increase in student growth as determined by MAP				
Staff Responsible for Monitoring: Director				
Assistant Director				
Instructional Specialist				
ESF Levers: Lever 2: Effective, Well-Supported Teachers				
Funding Sources: - 199 PIC 11 - Instructional Services - $10,071, - 199 PIC 99 - Undistributed - $15,000				
Strategy 2: Students will participate in analysis of their own BOY and MOY MAP scores, including subsequent goal-setting and ongoing review. The analysis and goals will be incorporated into student-led conferences.	Reviews			
		Formative		Summative
Strategy's Expected Result/Impact: Increased student and parent awareness and student ownership of MAP data	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director	50%			
Assistant Director				
Teachers				
Funding Sources: resources for student-led conferences - 199 PIC 11 - Instructional Services - $1,500				

Strategy 3: Create a high-interest, fun, skill-building CESIT for math and reading skills.	**Reviews**			
Strategy's Expected Result/Impact: Closing learning gaps and increase in student growth as determined by MAP	**Formative**			**Summative**
Staff Responsible for Monitoring: Director Assistant Director Counselor Instructional Specialist	**Nov**	**Jan**	**Mar**	**June**
TEA Priorities: Build a foundation of reading and math - **ESF Levers:** Lever 5: Effective Instruction	20%			
Funding Sources: instructional resources for math/reading - 199 PIC 24 - At Risk - $10,000, - 199 PIC 11 - Instructional Services - $2,000				

Strategy 4: Additional MAP training for staff through collaborative team meetings	**Reviews**			
Strategy's Expected Result/Impact: Increase staff awareness and efficacy which would lead to increased student growth	**Formative**			**Summative**
Staff Responsible for Monitoring: Director	**Nov**	**Jan**	**Mar**	**June**
Funding Sources: substitutes for training/planning days - 199 PIC 11 - Instructional Services - $3,500	20%			

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

Goal 2: STUDENT SUPPORT. Every student at Cornerstone Academy will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 1: SCHOOL CONNECTEDNESS: By June 2021, the % of Cornerstone Academy students who feel connected as both individuals and learners will increase by at least 5 points.

2019-20: Not Rated due to COVID
2018-19: School Belonging- 70%
2017-18: School Belonging- 75%

Evaluation Data Sources: Panorama Student Survey

Summative Evaluation: None

Strategy 1: A "student advisory board" will be created with representation from each homeroom. This board will meet with the administration regularly during advisory to discuss current student concerns and input related to school connectedness. The board will also help design and implement a series of schoolwide events.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Increased and meaningful student feedback that will help improve student connectedness	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director Assistant Director **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** Student Advisory Board -- resources for school connectedness events - 199 PIC 11 - Instructional Services - $5,000	0%			

Strategy 2: New Cornerstone students will participate in Cougar Camp the week before school starts (details pending social distancing guidelines).	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Increased student connectedness	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director Assistant Director Counselor **ESF Levers:** Lever 3: Positive School Culture **Funding Sources:** - 199 PIC 99 - Undistributed - $4,000	100%	100%	100%	

Strategy 3: All Cornerstone students will participate in a day and a half of back-to-school inclusion activities at the beginning of the fall semester and "passion-based projects" at the beginning of the spring semester, as well as school inclusion activities and field trips throughout the year.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Increased student connectedness	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Director Assistant Director Counselor	50%			
ESF Levers: Lever 3: Positive School Culture				
Funding Sources: - 199 PIC 99 - Undistributed - $7,620				

Strategy 4: School-wide read -- In the fall semester, a group of staff members will read and discuss three books related to social justice (selected by librarian) and choose one for a school-wide read and associated events (discussion groups, possible author visit, etc.) in the spring semester.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Increased student connectedness	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Librarian Director Assistant Director Teachers	20%			
TEA Priorities: Build a foundation of reading and math - **ESF Levers:** Lever 3: Positive School Culture				
Funding Sources: - 199 PIC 99 - Undistributed - $6,000				

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

Goal 2: STUDENT SUPPORT. Every student at Cornerstone Academy will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 2: GUIDANCE AND COUNSELING: Each grade level classroom will implement and support character education and social-emotional learning curriculum.

    Evaluation Data Sources: Training materials and attendance rosters

    Summative Evaluation: None

Strategy 1: Students will build soft skills to enhance their secondary and post-secondary opportunities.	Reviews			
Strategy's Expected Result/Impact: Students will obtain higher scores on the Panorama SEL Skills Survey.	**Formative**			**Summative**
Staff Responsible for Monitoring: Administrators Counselors Teachers	**Nov**	**Jan**	**Mar**	**June**
	40%			

Strategy 2: Students will develop the skills to make effective goals and decisions around career planning.	Reviews			
Strategy's Expected Result/Impact: Students will obtain higher scores on the Panorama SEL Skills Survey.	**Formative**			**Summative**
Staff Responsible for Monitoring: Administrators Counselors Teachers	**Nov**	**Jan**	**Mar**	**June**
	30%			

Strategy 3: Through the implementation of Character Strong, students will become more socially aware of how their actions and decisions impact others.	Reviews			
Strategy's Expected Result/Impact: Decrease in discipline incidents.	**Formative**			**Summative**
Staff Responsible for Monitoring: Administrators Counselors Teachers	**Nov**	**Jan**	**Mar**	**June**
	30%			

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

Goal 2: STUDENT SUPPORT. Every student at Cornerstone Academy will benefit from an aligned system that supports his/her academic and social-emotional needs.

Performance Objective 3: EIGHTH GRADE PLANNING: 100% of 8th graders at Cornerstone Academy will complete a 4-year plan aligned to their endorsement to ensure graduation requirements are met.

> **Evaluation Data Sources:** 4-Year Plan
> Endorsement Selection Form
>
> **Summative Evaluation:** None

Strategy 1: 8th grade students participate in Guthrie campus visits to learn more about CTE Programs of Study.	Reviews			
Strategy's Expected Result/Impact: Students will determine if they want to pursue a career and technical opportunity.	Formative			Summative
Staff Responsible for Monitoring: Administrators Counselors	Nov	Jan	Mar	June
	0%			

Strategy 2: Students will participate in a Bridge Year event to explore high growth and high demand jobs.	Reviews			
Strategy's Expected Result/Impact: Students will learn about these career opportunities for paths to gainful employment.	Formative			Summative
Staff Responsible for Monitoring: Administrators Counselors	Nov	Jan	Mar	June
	0%			

Strategy 3: Students will complete a course selection process aligned to their career and endorsement path for their 9th grade year.	Reviews			
Strategy's Expected Result/Impact: All students will have a full schedule of courses selected for 9th grade.	Formative			Summative
Staff Responsible for Monitoring: Administrators Counselors	Nov	Jan	Mar	June
	0%			

Strategy 4: Students will complete a 4-Year Plan prior to entering 9th grade.	Reviews			
Strategy's Expected Result/Impact: All 8th grade students will: -choose a career path aligned to an endorsement, and -plan their courses across all 4 years of high school.	Formative			Summative
Staff Responsible for Monitoring: Administrators Counselors	Nov	Jan	Mar	June
	0%			

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue
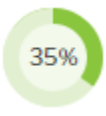
Goal 3: SAFE SCHOOLS. Cornerstone Academy will ensure a safe and orderly environment.

Performance Objective 1: SAFETY COMMITTEE: Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

Evaluation Data Sources: Campus Safety Committee roster

Summative Evaluation: None

Strategy 1: CAMPUS SAFETY COMMITTEE: Establish Campus Safety Committees composed of a cross section of stake holders to look at matters related to campus safety.		Reviews			
Strategy's Expected Result/Impact: Each Campus principal will recruit a safety team and provide a roster. Each campus team will meet three times/year so that all campuses will be able to refine safety practices.		Formative			Summative
		Nov	Jan	Mar	June
Staff Responsible for Monitoring: Administrators					
Funding Sources: - 199 PIC 99 - Undistributed - $500		35%			

Strategy 2: HARRIS COUNTY DEPARTMENT OF EDUCATION: Participate in the Harris County Department of Education (HCDE) campus safety audit.		Reviews			
Strategy's Expected Result/Impact: Campus will develop action plans to address andy deficiencies as a result of safety audits.		Formative			Summative
		Nov	Jan	Mar	June
Staff Responsible for Monitoring: Administrators Safety Committee					
Funding Sources: - 199 PIC 99 - Undistributed - $1,000		0%			

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

Goal 3: SAFE SCHOOLS. Cornerstone Academy will ensure a safe and orderly environment.

Performance Objective 2: EMERGENCY OPERATIONS: Develop Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.

    Evaluation Data Sources: Campus emergency operation procedures documents

    Summative Evaluation: None

Strategy 1: EMERGENCY OPERATIONS PROCEDURES: Campus EOP will align to the best practices from the Texas School Safety Center and the Standard Operating Procedures, such as the "I Love You Guys" Foundation.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Campus EOP turned in and filed by September 1st. **Staff Responsible for Monitoring:** Administrators	**Nov**	**Jan**	**Mar**	**June**
	100%	100%	100%	

Strategy 2: EMERGENCY OPERATIONS PROCEDURES: Update campus EOP annually and train staff at the start of each school year.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP. Staff training documents maintained. EOPs submitted by September 1.	**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Administrators Safety Committee	100%	100%	100%	

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

Goal 4: FISCAL RESPONSIBILITY. Cornerstone Academy will ensure efficient and effective fiscal management of resources and operations to maximize learning for all students.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices so that financial resources provide the maximum possible support for T-2-4.

Evaluation Data Sources: Year-To-Date (YTD) Budget Reports (monthly, quarterly, annually)

Summative Evaluation: None

Strategy 1: Conduct frequent budget meetings with Administrative Assistant to review and manage money.	Reviews			
Strategy's Expected Result/Impact: Error free records. Documentation of purchases and orders. **Staff Responsible for Monitoring:** Principal Administrative Assistant	Formative			Summative
	Nov	Jan	Mar	June
	40%			

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

Campus Funding Summary

199 PIC 11 - Instructional Services

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1	Solution Tree professional development & resources		$10,000.00
1	1	2			$15,000.00
1	2	2			$15,000.00
1	3	1			$10,071.00
1	3	2	resources for student-led conferences		$1,500.00
1	3	3			$2,000.00
1	3	4	substitutes for training/planning days		$3,500.00
2	1	1	Student Advisory Board -- resources for school connectedness events		$5,000.00
				Sub-Total	$62,071.00
				Budgeted Fund Source Amount	$62,071.00
				+/- Difference	$0.00

199 PIC 22 - Career & Technology

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	3			$1,250.00
				Sub-Total	$1,250.00
				Budgeted Fund Source Amount	$1,250.00
				+/- Difference	$0.00

199 PIC 24 - At Risk

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			$10,000.00
1	2	3			$3,875.00
1	3	3	instructional resources for math/reading		$10,000.00
				Sub-Total	$23,875.00
				Budgeted Fund Source Amount	$23,875.00
				+/- Difference	$0.00

			199 PIC 99 - Undistributed		
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	3	1			$15,000.00
2	1	2			$4,000.00
2	1	3			$7,620.00
2	1	4			$6,000.00
3	1	1			$500.00
3	1	2			$1,000.00
				Sub-Total	$34,120.00
				Budgeted Fund Source Amount	$34,120.00
				+/- Difference	$0.00
				Grand Total	$121,316.00

Addendums