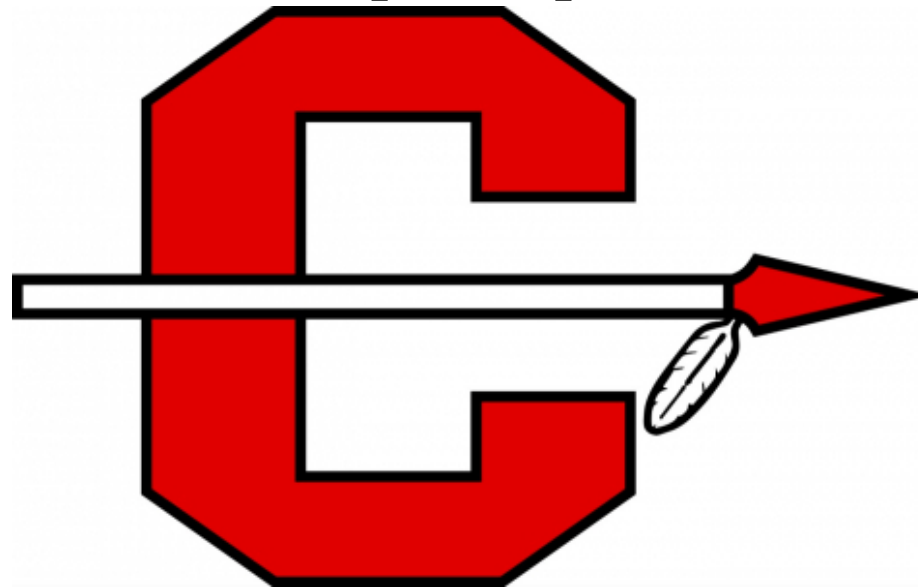


**Cleveland Independent School District  
Frederick Douglass Learning Academy  
2022-2023 Campus Improvement Plan**



**Board Approval Date:** November 14, 2022  
**Public Presentation Date:** November 14, 2022

# Mission Statement

The mission of the Frederick A. Douglass Learning Academy is to instruct and assist all students so they may be successful in taking personal responsibility and ownership for their own learning and behavior while developing skills and habits needed to be successful in school and life.

## Vision

The vision of the Frederick A. Douglass Learning Academy is to provide alternative educational opportunities necessary for our students to acquire knowledge and skills, to develop the values of responsibility and respect while providing positive support and intervention that lead to productive citizenship and lifelong learning.

We believe:

Education's purpose is to lead students to become responsible and productive citizens.

Students and staff should accept responsibility for their actions.

Students and staff have the right to a disciplined and safe learning environment.

Students and staff have the right to be treated with dignity and respect.

Students and staff should be lifelong learners.

Every individual has the responsibility and opportunity to contribute to society.

# Core Beliefs

I will be open to and ready for learning from others as professionals and colleagues.

I will hear others' ideas in various learning communities and be willing to try a variety of practices.

I will assume best intentions in colleagues and help create a sense of belonging.

I will honor the whole child by treating them with respect and care, and address their social emotional needs.

I will listen to the concerns of our students' families, address their needs to the best extent possible, and make them feel welcome in the school.

I will utilize best practices, deliver a coherent and relevant curriculum across all grade levels, to ensure student learning across all grade levels.

I will hold all students to high academic and behavioral expectations regardless of background, labels, or past experiences.

# Table of Contents

- Comprehensive Needs Assessment 5
  - Student Learning 5
  - School Processes & Programs 5
  - Perceptions 6
- Priority Problem Statements 7
- Comprehensive Needs Assessment Data Documentation 8
- Goals 10
  - Goal 1: Douglass Learning Academy will provide a student-centered educational environment in which students are expected to meet or exceed state standards in all areas. 11
  - Goal 2: Douglass Learning Academy's staff of quality professionals will implement a professional learning community that enhances individual student success. 16
  - Goal 3: Douglass Learning Academy's parents, community and business partners will strengthen their involvement in our students' education. 17
- State Compensatory 19
  - Budget for Frederick Douglass Learning Academy 20

# Comprehensive Needs Assessment

## Student Learning

### Student Learning Strengths

# School Processes & Programs

## School Processes & Programs Strengths

# Perceptions

## Perceptions Summary

## Perceptions Strengths

# Priority Problem Statements



# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals
- Campus goals
- Campus/District improvement plans (current and prior years)

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Effective Schools Framework data
- Alternative Education Accountability (AEA) data

## Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- SAT and/or ACT assessment data
- PSAT

## Student Data: Student Groups

- Section 504 data
- Homeless data
- Dyslexia data
- Pregnancy and related services data

## Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Attendance data
- School safety data
- Enrollment trends

## Employee Data

- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

## Parent/Community Data

- Parent surveys and/or other feedback

## Support Systems and Other Data


- Organizational structure data
- Study of best practices







# Goals

**Goal 1:** Douglass Learning Academy will provide a student-centered educational environment in which students are expected to meet or exceed state standards in all areas.

**Performance Objective 1:** Douglass Learning Academy will show improvement in students passing their STAAR EOC's for the first time and re-testers by a 10% increase from the 2021-2022 school year.

**Evaluation Data Sources:** STAAR Prep Intervention Logs, STAAR EOC Exams







Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Staff will provide targeted, small-group instruction that focuses on remediation and preparation in EOC tested subjects.</p> <p><b>Strategy's Expected Result/Impact:</b> The expected result of this strategy is an increase in passing rates/student growth on the STAAR EOC.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Teachers</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
	 0%			

Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Staff will create mechanisms to support students who are labeled at-risk and implement interventions to meet their needs academically and social-emotionally.</p> <p><b>Strategy's Expected Result/Impact:</b> team meeting sign-in sheets, meetings with students/parents documented</p> <p><b>Staff Responsible for Monitoring:</b> Principal and Teachers</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
				
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> PLC's will be held to determine progress and identify students who are in need of assistance.</p> <p><b>Strategy's Expected Result/Impact:</b> This strategy will result in early intervention for struggling students, identifying and addressing needs of students to help them stay on track academically, and increased success rates.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, Teacher</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Curriculum, Instruction, and Assessment 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Douglass Learning Academy will provide a student-centered educational environment in which students are expected to meet or exceed state standards in all areas.

**Performance Objective 2:** Douglass Learning Academy will maintain a climate and culture that supports high retention rates of 95% or better.






**Evaluation Data Sources:** End of year graduation data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Principal and counselor will review student transcripts to check for areas that can be recovered.  <b>Strategy's Expected Result/Impact:</b> Students recover credits at their own pace and will be able to graduate sooner.  <b>Staff Responsible for Monitoring:</b> Principal and Counselor</p> <p><b>Title I:</b>                      2.6                      - <b>TEA Priorities:</b>                      Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>Problem Statements:</b> School Context and Organization 1  <b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Provide additional instructional support for every student falling below achievement expectations; align resources for classroom support, professional development and evidence based teaching strategies.  <b>Strategy's Expected Result/Impact:</b> This strategy is expected to build mental positively and student academic successes that encourages students that success is possible to maintain a retention rate of 95% or greater.  <b>Staff Responsible for Monitoring:</b> Principal and Counselor</p> <p><b>Title I:</b>                      2.6                      - <b>TEA Priorities:</b>                      Improve low-performing schools                      - <b>ESF Levers:</b>                      Lever 3: Positive School Culture, Lever 5: Effective Instruction  <b>Problem Statements:</b> Demographics 1 - Student Achievement 1  <b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Douglass Learning Academy will provide a student-centered educational environment in which students are expected to meet or exceed state standards in all areas.

**Performance Objective 3:** Douglass Learning Academy will put in place an action plan to help achieve an attendance rate of 90%.






**Evaluation Data Sources:** ADA reports, documentation of student incentives and measures

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students with perfect attendance or showing an increase in progress will be rewarded/recognized once a week.</p> <p><b>Strategy's Expected Result/Impact:</b> This strategy provides praise and recognition for students. It will raise the esteem of the student(s) recognized and encourage others to follow in their footsteps and attend class every day.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, Teachers, and Secretary</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Demographics 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 1:** Douglass Learning Academy will provide a student-centered educational environment in which students are expected to meet or exceed state standards in all areas.

**Performance Objective 4:** The DLA staff will create an aligned mission, vision, and goals that will focus on the goals of the 2022-2023 school year.


**Evaluation Data Sources:** staff-agreed upon mission, vision and goals


Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Staff will come together to agree upon the campus mission, vision, and goals. The staff will agree upon the focus for the school year and campus decisions will be guided by this focus.</p> <p><b>Strategy's Expected Result/Impact:</b> The staff will work in unison to assist students in meeting their goals.</p> <p><b>Staff Responsible for Monitoring:</b> All DLA staff</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Context and Organization 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
				
 No Progress  Accomplished  Continue/Modify  Discontinue				


**Goal 1:** Douglass Learning Academy will provide a student-centered educational environment in which students are expected to meet or exceed state standards in all areas.


**Performance Objective 5:** Douglass Learning Academy will continue to promote post-high school and college readiness throughout the school year.


**Evaluation Data Sources:** IBC certification data, visits from postsecondary options like the military, colleges, trade schools, etc

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Seniors will participate in visiting Lone Star College for an orientation and tour of the campus. DLA Welders will visit Tulsa Welding Center.</p> <p><b>Strategy's Expected Result/Impact:</b> Encourage students to start preparing for life after high school, and reflecting on career choices.</p> <p><b>Staff Responsible for Monitoring:</b> DLA staff</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Context and Organization 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
	 0%			

 No Progress

 Accomplished

 Continue/Modify






 Discontinue



**Goal 2:** Douglass Learning Academy's staff of quality professionals will implement a professional learning community that enhances individual student success.

**Performance Objective 1:** Implement and monitor a system of collaborative planning in which the DLA staff will monitor student progress, student concerns, and student graduation plans.






**Evaluation Data Sources:** sign-in sheets, student weekly progress logs, student graduation plans

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Collaboration during PLC's will be held to determine progress and identify students who are in need of assistance.</p> <p><b>Strategy's Expected Result/Impact:</b> This strategy will result in early intervention for struggling students, identifying and addressing needs of students to help them stay on track academically, and increased success rates.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, Teacher</p> <p><b>Title I:</b> 2.6</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Curriculum, Instruction, and Assessment 1 - School Context and Organization 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Douglass Learning Academy's parents, community and business partners will strengthen their involvement in our students' education.

**Performance Objective 1:** Douglass Learning Academy will actively promote student achievement and school activities on social media outlets.






**Evaluation Data Sources:** Social media impressions

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> DLA will develop a social media strategy to reach the community. Platforms that will be utilized are Facebook, Twitter, and frequent home page updates and announcements.</p> <p><b>Strategy's Expected Result/Impact:</b> To gain more community and parental involvement.</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Parent and Community Engagement 1 - School Context and Organization 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 3:** Douglass Learning Academy's parents, community and business partners will strengthen their involvement in our students' education.

**Performance Objective 2:** Douglass Learning Academy will provide more opportunities to increase parent and community involvement.

**Evaluation Data Sources:** Event sign-in sheets, event flyers

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Parents will be contacted regularly by both teachers and administrators in an effort to keep them integrally involved in the educational process.</p> <p><b>Strategy's Expected Result/Impact:</b> Parent contact logs</p> <p><b>Staff Responsible for Monitoring:</b> Principal</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Parent and Community Engagement 1</p> <p><b>Funding Sources:</b> - Local Funds</p>	Formative			Summative
	Nov	Jan	Mar	May
	 0%			
 No Progress  Accomplished  Continue/Modify  Discontinue				

# State Compensatory

## Budget for Frederick Douglass Learning Academy

**Total SCE Funds:** \$0.00

**Total FTEs Funded by SCE:** 0

**Brief Description of SCE Services and/or Programs**

Not Applicable for this campus.