International Leadership of Texas

College Station Elementary

2023-2024 Campus Improvement Plan

Mission Statement

The mission of International Leadership of Texas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish and Chinese languages, and strengthening the body, mind and character.

Vision

ILTexas College Station Elementary School will grow and nurture students while guiding them as they reach their academic capacity. While attending ILTexas College Station Elementary, students will build relationships and excel academically. At the same time, learners will develop a love for serving others and a desire to live a healthy lifestyle.

Value Statement

All students have value. All students have potential. All students have the right to high expectations, caring teachers and a loving learning environment. Our job is to receive students as they are, then move them forward as much as possible. School and parent collaboration is paramount.

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Please see upload in addendums for summary via Skyward

Demographics Strengths

Please see upload in addendums for summary via Skyward

Problem Statements Identifying Demographics Needs

Problem Statement 1: Increased numbers in SPED, dyslexia, and EB learners who need high levels of targeted support and differentiated instruction   **Root Cause:** Pandemic has caused foundational learning gaps. Over identification of bi-lingual learners who transfer into Special Education from surrounding districts.

Problem Statement 2: Students are lacking in foundation skills related to basic reading and math   **Root Cause:** Gaps that have accumulated due to changes in staffing, curriculum and overall consistency in instructional practice

Problem Statement 3: Inconsistency across grade level pods with systems and procedures as they relate to discipline   **Root Cause:** Different interpretations of Student Code of Conduct

Student Learning

Student Learning Summary

See upload in Addendums for Student Learning Summary

Student Learning Strengths

See upload in Addendums for Student Learning Strengths

Problem Statements Identifying Student Learning Needs

Problem Statement 1: Students are lacking in foundation skills related to basic reading and math   **Root Cause:** Gaps that have accumulated due to changes in staffing, curriculum and overall consistency in instructional practice

Problem Statement 2: Increased numbers in SPED, dyslexia, and EB learners who need high levels of targeted support and differentiated instruction   **Root Cause:** Pandemic has caused foundational learning gaps. Over identification of bi-lingual learners who transfer into Special Education from surrounding districts.

Problem Statement 3: Inconsistency across grade level pods with systems and procedures as they relate to discipline   **Root Cause:** Different interpretations of Student Code of Conduct

Problem Statement 4: Negative feedback from parents/staff in regards to school-wide and charter communication   **Root Cause:** Various forms of communication lead to messages being sent but not received by constituents

School Processes & Programs

School Processes & Programs Summary

See upload in Addendums for School Processes & Programs

School Processes & Programs Strengths

See upload in Addendums for Student Learning Strengths

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Inconsistency across grade level pods with systems and procedures as they relate to discipline   **Root Cause:** Different interpretations of Student Code of Conduct

Problem Statement 2: Students are lacking in foundation skills related to basic reading and math   **Root Cause:** Gaps that have accumulated due to changes in staffing, curriculum and overall consistency in instructional practice

Problem Statement 3: Negative feedback from parents/staff in regards to school-wide and charter communication   **Root Cause:** Various forms of communication lead to messages being sent but not received by constituents

Perceptions

Perceptions Summary

See upload in Addendums for Perceptions

Perceptions Strengths

See upload in Addendums for Perceptions

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Negative feedback from parents/staff in regards to school-wide and charter communication   **Root Cause:** Various forms of communication lead to messages being sent but not received by constituents

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
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)

Accountability Data

- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

Student Data: Assessments

- State and federally required assessment information
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Observation Survey results
- Grades that measure student performance based on the TEKS

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
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.

Student Data: Behavior and Other Indicators

- Mobility rate, including longitudinal data
- Discipline records
- School safety data

Employee Data

- Staff surveys and/or other feedback
- T-TESS data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Other additional data

Goals

Revised/Approved: June 14, 2023

Goal 1: By the end of the 23-24 school year, 85% of ILTexas campuses will receive an overall rating of C or higher for their statewide accountability rating, an increase from 75% achieving a C or higher.

Performance Objective 1: At the end of the 2023-24 school year discrepancies as stated in Skyward data, including Chinese will be cleared.

Evaluation Data Sources: APPL test scores

Strategy 1 Details		Reviews			
Strategy 1: Examine current assessment practices to effectively compare students year-to-year. Making sure all students are evaluated at BOY to document current skills.		**Formative**			**Summative**
		Nov	**Jan**	**May**	**June**
Strategy's Expected Result/Impact: Improved results with a more accurate reflection of student achievement/growth. **Staff Responsible for Monitoring:** LOTE teachers **Title I:** 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction **Problem Statements:** Student Achievement 1, 2					
0% No Progress	100% Accomplished	→ Continue/Modify		✗ Discontinue	

Goal 2: By the end of the 23-24 school year, at least 75% of students graduate meeting their language goals (students enrolled at ILTexas 7 years or more are at least at Intermediate or above), 95% of students will have completed their service hour requirements and 75 % of graduates will have met their Interactive Health Technology goals.

Performance Objective 1: By the end of the 23-24 school year, 90% of the 3rd-5th grade students will meet the growth measure on STAAR.

Strategy 1 Details	Reviews			
Strategy 1: Charter and campus will provide all 3-5 teachers with digital resources aligned to TEKS/STAAR, such as Lead4ward, etc	**Formative**			**Summative**

Strategy's Expected Result/Impact: Students will show growth on the Reading and Math STAAR
    Staff Responsible for Monitoring: GLA and AP
 	
    Title I:
2.5, 2.6
 - **TEA Priorities:**
Build a foundation of reading and math
 - **ESF Levers:**
Lever 4: High-Quality Instructional Materials and Assessments
 	
    Problem Statements: Student Achievement 2
    Funding Sources: Instructional Coach - 211 - Title 1-A - Title 1 school improvement
	Nov	**Jan**	**May**	**June**

Strategy 2 Details	Reviews			
Strategy 2: Charter and campus will provide professional development to staff such as Lead4ward training, Guided Reading Strategies training, etc.	**Formative**			**Summative**

Strategy's Expected Result/Impact: Increased Student Achievement
    Staff Responsible for Monitoring: GLA and AP
 	
    Title I:
2.5
 - **TEA Priorities:**
Recruit, support, retain teachers and principals
    Problem Statements: Student Achievement 2
    Funding Sources: - 255 - Title II
	Nov	**Jan**	**May**	**June**

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

Goal 3: By the end of the 23-24 school year ILTexas will retain 75% of teachers, an increase from 70% achieved in the previous school year.

Performance Objective 1: Campus leadership will work to purposefully schedule out a positive and supportive culture for teachers and staff by the end of the 2023-24 school year.

    Evaluation Data Sources: Google Form, survey, intent to return, teacher attendance

Strategy 1 Details		Reviews			
Strategy 1: Calendar out monthly teacher appreciation days/events in conjunction with PTO and NJHS, intentionally using time during PD days to build campus morale. Provide parental support to parents by providing training and holding meetings that model best practices for parents in helping their child in being successful at school. Provide online access to CNA/CIP.		**Formative**			**Summative**
		Nov	**Jan**	**May**	**June**

Strategy's Expected Result/Impact: Teacher retention
    Staff Responsible for Monitoring: Leadership
 	
    Title I:
2.6, 4.2
 - **TEA Priorities:**
Recruit, support, retain teachers and principals
 - **ESF Levers:**
Lever 3: Positive School Culture
Problem Statements: Staff Quality, Recruitment, and Retention 1					

Strategy 2 Details		Reviews			
Strategy 2: Creating community partnerships with local food vendors to raise positive morale with staff at CSK8		**Formative**			**Summative**
Strategy's Expected Result/Impact: Enhance positive climate and teacher attendance		**Nov**	**Jan**	**May**	**June**
Staff Responsible for Monitoring: Leadership **Title I:** 4.1, 4.2 - **ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** Parent and Community Engagement 1					
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue					

Goal 3: By the end of the 23-24 school year ILTexas will retain 75% of teachers, an increase from 70% achieved in the previous school year.

Performance Objective 2: Onboarding training will be provided and individualized to the needs of all teachers by the end of the 2023-24 school year.

    Evaluation Data Sources: Whetstone Observations, Teacher Feedback on Google Form/Survey, Teacher Attendance

Strategy 1 Details	Reviews			
Strategy 1: Building a schedule of meaningful training, observation/feedback from local and charter content support	**Formative**			**Summative**
Strategy's Expected Result/Impact: Teacher attendance and instructional delivery will result in teacher retention	**Nov**	**Jan**	**May**	**June**
Staff Responsible for Monitoring: Leadership team and area academic content specialists **Title I:** 2.5 **- ESF Levers:** Lever 3: Positive School Culture **Problem Statements:** School Culture and Climate 1				
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

Campus Improvement Team 2023-2024

Committee Role	Name	Position
Administrator	Zachary Bolzan	Principal
Parent	Dawn Tilby	Parent
Community Representative	Jiniva Ceballos	Community Member
District-level Professional	Paige Niemeyer	Dean of Instruction
Non-classroom Professional	Emily McKay	SPED Coordinator
Administrator	Amanda Krueger	AP Grade 3-5
Administrator	Evony Searles	AP Grade K-2
Business Representative	Thomas Whittlesey	Business Rep
Classroom Teacher	April Hill	Teacher
Classroom Teacher	Kendell Berger	Classroom Teacher

Campus Funding Summary

211 - Title 1-A					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
2	1	1	Instructional Coach	Title 1 school improvement	$0.00
				Sub-Total	$0.00
255 - Title II					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
2	1	2			$0.00
				Sub-Total	$0.00