

Trinity Basin Preparatory
HPA Upper
2023-2024 Improvement Plan

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Priority Problem Statements

Problem Statement 1: Historically 504/SPED students have struggled to be successful on state assessments.

Root Cause 1: High Quality Instructional material not used in resource classrooms and students have not been effectively exposed to grade level curriculum.

Problem Statement 1 Areas: Demographics

Problem Statement 2: Overall, student achievement on state assessments has been favorable with the inclusion of approaching, meets, and masters. However, the meets and masters at a satisfactory level for student achievement.

Root Cause 2: Students show a lack in foundational skills that create larger knowledge gaps as they progress through curriculum/grade levels.

Problem Statement 2 Areas: Student Learning

Problem Statement 3: As a campus, need to increase parent engagement opportunities and events.

Root Cause 3: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.

Problem Statement 3 Areas: School Processes & Programs

Problem Statement 4: Negative reviews posted by unhappy families on several social media sources (Great Schools, Niche, Google, etc)





Root Cause 4: Families left unsatisfied or unhappy with decisions made by administration.

Problem Statement 4 Areas: Perceptions

Goals

Goal 1: Provide all students equitable access to grade level instruction through high impact learning.

Performance Objective 1: 1.1.A Building and Implementing Strong Foundations Framework: Math, Literacy, Early Childhood and Tech Prep





Strategy 1 Details	Reviews			
<p>Strategy 1: Scope and Sequence and YAG provided/ developed for all courses during in-service training. Incorporate tech prep into middle school.</p> <p>Strategy's Expected Result/Impact: All students have access to High-quality, grade-level material and resources.</p> <p>Staff Responsible for Monitoring: admin team and teachers</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 1 Problem Statements:

Demographics
<p>Problem Statement 1: Historically 504/SPED students have struggled to be successful on state assessments. Root Cause: High Quality Instructional material not used in resource classrooms and students have not been effectively exposed to grade level curriculum.</p>
Student Learning
<p>Problem Statement 1: Overall, student achievement on state assessments has been favorable with the inclusion of approaching, meets, and masters. However, the meets and masters at a satisfactory level for student achievement. Root Cause: Students show a lack in foundational skills that create larger knowledge gaps as they progress through curriculum/grade levels.</p>

Goal 1: Provide all students equitable access to grade level instruction through high impact learning.

Performance Objective 2: 1.1.B Ensure full implementation of Aligned HQIM Curricular Materials and Resources





Strategy 1 Details	Reviews			
<p>Strategy 1: Review and monitor HQIM through instructional coaching, CPBL, and TTESS process</p> <p>Strategy's Expected Result/Impact: Teachers and administration will streamline HQIM to ensure that materials taught in the classroom adequately address student needs.</p> <p>Staff Responsible for Monitoring: instructional coach (math), administration</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
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Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: Historically 504/SPED students have struggled to be successful on state assessments. Root Cause: High Quality Instructional material not used in resource classrooms and students have not been effectively exposed to grade level curriculum.</p>
Student Learning
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Goal 1: Provide all students equitable access to grade level instruction through high impact learning.

Performance Objective 3: 1.2A Develop and Implement Yearly Professional Learning Scope and Sequence (PD Plan) for Campus





Strategy 1 Details	Reviews			
<p>Strategy 1: Pre-service plan for teachers in August to review and adjust campus framework for curriculum, student management, and campus goals; target campus specific goals to be addressed during PD in the school year.</p> <p>Strategy's Expected Result/Impact: Continual learning model will be introduced for teachers so that we can ensure curriculum aligns with campus goals. PD sessions throughout the year will help teachers better understand student needs and how to address them in the classroom.</p> <p>Staff Responsible for Monitoring: Admin team, instructional coach</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
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Performance Objective 3 Problem Statements:

Demographics
<p>Problem Statement 1: Historically 504/SPED students have struggled to be successful on state assessments. Root Cause: High Quality Instructional material not used in resource classrooms and students have not been effectively exposed to grade level curriculum.</p>
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Goal 1: Provide all students equitable access to grade level instruction through high impact learning.

Performance Objective 4: 1.2B Implement an Effective Observation and Coaching Plan





Strategy 1 Details	Reviews			
<p>Strategy 1: Assign coaches for teachers (T-TESS evaluators and instructional coach) and establish specific goals for teachers to pursue throughout the school year.</p> <p>Strategy's Expected Result/Impact: Professional learning and growth for teachers which will translate to student learning and growth.</p> <p>Staff Responsible for Monitoring: Principals/AP, instructional coach</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Assign coaches for teachers (T-TESS evaluators and instructional coaches) and establish specific goals for teachers to pursue throughout the school year.</p> <p>Strategy's Expected Result/Impact: Teachers will have consistent, targeted feedback from administrators. Math teachers will have specific support from math instructional coach while implementing new Carnegie curriculum.</p> <p>Staff Responsible for Monitoring: Principals/AP</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
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Performance Objective 4 Problem Statements:

Student Learning
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Goal 1: Provide all students equitable access to grade level instruction through high impact learning.

Performance Objective 5: 1.3A Create an Effective Classroom Environment- Environmental Checklists





Strategy 1 Details	Reviews			
<p>Strategy 1: Instructional environment focuses on student-learning and technology is used to enhance curriculum and student engagement.</p> <p>Strategy's Expected Result/Impact: Learning environments will focus on student learning and technology will be integrated into instruction in authentic, tangible ways.</p> <p>Staff Responsible for Monitoring: teachers, admin</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
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Performance Objective 5 Problem Statements:

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Goal 1: Provide all students equitable access to grade level instruction through high impact learning.

Performance Objective 6: 1.3B Increase Student Engagement & Overall Student Experience - Unit/Module Focus Elements; TBP High Impact Rubric for Strong Instruction/Deep Engagement





Strategy 1 Details	Reviews			
<p>Strategy 1: Instruction will be focused on student inquiry and discovery while ensuring content mastery of TEKs.</p> <p>Strategy's Expected Result/Impact: Students will understand concepts/content deeper and be able to express their own learning.</p> <p>Staff Responsible for Monitoring: teachers, admin</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
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Performance Objective 6 Problem Statements:

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Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 1: 2.1A Diverse Learner Framework - Set expectation of understanding who are our students, where do they need support and planning for that support.





Strategy 1 Details	Reviews			
<p>Strategy 1: All teachers will receive IEP and IAP by the first day of school. Updates/amendments will be sent to teachers within a week of meeting.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to address diverse learners in a more succienct, efficient manner.</p> <p>Staff Responsible for Monitoring: SPED staff, SPED instructional coach, admin</p> <p>Problem Statements: Demographics 1</p>	Formative			Summative
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Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 2: 2.1.B Implement MTSS Response Plan - district and campus respond to learning needs through small group, accelerated instruction, high dosage tutoring and special programs quality support.





Strategy 1 Details	Reviews			
<p>Strategy 1: Math and reading intervention for Tier 2 and Tier 3 students will be supplied during advisory by Highly Qualified or certified teachers. Assessment results from benchmark, STAAR, and IXL will be reviewed by admin with teacher teams to improve instructional practice during AI time.</p> <p>Strategy's Expected Result/Impact: Students will close academic growth gaps and make improvements on student understanding.</p> <p>Staff Responsible for Monitoring: teachers, admin, instructional coach, SPED team</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
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Performance Objective 2 Problem Statements:

Demographics
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Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 3: 2.2A Data Driven Instruction and Protocols - Campus, Teacher, and Student





Strategy 1 Details	Reviews			
<p>Strategy 1: Use of benchmark and MAP data to identify areas of need for whole population as well as individual students that are at risk. Adjust instructional practices to meet high need areas.</p> <p>Strategy's Expected Result/Impact: Students will have targeted instruction to close learning gaps. Benchmark and MAP data will show areas that need improvement and curriculum can be adjusted to meet needs.</p> <p>Staff Responsible for Monitoring: Teachers, instructional coach, admin</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
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Performance Objective 3 Problem Statements:

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Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 4: 2.3A Ensure All Students are Working Towards Postsecondary Readiness - 6th-8th Grade





Strategy 1 Details	Reviews			
<p>Strategy 1: On-level curriculum will be rigorous and honors coursework available for accelerated students. Targeted instruction for on level and at-risk students.</p> <p>Strategy's Expected Result/Impact: Students of all achievement levels will be challenged to grow in mastery and understanding.</p> <p>Staff Responsible for Monitoring: teachers, admin</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
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Performance Objective 4 Problem Statements:

Student Learning
<p>Problem Statement 1: Overall, student achievement on state assessments has been favorable with the inclusion of approaching, meets, and masters. However, the meets and masters at a satisfactory level for student achievement. Root Cause: Students show a lack in foundational skills that create larger knowledge gaps as they progress through curriculum/grade levels.</p>

Goal 2: Ensure Student Academic Growth and Achievement, Post-secondary and Future Readiness

Performance Objective 5: 2.4.A PreK - 5th grade Exploratory Electives focused on durable skills, technology application and STEAM - Prepare Future Ready Students





Strategy 1 Details	Reviews			
<p>Strategy 1: CTE courses offered in Middle School as a year-long exploratory course that will build into CTE tracks offered in High School.</p> <p>Strategy's Expected Result/Impact: Increase student engagement and exposure to various career opportunities and options. Students will gain high school level experience while in middle school and will provide further opportunities once in high school.</p> <p>Staff Responsible for Monitoring: teachers, admin, counselors</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative			Summative
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Performance Objective 5 Problem Statements:

Student Learning
<p>Problem Statement 1: Overall, student achievement on state assessments has been favorable with the inclusion of approaching, meets, and masters. However, the meets and masters at a satisfactory level for student achievement. Root Cause: Students show a lack in foundational skills that create larger knowledge gaps as they progress through curriculum/grade levels.</p>
School Processes & Programs
<p>Problem Statement 1: As a campus, need to increase parent engagement opportunities and events. Root Cause: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.</p>

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 1: 3.1A Welcome All Families





Strategy 1 Details	Reviews			
<p>Strategy 1: Create events to welcome families onto campus such as: open House, curriculum night, Course selection events, Dual enrollment and college readiness events, Fine Arts programs and performances, and social events such as dances, festivals and athletic events.</p> <p>Strategy's Expected Result/Impact: Parents will be more apt to participate in events that their student is directly involved in and will create a culture of openness and involvement for all families.</p> <p>Staff Responsible for Monitoring: admin, counselors</p> <p>Problem Statements: School Processes & Programs 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 1 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: As a campus, need to increase parent engagement opportunities and events. Root Cause: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.</p>
Perceptions
<p>Problem Statement 1: Negative reviews posted by unhappy families on several social media sources (Great Schools, Niche, Google, etc) Root Cause: Families left unsatisfied or unhappy with decisions made by administration.</p>

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 2: 3.1.B Implement effective to way communication using multiple methods to support students and parents.





Strategy 1 Details	Reviews			
<p>Strategy 1: Staff and teachers will engage in communication through Direct Email, Newsletters, and Online Gradebook to increase parent involvement and awareness.</p> <p>Strategy's Expected Result/Impact: Parents will be more engaged in their students' learning and on campus activities.</p> <p>Staff Responsible for Monitoring: admin, counselors, teachers</p> <p>Problem Statements: School Processes & Programs 1 - Perceptions 1</p>	Formative			Summative
	Nov	Jan	Mar	June
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Performance Objective 2 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: As a campus, need to increase parent engagement opportunities and events. Root Cause: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.</p>
Perceptions
<p>Problem Statement 1: Negative reviews posted by unhappy families on several social media sources (Great Schools, Niche, Google, etc) Root Cause: Families left unsatisfied or unhappy with decisions made by administration.</p>

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 3: 3.1.C Provide expectations on sharing student progress with parents





Strategy 1 Details	Reviews			
<p>Strategy 1: Administration will create expectations during staff professional development in August, and repeat/emphasize through staff meetings and weekly newsletters.</p> <p>Strategy's Expected Result/Impact: Teachers will understand the importance of frequent and early communication with parents. Teachers will be able to provide feedback in a timely manner.</p> <p>Staff Responsible for Monitoring: admin</p> <p>Problem Statements: School Processes & Programs 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 3 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: As a campus, need to increase parent engagement opportunities and events. Root Cause: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.</p>
Perceptions
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Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 4: 3.2.A Implement Articulated Student and Staff Culture Plans with key components that must encompass diversity, equity and inclusion elements with defined criteria of strong routines and plan to practice on campus and ongoing inspections.

Strategy 1 Details	Reviews			
<p>Strategy 1: Admin and counselors will conduct a needs assessment through Rhythm with students and staff. Develop and implement guidance lessons and small groups to address campus needs.</p> <p>Strategy's Expected Result/Impact: Student and staff socio-emotional needs will be addressed in a timely manner while helping inform campus culture.</p> <p>Staff Responsible for Monitoring: counselor, admin</p> <p>Problem Statements: Student Learning 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 4 Problem Statements:

Student Learning
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Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 5: 3.2.B. Create, Implement and Sustain Strong Staff Culture, Routines and Procedural Expectations

Strategy 1 Details	Reviews			
<p>Strategy 1: School counselors will provide training for staff members on trauma-based counseling methods, classroom techniques, as well as resources for classroom teachers. Counselors will provide crisis counseling with systematic screeners for students who are at-risk.</p> <p>Strategy's Expected Result/Impact: Teachers will be able to more easily identify socio-emotional needs within the classroom while providing an appropriate, measured response. Counselors will be able to identify and address high-risk students when the need arises.</p> <p>Staff Responsible for Monitoring: admin, counselor</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
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Performance Objective 5 Problem Statements:

Perceptions
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Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 6: 3.3A Implement Strong Counseling Support through classroom guidance and As-Needed Supports for all PK-8th graders.





Strategy 1 Details	Reviews			
<p>Strategy 1: All students will have access to the school counseling department. Counselors will establish rapport with students to create a culture that welcomes counseling support.</p> <p>Strategy's Expected Result/Impact: Students will be more willing to discuss issues with counselors. Students who are in need will be able to access resources in an equitable manner.</p> <p>Staff Responsible for Monitoring: counselors</p> <p>Problem Statements: Student Learning 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 6 Problem Statements:

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Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 7: 3.3B Implement HHM physical and mental health resources across all campuses focus on parent education as well.

Strategy 1 Details	Reviews			
<p>Strategy 1: Physical education, dance, and musical theater will incorporate mental health lessons in curriculum that targets mental/physical health wellness.</p> <p>Strategy's Expected Result/Impact: Students will have a better understanding of how mental health and physical health are interrelated.</p> <p>Staff Responsible for Monitoring: teachers, counselor</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
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Performance Objective 7 Problem Statements:

Student Learning
<p>Problem Statement 1: Overall, student achievement on state assessments has been favorable with the inclusion of approaching, meets, and masters. However, the meets and masters at a satisfactory level for student achievement. Root Cause: Students show a lack in foundational skills that create larger knowledge gaps as they progress through curriculum/grade levels.</p>

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 8: 3.3C Daily Check-In for Student Health Check

Strategy 1 Details	Reviews			
<p>Strategy 1: Nurse will provide hygiene lessons for middle school students to emphasize the value of good hygiene for mental and physical health. Nurse will create and provide hygiene handouts to send in weekly newsletters for parent information.</p> <p>Strategy's Expected Result/Impact: Students will understand the importance of mental/physical health and the relation to hygiene.</p> <p>Staff Responsible for Monitoring: Nurses, admin</p> <p>Problem Statements: Student Learning 1 - School Processes & Programs 1</p>	Formative			Summative
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 No Progress
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Performance Objective 8 Problem Statements:

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School Processes & Programs
<p>Problem Statement 1: As a campus, need to increase parent engagement opportunities and events. Root Cause: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.</p>

Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 9: 3.3D Implement Campus Programs & Systems that target nutritional, physical, and socio-emotional well being of students.





Strategy 1 Details	Reviews			
<p>Strategy 1: Campus nutrition program will be available to all students and advertised in weekly newsletters.</p> <p>Strategy's Expected Result/Impact: Students will have access to breakfast and lunch program to ensure all students have adequate nutrition. Parents will be made aware of menus through the weekly newsletters.</p> <p>Staff Responsible for Monitoring: admin, nutrition team</p> <p>Problem Statements: School Processes & Programs 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 9 Problem Statements:

School Processes & Programs
<p>Problem Statement 1: As a campus, need to increase parent engagement opportunities and events. Root Cause: Negative feedback and attendance on previous events coupled with hold-over effects from Covid shut-down/procedures.</p>
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Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 10: 3.4A Build Strong Staff Recruitment, Retention and Wellbeing Plans through campus committees





Strategy 1 Details	Reviews			
<p>Strategy 1: Admin team will establish positive rapport with teachers to create strong relationships. Staff Meetings will be used to celebrate staff victories, life events, and build community while increasing professional capacity.</p> <p>Strategy's Expected Result/Impact: Teachers will have strong ties to the school community and will increase longevity and tenure at HPA Upper. Increased teacher satisfaction will translate to better teaching in the classroom and student learning.</p> <p>Staff Responsible for Monitoring: admin, counselor</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
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Performance Objective 10 Problem Statements:

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Goal 3: Foster and Sustain Safe and Strong School Culture and Environment

Performance Objective 11: 3.5A Build and Sustain Strong Community Partners - Campus Advisory Committee consisting of Community Partners focused on developing and growing Programs that offer leadership training opportunities for students and resources for families.

Strategy 1 Details	Reviews			
<p>Strategy 1: Strengthening college and career prep in middle school through the addition of Digital Innovation (6), General Employability (7), and Design Tech (8).</p> <p>Strategy's Expected Result/Impact: Students will engage with course material that focus on preparation for high school and college and career readiness. The outgrowth of these courses will strengthen and further develop the CTE program in the high school.</p> <p>Staff Responsible for Monitoring: CTE teachers, admin</p> <p>Problem Statements: Student Learning 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 11 Problem Statements:

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