

Spring Branch Independent School District
Spring Branch Academy Of Choice
2023-2024 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

Academy of Choice will be a premier learning community of proud stakeholders who cultivate academic excellence, share responsibility and challenge each other to continually grow.

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.

Core Characteristics of a T-2-4 Ready Graduate

Academically Prepared: Every Child finds joy in learning, has a learner's mindset and is motivated and equipped with the knowledge, skills and competencies to succeed in life.

Ethical & Service-Minded: Every Child acts with integrity, is personally responsible for their actions and is a civically-engaged community member.

Empathetic & Self-Aware: Every Child appreciates differences, forms secure relationships and cares for their own and others' emotional, mental and physical health.

Persistent & Adaptable: Every Child is fueled by their own passions, interests and goals and perseveres with confidence and courage.

Resourceful Problem-Solver: Every Child thinks critically and creatively and applies knowledge to find and solve problems.

Communicator & Collaborator: Every Child skillfully conveys thoughts, ideas, knowledge and information and is a receptive and responsive listener.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Academy of Choice (AOC) is a district program that serves students who desire personalized, non-traditional learning opportunities in grades 9-12 within the Spring Branch Independent School District (SBISD).

Number of Students Supported:

2022-2023: 144 total students (HS only)

2021-2022: 157 total students (6 8th grader students, 151 HS students)

2020-2021: 91 total students (25 7th and 8th grade students, 40 returning HS students, 26 new 9th and 10th grade students)

Source: Skyward and Campus Cumulative Reports

Demographics Strengths

The demographic strengths of AOC are as follows:

- offers a smaller, alternative learning environment for students across the district
- offers a diverse learning environment that represents each high school in the district
- offers lower teacher to student ratios than comprehensive high schools

Problem Statements Identifying Demographics Needs

Problem Statement 1: There is little flexibility in master scheduling, and teachers often cover multiple preps. **Root Cause:** The small size of the campus that allows us a great teacher to student ratio also limits our course offerings.

Problem Statement 2: It can be challenging to foster an AOC community. **Root Cause:** the fact that we serve students from across the district from five different high schools

Student Achievement

Student Achievement Summary

Academy of Choice (AOC) is a district program that currently serves students in grades 9 through 12 who desire personalized, non-traditional learning opportunities. AOC provides an important home for students who wish to accelerate, catch up, or simply benefit from a smaller learning environment. Students attending AOC also have an opportunity to participate in the district's CTE campus and UIL activities at their home campus (pending eligibility). AOC high school students receive their diplomas from their home campus and are eligible to participate in extracurricular activities offered at their home campus (based on scheduling availability). Academy of Choice focuses its attention on two target populations – 9th and 10th grade students who need an opportunity to earn additional credit through an accelerated schedule, and seniors who need to recover credits to graduate on time. AOC students benefit from a small school environment and emphasis on student ownership, goal-setting, collaborative projects, and mentorship.

Student Achievement Strengths

- Students are placed in smaller classes and receive specific academic and behavioral support
- Students have the benefit of four full, accelerated semesters each school year.
- Students recover credits and graduate on time

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Some students are identified as qualifying for SPED services after coming to AOC, which, for many, follows years of learning gaps that have grown increasingly larger. **Root Cause:** Student's gaps have not always been easy to identify in larger classes on a larger campus

Problem Statement 2: It is not uncommon for some students to not experience success right away when they come to AOC. **Root Cause:** Typically, it takes about a semester for students to acclimate to a new academic setting.

Staff Recruitment and Retention

Staff Recruitment and Retention Summary

The Talent strategy is to recruit and retain the best employees at AOC to support students. For employees and support personnel, this includes recruitment processes and hiring practices to develop and retain staff to meet the unique needs of each department and/or campus. Increased creativity and flexibility in our staffing, compensation, and benefit plans will help SBISD attract and retain qualified individuals. In order to meet our strategic goals, attract and retain the best talent, we focus our efforts on the following key areas:

- Recruitment and Retention of instructional, non-instructional, paraprofessional, and auxiliary staff
- Onboarding processes
- Staffing and Performance Management
- Competitive Compensation and Benefits
- Benefits Training Opportunities

Number of Teachers:

2022-2023: 26

2021-2022: 22.75

2020-2021: 26

Source: Approved Staffing Report

Staff Recruitment and Retention Strengths

- Weekly shout outs are given to staff members in the weekly bulletin
- Regular faculty meetings promote open discussions regarding campus and district issues
- Support for teachers who seek professional development
- Teacher appraisers and campus leadership set goals, give timely feedback, and focus on continuous cycles of improvement
- Staff engaged in the PLC process as active participants in data analysis to better understand low performing areas and target individual student needs

Problem Statements Identifying Staff Recruitment and Retention Needs

Problem Statement 1: Teachers at AOC regularly teach two or more preps. **Root Cause:** the small staff and need for a broad scope of courses

Problem Statement 2: Teachers at AOC can become burnt out by teaching two school years worth of content in one year and only supporting students who have been academically unsuccessful. **Root Cause:** We only accept students who are behind on credits, and those students need opportunities to accelerate in order to catch up with their cohort.

Family and Community Engagement

Family and Community Engagement Summary

FAMILY ENGAGEMENT

Spring Branch Academy of Choice provides a sustained and strategic focus on educating, engaging and empowering families that are aligned with the SBISD Family E3 framework, focusing on building the capacity of families and staff to work together supporting students on their journey to academic success. The Share a Smile Customer Service commitments are embedded into the Family E3 expectations, emphasizing the importance of customer service at our campus. The campus Translation and Interpretation Procedure asserts our commitment to provide families with information they can understand. Families are invited to attend campus and district events.

COMMUNITY ENGAGEMENT

Spring Branch Academy of Choice works closely with the SBISD Community Engagement Division to support meaningful, strategic two-way engagement of families, community members, partners, and volunteers. The district traditionally has a large and very committed network of partners and 11,000+ volunteers. We welcome and value volunteers who serve on our campus as mentors and tutors to support student success.

Family and Community Engagement Strengths

FAMILY ENGAGEMENT

- Hosted family events such as: Orientation, Open House, Financial Aid Workshop, Career Day
- Implemented family engagement strategies including: Remind messages, School messenger call outs, Mailers for events, Positive parent contact
- Family feedback indicates that parents are satisfied with communication and with the family engagement opportunities provided.

COMMUNITY ENGAGEMENT

- Community engagement has been limited to engagement through students' home campuses and community members who volunteer to speak at our yearly Adulthood Day
- Community partners who have engaged with AOC in the past include Cornerstone PTA and JNT Automotive (next door neighbors)

Problem Statements Identifying Family and Community Engagement Needs

Problem Statement 1: Despite efforts to establish an AOC community outside the building, it remains challenging to engage community members on a consistent basis. **Root Cause:** We are a district program, not a neighborhood school, and many community members are unfamiliar with the important work we do at AOC.

Problem Statement 2: Despite efforts to communicate with AOC families, it remains challenging to engage families on a consistent basis. **Root Cause:** AOC students are typically with us for a temporary period of time, and some parents have become frustrated after years of their child's academic struggle.

Goals

Goal 1: STUDENT ACHIEVEMENT. Academy Of Choice students will master rigorous academic standards to ensure college and career readiness.

Performance Objective 1: ACHIEVEMENT: During each nine-week semester in the 2023-2024 school year, 90% of all credits attempted will be earned.

DATA:

In the 2022-2023 school year, students earning all credits in each semester was as follows:

- Semester 1 (August-October) - 90.91%
- Semester 2 (October-December) - 93.05%
- Semester 3 (January-March) - 91.51%
- Semester 4 (March-May) - 93.4%
- Summer (June) - 77%

In the 2021-2022 school year, students earning all credits in each semester was as follows:

- Semester 1 (August-October) - 85%
- Semester 2 (October-December) - 79%
- Semester 3 (January-March) - 80%
- Semester 4 (March-May) - 79%
- Summer (June) - 96%

Evaluation Data Sources: Student Transcripts

Strategy 1 Details
<p>Strategy 1: We will continue our systematic approach to intervention and a collaborative RtI process on campus to ensure that every child is being effectively served.</p> <p>A.) Regularly scheduled, collaborative meetings to discuss RtI progress/movement</p> <p>B.) Data- tracking related to RtI will be utilized, including more specific behavioral responses to intervention</p> <p>Strategy's Expected Result/Impact: Increased student growth and achievement, greater teacher efficacy</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Teachers</p>

Strategy 2 Details

Strategy 2: Advisory period for mandatory tutorials, CCMR extension through Texas College Bridge, or online course work through Edgenuity/APEX.

Strategy's Expected Result/Impact: improved focus and performance on assignments; alternative paths to CCMR through partnership with Texas College Bridge; earning of additional credits required for graduation.

Staff Responsible for Monitoring: Teachers

Principal

Assistant Principal

Funding Sources: instructional resources and supplies - 199 PIC 26 - AEP Services - \$6,635

Strategy 3 Details

Strategy 3: Half-day subs provided to allow additional time for backwards design of instruction and purposeful planning of instruction, including intervention and extension.

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: Principal

Assistant Principal

MCLs

Funding Sources: subs to support planning time for teachers - 199 PIC 26 - AEP Services - \$5,000

Strategy 4 Details

Strategy 4: High-quality, first-time instruction supported by resources and educational experiences

Strategy's Expected Result/Impact: increased student achievement resulting in less need for intervention

Funding Sources: instructional resources and educational experiences - 199 PIC 26 - AEP Services - \$40,000

Strategy 5 Details

Strategy 5: Focused "boot camps" aligned to STAAR EOC testing needs

Strategy's Expected Result/Impact: increased student achievement on EOC tests

Staff Responsible for Monitoring: Principal

Assistant Principal

MCLs

Teachers

Funding Sources: instructional resources and supplies - 199 PIC 26 - AEP Services - \$2,500

Strategy 6 Details

Strategy 6: Industry Based Certifications through CTE courses offered on campus

Strategy's Expected Result/Impact: Several students will leave AOC with certifications that can be used in the work force.

Staff Responsible for Monitoring: CTE teacher

Principal

Assistant Principal

Funding Sources: training and supplies for CTE - 199 PIC 22 - Career & Technology - \$900

Strategy 7 Details

Strategy 7: Department developed rubrics that encourage writing in all contents and exceeds SCR expectations on the EOC.

Strategy's Expected Result/Impact: Improved performance on new writing component of EOC

Staff Responsible for Monitoring: Teachers

MCLs

Principal

Assistant Principal

Goal 2: STUDENT SUPPORT. Academy Of Choice students will benefit from multi-tiered systems of support.

Performance Objective 1: CORE CHARACTERISTICS OF A T-2-4 READY GRADUATE: By June 2024, Academy Of Choice will implement at least three strategies that advance the focus on Core Characteristics for every child.

Evaluation Data Sources: Campus calendar and newsletters

Strategy 1 Details
<p>Strategy 1: Academically Prepared- Students will have the opportunity to earn 10+ credits per year through block scheduling and advisory.</p> <p>Strategy's Expected Result/Impact: students are able to get back on cohort quickly; increased 4 year graduation rate</p> <p>Staff Responsible for Monitoring: Counselors Administration</p>
Strategy 2 Details
<p>Strategy 2: Ethical and Service Minded- Students will participate in community service activities while at Academy of Choice (including beach clean-up and education through SPLASH)</p> <p>Strategy's Expected Result/Impact: students will be able to give back to their community and learn about long term impacts of their actions</p> <p>Staff Responsible for Monitoring: Teachers Administration</p>
Strategy 3 Details
<p>Strategy 3: Persistent and Adaptable- By coming to Academy of Choice, students are recommitting to their educational success. Students must overcome academic gaps and perceptions about their abilities to get back on track to graduation. To help in these efforts, AOC staff will utilize various recruiting methods, including meetings with home campus counselors/administration, parent information sessions, individualized orientation, etc.</p> <p>Strategy's Expected Result/Impact: More students will choose to come to AOC in order to experience success and develop grit.</p> <p>Staff Responsible for Monitoring: Teachers Counselors Administrators</p>

Strategy 4 Details

Strategy 4: Empathetic and Self-Aware- Students have the opportunity to engage in several sessions hosted by Crime Stoppers and various groups sessions hosted through our CIS department.

Strategy's Expected Result/Impact: Students will be more equipped with coping strategies and an empathetic mindset

Staff Responsible for Monitoring: CIS

Counselors

Teachers

Administrators

Goal 2: STUDENT SUPPORT. Academy Of Choice students will benefit from multi-tiered systems of support.

Performance Objective 2: POST-SECONDARY PLANNING: Academy Of Choice students will engage in activities that will prepare them to meet graduation requirements to pursue a viable post-secondary outcome.

Evaluation Data Sources: Naviance Reports, Skyward Reports

Strategy 1 Details
<p>Strategy 1: Advisory period for mandatory tutorials, CCMR extension through Texas College Bridge, or online course work through Edgenuity/APEX.</p> <p>Strategy's Expected Result/Impact: improved focus and performance on assignments; alternative paths to CCMR through partnership with Texas College Bridge; earning of additional credits required for graduation.</p> <p>Staff Responsible for Monitoring: Teachers Principal Assistant Principal</p>
Strategy 2 Details
<p>Strategy 2: Financial aid seminars on campus for parents/students</p> <p>Strategy's Expected Result/Impact: greater awareness of post-secondary financing options</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>Funding Sources: - 199 PIC 26 - AEP Services - \$500</p>
Strategy 3 Details
<p>Strategy 3: Adulting and Career Days (student event created to expose students to different post-secondary options) and related events</p> <p>Strategy's Expected Result/Impact: increase student awareness around post-secondary options</p> <p>Staff Responsible for Monitoring: Counselors</p> <p>Funding Sources: resources and supplies - 199 PIC 26 - AEP Services - \$1,450</p>
Strategy 4 Details
<p>Strategy 4: Industry Based Certifications through CTE courses offered on campus</p> <p>Strategy's Expected Result/Impact: Several students will leave AOC with certifications that can be used in the work force.</p> <p>Staff Responsible for Monitoring: CTE teacher Principal Assistant Principal</p>

Goal 3: SAFE SCHOOLS. Academy Of Choice will ensure a safe and secure learning environment.

Performance Objective 1: SAFE SCHOOL ENVIRONMENT: Align academic, behavior, and discipline systems to support a safe campus culture and maximize student learning.

Evaluation Data Sources: Discipline Data Dashboard, Review effectiveness of Behavior Intervention Plans

Strategy 1 Details
<p>Strategy 1: Revise campus discipline management plan and discipline flowchart.</p> <p>Strategy's Expected Result/Impact: increase awareness of processes and procedures related to discipline</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal Leadership Team</p>
Strategy 2 Details
<p>Strategy 2: Student code of conduct assemblies held quarterly to provide information related to discipline management and discipline flowchart</p> <p>Strategy's Expected Result/Impact: increase awareness of processes and procedures related to disciplinary expectations</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal</p>
Strategy 3 Details
<p>Strategy 3: Integrate Incoming Student Contract with acknowledgement of expectations into new student application process.</p> <p>Strategy's Expected Result/Impact: Increased awareness of expectation while at Academy of Choice</p> <p>Staff Responsible for Monitoring: Counselors Assistant Principal Principal</p>

Goal 3: SAFE SCHOOLS. Academy Of Choice will ensure a safe and secure learning environment.

Performance Objective 2: SAFETY COMMITTEE: Strengthen school safety by establishing and conducting Campus Safety Committee reviews throughout the school year.

Evaluation Data Sources: Campus Safety Committee roster and calendar

Strategy 1 Details
<p>Strategy 1: Campus safety committee will meet or provide feedback monthly to review drill performance, weekly door sweep issues, and county/district/fire marshal audits (as applicable).</p> <p>Strategy's Expected Result/Impact: Safer campus with increased awareness and understanding from staff</p> <p>Staff Responsible for Monitoring: Principal Safety Officer</p>

Goal 3: SAFE SCHOOLS. Academy Of Choice will ensure a safe and secure learning environment.

Performance Objective 3: EMERGENCY OPERATIONS: Maintain Campus Emergency Operations Procedures that comply with SB 11, and include Standard Operating Procedures.

Evaluation Data Sources: Campus emergency operation procedures documents

Strategy 1 Details
<p>Strategy 1: EMERGENCY OPERATIONS PROCEDURES: Campus EOP will align to the best practices from Texas School Safe Center and the Standard Operating Procedures.</p> <p>Strategy's Expected Result/Impact: Campus EOP turned in and filed by September 1st.</p> <p>Staff Responsible for Monitoring: Administrators Safety Officer</p>
Strategy 2 Details
<p>Strategy 2: EMERGENCY OPERATIONS PROCEDURES: Update campus EOPs annually and train staff at the start of each school year.</p> <p>Strategy's Expected Result/Impact: Campus procedures maintained in campus EOP. Staff training documents maintained. EOP submitted by September 1st.</p> <p>Staff Responsible for Monitoring: Administrators Safety Officer Safety Committee</p>

Goal 4: FISCAL RESPONSIBILITY. Academy Of Choice will ensure efficient and effective fiscal management of resources and operations.

Performance Objective 1: FINANCIAL MANAGEMENT: Maintain high quality financial management practices.

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

Strategy 1 Details
<p>Strategy 1: Conduct frequent budget meetings with Administrative Assistant to review and manage money.</p> <p>Strategy's Expected Result/Impact: Error free records; Documentation of purchases and orders.</p> <p>Staff Responsible for Monitoring: Principal Administrative Assistant</p>

Campus Funding Summary

199 PIC 22 - Career & Technology					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	6	training and supplies for CTE		\$900.00
Sub-Total					\$900.00
Budgeted Fund Source Amount					\$900.00
+/- Difference					\$0.00
199 PIC 26 - AEP Services					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	2	instructional resources and supplies		\$6,635.00
1	1	3	subs to support planning time for teachers		\$5,000.00
1	1	4	instructional resources and educational experiences		\$40,000.00
1	1	5	instructional resources and supplies		\$2,500.00
2	2	2			\$500.00
2	2	3	resources and supplies		\$1,450.00
Sub-Total					\$56,085.00
Budgeted Fund Source Amount					\$92,185.00
+/- Difference					\$36,100.00
Grand Total Budgeted					\$93,085.00
Grand Total Spent					\$56,985.00
+/- Difference					\$36,100.00